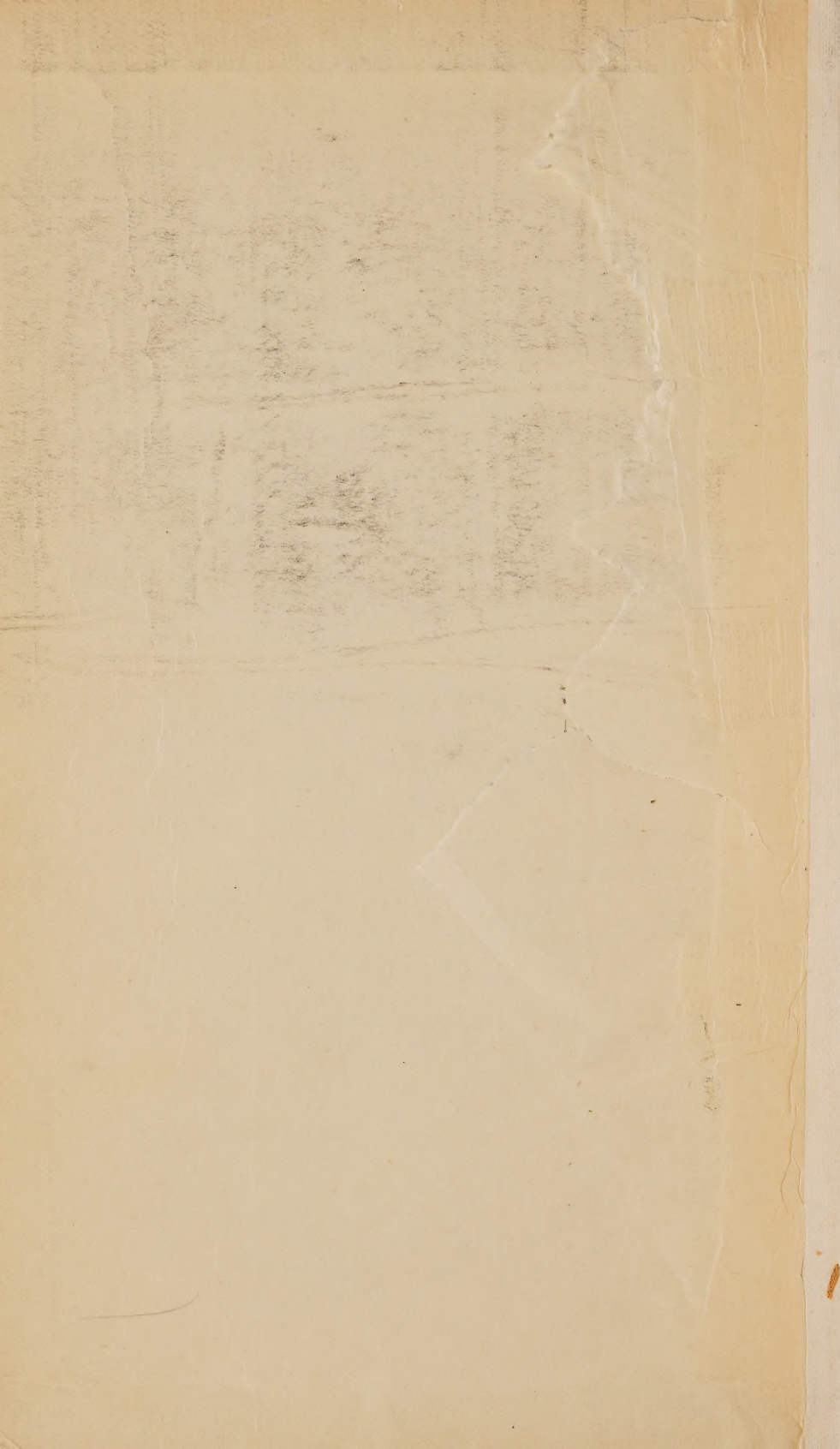


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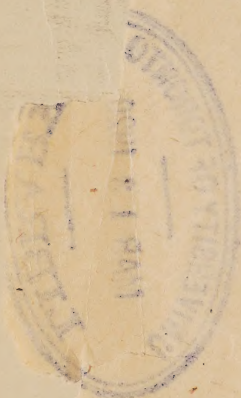
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THE LABOUR GAZETTE

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Number 1

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

Of the hundreds of munition workers released during December, skilled mechanics in most cases had little difficulty in securing other work, but there was a considerable number of semi-skilled and unskilled workers, more particularly in the large centres, without employment at the end of the month. The mining industry absorbed a great number of men, so that in the case of coal mining there was sufficient labour at the end of the month for present requirements. The lumber camps also took on many hands, but there was still some shortage of skilled lumbermen at the end of the month. In civic employment there was a decrease in the number of workers, and a slightly greater decrease in the wages paid in comparison with November.

The time loss on account of industrial disputes during December was much greater than during November and greater than during December, 1917. There were in existence during the month 17 strikes involving approximately 5,384 workpeople and resulting in a time loss of 64,079 working days.

The cost of the weekly family budget of staple foods averaged \$13.63 at the middle of December as compared with \$13.49 in November, \$12.24 in December, 1917, and \$7.95 in December, 1914. The index number of wholesale prices

stood at 288.8 for December as compared with 290.9 for November, 253.5 in December, 1917, and 137.6 in December, 1914.

Proceedings under the Industrial Disputes Investigation Act

During the month of December the Department received reports from five Boards of Conciliation and Investigation appointed to inquire into disputes affecting: (1) various Toronto firms and their patternmakers; (2) the Temiskaming and Northern Ontario Railway Commission and its clerks, station baggagemen and freight handlers; (3) the Administrative Commission of the City of Montreal and its engineers, firemen and oilers, engaged in the Waterworks Department; (4) the Niagara, St. Catharines and Toronto Railway Company and its electric railway employees; and (5) the H. Mueller Manufacturing Company, Limited, Sarnia, Ont., and its machinists. A report was also received from the Labour Appeal Board, to which was referred the dispute between the Canadian Northern Railway Company and its clerks, station employees, etc.

Six applications were received for the establishment of Boards. Two cases were referred to the Labour Appeal Board, namely: the dispute between various Toronto firms and their pattern-

makers; and between the Polson Iron Works, Toronto Shipbuilding Company and Dominion Shipbuilding Company, Toronto, and their ship carpenters. A Board which was established during the preceding month was completed by the appointment of a chairman; and five Boards were established in connection with applications which had been received during the preceding month.

**Workmen's
Compensation
Acts become
effective in
Alberta and
New Brunswick**

The Workmen's Compensation Act, 1918, of Alberta, came into effect on August 1 for those workers covered by schedule 1 of the Act, which includes employment in or about coal mines, coke ovens, briquetting plants, and mines other than coal. For workers covered by schedule 2, the Act becomes effective on January 1, 1919. The text of the Act was printed in the LABOUR GAZETTE, August, 1918, pp. 658-68.

The Lieutenant-Governor of New Brunswick has ordered that the provisions of both part 1 and part 2 of the Workmen's Compensation Act, 1918, of New Brunswick shall become effective on January 2, 1918. The classification of industries and rates of assessment were published in the New Brunswick *Royal Gazette* for December 11, 1918. The text of the Act was printed in the LABOUR GAZETTE, August, 1918, pp. 669-81.

**Amendments
to the Ontario
Workmen's
Compensation
Act requested**

The Premier of Ontario recently received a deputation from the Building Trades League, who requested that the following points and proposed amendments to the Workmen's Compensation Act of Ontario should receive the fullest consideration of the Government: (1) that the present rate of 55 per cent of workmen's former wages was inadequate; (2) that the entire cost of all accidents should be borne by the various industries covered by the Act, and that injured workmen should

receive compensation to the full extent of their former wages; (3) that as considerable time is lost owing to weather conditions, men engaged on outside work should be compensated in the case of accident on the basis of the union or prevailing rate of wages paid in the cities or towns; (4) that the medical provision of the Act, which at present only covers the first month of disability, should cover the whole period; (5) that the scope of the Act should be broadened to include private companies not engaged in the building trade; (6) that widows should receive at least \$30 a month for themselves and \$10 for each child under 16, instead of \$20 a month and \$5 for each child up to a maximum of \$40 as at present; and (7) that employers should be compelled to notify the Workmen's Compensation Board of all accidents within 24 hours of their occurrence. The Premier promised that serious consideration would be given to the various proposals set forth.

**Housing Com-
mittee of
the Cabinet**

In accordance with the Dominion Government's plan to lend financial aid to the provincial governments in their housing schemes "as soon as a general scheme shall have been agreed upon between the government of Canada and the government of the province applying for a loan," there has been appointed a committee of the cabinet known as the Housing Committee. The committee, which is under the chairmanship of Hon. N. W. Rowell, K.C., president of the council, will formulate without delay the general principles which should be followed in all housing schemes, and will communicate with the several provincial governments with a view to agreeing with them upon any general scheme. The committee is authorized to perform all such further acts as may be necessary in order to give effect to the order-in-council of December 3, 1918, the full text of which is printed on page 1,104 of the December issue of the LABOUR GAZETTE.

Hot meals for children of rural schools of Alberta

The Department of Education of Alberta has issued a booklet dealing with the preparation and serving of hot lunches to children in rural schools, and containing a number of recipes and practical suggestions. It was estimated that more than sixty per cent of the children attending rural schools in Alberta brought a cold lunch to school every day which they would eat at irregular intervals to the detriment of their health. For this reason it was the aim of the department to encourage the teachers and trustees to arrange for the serving of one hot dish at noon every day. Suggestions for a well balanced cold luncheon are also given for the benefit of the mothers.

Minimum wage legislation in Canada

The first minimum wage legislation enacted in Canada is contained in the Alberta Factory Act, 1917, a section of which fixes a minimum wage of \$1.50 per shift for all employees, except apprentices, in establishments covered by the Act. In 1918 Manitoba and British Columbia enacted Minimum Wage Acts, which in each case provided that a Board should be constituted with power to fix minimum wages for female employees. The Manitoba board has already issued a number of orders covering 25 groups of occupations; but the British Columbia board, having met for the first time on December 4, has as yet issued no orders. It is now thought probable that Saskatchewan will follow the example of the other western provinces by enacting a minimum wage law at the present session of the legislature. A government bill will be introduced to provide for a minimum wage for women in certain kinds of employment, and it has been stated that the main principles of the bill will receive the general support of the opposition.

Relation of wages to health

At the recent convention of the American Public Health Association in Chicago, Dr. Royal Meeker, chief of the Labour Statistics Bureau of the United States Department of Labour, was reported as saying that there is abundant proof that the disease rate increases as wages decrease, and decrease as wages rise. Mr. Meeker gave the results of the Bureau's investigation of the cost of living and retail prices of all necessities in various communities in the United States, which, it was stated, indicated that for a proper standard of living for a family of five an income was necessary of at least \$1,687 a year. He claimed that the ordinary working family in a large majority of cases received far less than this amount and is therefore compelled to adopt a much lower standard of living with the consequent impairment to health due to low and insufficient diet, inadequate clothing protection, and the lack of proper medical facilities in case of illness. Dr. Meeker advocated not only a high wage, but compulsory general state social insurance against sickness, invalidity, unemployment, maternity and old age.

Child welfare convention in British Columbia

The first annual convention of the Child Welfare Association of British Columbia was held at Vancouver on December 11 to 13. Among the subjects discussed were educational reforms, delinquency, child mortality, and diseases of children. With regard to education the speakers emphasized the great need of vocational training in order to fit children to be of service to the community. An account was given of the work that is being done in the schools of Vancouver in diagnosing and separating into special classes children of deficient mentality, and a plea was made for an institution to care for the feeble-minded. The importance of home training upon the development of the child was pointed out by the Chief

Diagnostician of the Juvenile Court of Seattle, Wash., who declared that generally speaking parental responsibility was at a low ebb in the case of delinquent children. A warning was given of the fatal consequences of venereal diseases upon the offspring of infected parents, and the instruction of children in matters of sex by parents and in the schools was advocated. The enactment of a mothers' pension bill was recommended as a recognition of the divine right of motherhood to be recognized as the highest service to the State.

**Canners' guild
of the mari-
time provinces**

As the result of a conference of the Maritime Province Canners' Association at Amherst, N.S., and Dr. A. B. McCallum, administrative chairman of the council for scientific and industrial research, the association decided to form a federally incorporated research guild, for the purpose of improving canning methods by the united efforts of their members. About twenty-five canning firms were represented at the meeting. A committee was appointed to arrange for the organization of the guild, and the sum of \$5,000 was voted towards research work to be conducted in co-operation with the council for scientific and industrial research. The council made a further grant of \$2,000 to the committee on assisted researches to be expended on investigation of one of the fish-preserving problems to be taken up by the guild. It is estimated that from five to ten per cent of the lobster and sardine output of the maritime provinces now goes to waste through spoiling, involving a loss of many thousands of dollars, and it will be the aim of the guild, by means of scientific research, to find the cause and remedy for the deterioration of their canned products.

Indian Industries Commission

The Indian Industries Commission, which was appointed by the Government of India, has recently issued its report, which contains a broad plan for the industrial

development of the Indian Empire. It is proposed that there be created an Imperial Department of Industries, which will be responsible for the industrial policy of the Government, and for the carrying out of a uniform programme of industrial development throughout the country. According to the plan suggested the actual administrative work would be almost entirely decentralized and would devolve on provincial departments, which would be administered by Directors of Industries assisted by specialists and technical advisers. Proposals are made for the better exploitation of the forests and fisheries, for the introduction of modern methods of agriculture, for a special survey of the coal situation, and for the development of water powers. The Commission recommends a system of universal primary education for artisans, combined with technical education in industrial schools for workers in cottage industries; and in the case of organized industries, a system of apprenticeship for four or five years with practical training in the workshop and theoretical instruction in attached teaching institutions. For the higher class of workers such as technical and scientific experts, a similar apprenticeship system is recommended for the manipulative industries like mechanical engineering, but in other industries the teaching in institutions is of primary importance. Recommendations are also made for better housing measures, welfare work among factory employees, measures for the improvement of public health and for better administration of the Boiler Acts, the Mining Rules and the Electricity Act, and for the employment of jail labour. Industrial co-operation is also discussed with reference to small and cottage industries.

**Labour
Jottings**

The index to Volume XVIII of the LABOUR GAZETTE accompanies this issue.

The National Transport Workers' Federation of the United Kingdom re-

cently presented to all municipal and privately owned tramway systems a demand for a working week of forty-four hours, with the existing weekly wages.

At a meeting of representatives of the Federation of Engineering and Shipbuilding Trades of Great Britain and the employers a forty-seven hour week was adopted. This was subsequently ratified by a vote of the union.

By a decree dated August 23, 1917, the Italian government extended the principle of compulsory insurance against accidents to agricultural workers generally.

It is announced that the timber controller of Great Britain has arranged to

purchase in Canada during the present year one billion square feet of lumber, representing a value of about \$40,000,000. The timber will be of all grades, and orders for it will be distributed throughout the country.

The British labour party has been officially recognized as the Opposition Party in the British House of Commons, and succeeds to all the privileges which that entails.

The contract for section three of the Welland Canal, which had been allowed to lapse on account of the war, has been renewed, and it is announced that work on it will be begun at an early date. The estimated cost of this undertaking is about \$9,000,000.

INDUSTRIAL CONDITIONS DURING DECEMBER, 1918

I.—General Review

The evident increase in the amount of unemployment during December, caused by the cessation of munition work, would have been further accentuated were it not for the Christmas trade, which afforded temporary employment to a large number of workers, and also to the tendency among workers released during the month to wait until after the holiday season before seeking other employment. Reduction in hours, instituted in a few cases, also had the effect of making unemployment less apparent. In Montreal, Toronto and the larger cities generally skilled workers were more readily absorbed, but semi-skilled and unskilled men and women, who comprised the greater proportion of the workers released, had some difficulty in finding work, and many were unemployed at the end of the month. The number of unemployed in these cities was further increased by the seasonal influx from outside places of agricultural and other

outdoor workers. There was some unemployment on Prince Edward Island caused by munition workers returning home from other parts of the Dominion. The shipyards at Quebec, Toronto and Vancouver absorbed a large number of men, but the shipyards at Fort William released most of their employees, many of whom returned to the United States from whence they had come. In the food group, the flour and feed mills generally were busy, and the abattoirs, packing houses and sugar refineries were active. Employment was very good in the bakeries and confectionery establishments due to the Christmas trade and to the lifting of the sugar restrictions. Soft drink firms and breweries were dull and some of the latter closed down at the end of the month. There was some reduction in employment in tobacco and cigar factories corresponding to the reduction in the number of parcels sent overseas. There was considerable activity in the textiles group which absorbed many of the re-

leased female munition workers. In a lesser degree the same was the case in the clothing and laundry group. The pulp and paper workers generally were well employed. Printers and paper goods workers had a busy month, due to the Christmas trade and advertising. Employment in the sash, door and planing mills varied, but generally it was quiet. Wooden toy and novelty makers were well employed. There was a very slight demand for cabinet makers and machine hands. Boot and shoe and leather workers were very well employed. There was some activity in the glass factory at Toronto. Paint and varnish makers were active and there was some demand for female help in the chemical and drug plants. In transportation the railways were very busy hauling both freight trains and troop and passenger trains. The train crews worked considerable overtime. The railways took back into their employ a number of discharged soldiers. The railway repair shops were very active and the inauguration of the 8-hour day in some of the shops helped in the absorption of both skilled and semi-skilled labour. Longshore work was active at Sydney and Halifax, but quiet at Vancouver and dull elsewhere. In the coal mining industry generally there was very little shortage of labour and in the Calgary district a surplus of miners was experienced. The Cobalt silver mines had practically all the labour required, and in the gold camps the amount of labour increased steadily during the month. The shortage of labour in the lumber camps experienced during the last few months was reduced very considerably during December, although more men were still needed. In the Fernie district, however, the industry was unsettled, and in the Vancouver and Victoria districts a number of camps closed down for the winter, which caused unemployment in those areas. The sawmills generally were quiet and in some cases were closed down. Employment in the building trades was better than is usual for the season, due

to the mild weather. The value of building permits issued in 35 cities decreased from \$2,387,045 in November to \$1,640,727 in December, or 31.3 per cent. As compared with December, 1917, there was an increase of 87.6 per cent.

The loss of time on account of industrial disputes during December was much greater than during

Strikes ing November, and greater than during

December, 1917. There were in existence at some time or other during the month 17 strikes involving approximately 5,384 workpeople and resulting in a time loss of 64,079 working days, compared with 23 strikes, 4,330 workpeople and 36,843 working days in November; and 9 strikes, 3,224 workpeople and 33,540 working days in December, 1917. On December 1, there were on record 11 strikes, affecting 1,358 workpeople. Five strikes were reported as having commenced during December, as compared with eleven in November; six of the strikes commencing prior to December, and three of those commencing during December were reported terminated, leaving eight unterminated strikes, affecting approximately 762 workpeople, on record at the end of December.

Seasonal changes and the effect of the change from war conditions on some

Prices markets caused some movement in prices in several commodities, but

the general movement showed little change. In retail prices meats tended lower, while butter, eggs and cheese tended higher. The family budget of staple foods averaged slightly higher in the 58 cities, standing at \$13.63 at the middle of December as compared with \$13.49 in November, \$12.24 in December, 1917, and \$7.95 in December, 1914. Coal and wood were slightly higher. In wholesale prices the departmental index number stood at 288.8 for December as compared with 290.9 in November, 253.5 in December, 1917, and 137.6 in

December, 1914. The chief changes for the month were increases in Animals and Meats, Dairy Products, and Fish, while there were decreases in Grains

and Fodder, Fruits and Vegetables, Textiles, Hides, Leathers, Boots and Shoes, Metals and Implements, and Building Materials.

II.—The Industries and Trades

The output for the Dominion Steel Company at Sydney for December

**Metals,
machinery,
conveyances**

showed an advance over the previous month, being in tons as follows: pig iron, 30,000 tons; rails, 13,300; rods,

5,550; billets and bars, 8,600; wire products, 570, as compared with 26,000 tons of pig iron, 12,000 tons of rails, and 8,800 tons of rods, bars and wire products. Five blast furnaces and 529 coke ovens were in operation. The output of the Sydney Mines plant was 10,000 tons of steel and 7,700 tons of pig iron, as compared with 9,600 tons of steel and 7,500 tons of iron in the previous month. Five blast furnaces and 185 coke ovens were in operation. Westville reported steel plants only partially engaged. The Albion Machine Co. at Stellarton closed down during the month. St. John reported that the Fleming Foundry was advertising for pattern makers and machinists, but that the McAvity munition plants had closed down. Employment was brisk in the galvanized iron, tin and sheet metal establishments. Moncton reported that normal conditions for the season prevailed in the foundries. Fredericton reported the foundries and machine shops still well employed. Montreal reported activity in the rolling mills, some of which were working double shifts in the manufacture of nails. Sheet metal workers were quiet. Quebec reported the boat, shipbuilding and repairing yards very busy. The stove and furnace foundries were very active, but automobile and carriage firms were dull. Sheet metal workers were very quiet. Sherbrooks reported that about 3,000 munition workers were laid off, many of whom obtained work else-

where. At St. Hyacinthe the machine shops and foundries worked full time and electrical workers had an active month, but farm implement manufacturers were quiet. Three Rivers reported that a number of plants closed down during the month, but that the Canada Iron Foundries continued to operate with over 500 men. Employment was very good in the shipyards in completing boats to be launched in the spring. Ironworkers and electrical workers at St. Johns and Iberville were well employed. Sorel reported that shipbuilders had a very active month. The mica factory gave employment to over 500 women. Toronto reported that the closing of munition plants during the month threw many thousands of men and women out of employment: while most of the skilled mechanics secured other work, a large proportion of the semi-skilled and unskilled workers were still unemployed at the close of the month. The structural steel industry showed steady improvement, and engine and boiler manufacturers were busy. Shipyards were busy with orders from the Imperial Munitions Board, most of the plants having orders on hand to keep them working at capacity through the winter. Automobile, agricultural implement and tractor factories gave considerable employment. Sheet metal plants were fairly active and the electrical trade was normal. Hamilton reported that much of the skilled labour released during the month had been absorbed in other lines. Niagara Falls reported that metal working concerns continued to be busy and that well-trained machinists were well employed, but that former munition workers were often handicapped through

being used to only one sort of machine and one line of work. St. Catharines reported that boilermakers and electrical workers were well employed, but that several munition plants had closed down. The brass works was well employed. Locomotive works and foundries at Kingston were steadily engaged, while the shipyards were fairly busy, mainly on repair work. Belleville reported considerable activity in the manufacture of bar iron plates, nails, etc. Toolmakers were well employed. Peterborough reported that employment was very good in the machine shops and foundries and that the hydraulic and heavy machinery plants were working day and night shifts. Employment was fairly good among electrical workers. Brantford reported that the portable engine and gas works were very busy stocktaking but had retained their full staffs. There was a shortage of both skilled and unskilled labourers in the agricultural implement plants. Stovemakers and electrical workers were well employed. Kitchener reported some demand for machinists and moulders. The Kitchener Bicycle Co. was very busy in their clock department. Guelph reported that a number of machinists were out of employment at the end of the month, but Stratford reported employment steady in the foundries and machine shops. The portable engine and threshing machine firms at London were working overtime and taking on extra help. The rolling mills continued to be busy with all furnaces going. Chatham reported that the action of a number of factories in shortening the working hours from 10 to 8 hours per day had reduced the amount of unemployment that would otherwise have resulted. The Canadian Bridge Co. at Windsor laid off a large number of men. The Twisted Drill Co. was busy in all departments and took on much extra help. The automobile companies took on extra help. The Penberthy Injector Co. again ran with a full force. The roofing company was quiet. Owen Sound reported some activity in the manufacture of marine fixtures. The

closing of munition plants in Orillia threw about 1,200 hands out of employment, some of whom were absorbed later by the carriage and agricultural implement firms. The steel plant at Sault Ste. Marie was running day and night on rail orders, of which they have a large number ahead. Towards the middle of the month the shipyard at Port Arthur was organized on a winter time schedule and 127 new men were engaged. It was publicly announced that the yard would be fully engaged during the whole of 1919 and that as the contracts had been taken under the present scale of wages and working conditions there would be no decreases in wages. The shipyard at Fort William finished all its contracts and retained only a small staff of men for car building and repair work generally. Many of the men engaged at the Fort William yard had come from the United States and these at once left for home. Winnipeg reported that the rolling mills were fairly well employed. Regina reported that the automobile and agricultural implement firms were quiet. Medicine Hat reported employment fair in machine shops and foundries and good in the rolling mills. The iron works, locomotive shops and automobile firms at Calgary were fully employed, but the farm implement firms were quiet. Vancouver reported that employment was fair in the sheet metal plants. Employment was good in the marine engine and boiler works at Victoria. The iron foundries and steel shipyards continued to be well employed, while approximately 1,800 men were employed in the wooden shipyards.

Sydney reported the abattoirs and meat-packing houses active. The flour mills at Westville were busy. **Foods, liquors and tobacco** Charlottetown reported that employment was good in this group. The flour and feed mills, and sugar refinery at St. John were working steadily. The creameries and dairies reported activity, and the aerated water

firms reported an improvement. The flour mills at Moncton were active, and the biscuit makers were well employed. The flour mills at Fredericton were working to capacity. The bakers and confectioners reported an improvement, due to the Christmas trade and to the removal of the sugar restrictions, and more hands were taken on. Montreal reported the flour mill busy, the abattoir and meat packing houses active, and the sugar refineries fairly well employed. Some of the breweries were intending to close down altogether very shortly. Quebec reported baking and confectionery firms very busy, but the abattoirs were quiet and the soft drink makers very dull. The breweries also were quiet. St. Hyacinthe reported that the flour and feed mills were very busy, that confectioners were working overtime and that cigar and tobacco factories were in need of help. Tobacco workers were well employed at Three Rivers. Sorel reported that bakers and confectioners were actively employed. Toronto reported that flour and feed plants, abattoirs and meat-packing houses showed steady activity. Bakers and confectioners were very well employed. Fruit canning houses were active in the orange department. The soft drink manufacturers and brewers were quiet. There was considerable employment among tobacco workers. Hamilton reported activity in this group, except that the breweries were rather quiet and the cigarmakers were on strike. Brockville reported that soft drink establishments and cigar firms were quiet, and that the breweries were very dull. Kingston reported the flour and feed mills active, and the bakers, confectioners and brewers well employed. Belleville reported the flour and feed mills and bakers and confectioners exceptionally busy. Creameries and dairies were also well employed. At Peterborough the flour and feed mills, creameries and condensed milk factory were very busy, but the packing houses and cigar factories were rather quiet. The biscuit company at Brantford was short of fe-

male help. At Kitchener the flour mills ran full time, and the sugar factory continued to run continuously seven days a week. Other branches of this group were also well employed. At Guelph the bakers and confectioners were in need of extra help, and the flour and feed mills ran to capacity. The breweries and soft drink establishments were dull. The Hunt Milling Co. at London was exceptionally busy. There was some lay-off in the biscuit factories and cigar factories owing to stocktaking. The flour mills at Chatham ran 24 hours a day. The Dominion Sugar Co. was very busy, except that, after having sliced 75,000 tons of beets, they closed down for a few days to make changes in order to start the refining of raw cane sugar. The abattoir was closed down. Windsor reported that employment was very good at the cereal company, that the Ferry Seed Co. ran with a full staff, and that the cigar factories were short of female help. Soft drink plants and breweries were very dull. The oatmeal mills at Owen Sound ran full time. Winnipeg reported a slight demand for experienced help in the bakeries and confectionery houses. The vegetable canners took on a few extra hands. The flour mills at Brandon were well employed, but the Regina mills remained closed down. The abattoirs at Regina reported a large increase in business but a shortage of help due to influenza. Prince Albert reported the flour and feed mills running to capacity. The abattoirs were well employed. The flour mills at Medicine Hat worked day and night. Candy makers were all busy. At Calgary the flour mills and packing houses were fully employed, but the cigar factory was dull. The Swift Canadian Packing Co. at Edmonton employed 550 hands and hoped to double their plant in the near future. At Vancouver the flour and feed mills and sugar refineries, abattoirs and packing houses were busy, but fruit and vegetable canners and breweries were very dull. Flour and feed mills at Victoria were operating steadily. The breweries were

well employed, but the cigarmaking industry was dull.

St. John reported that both cotton mills were operating steadily. At Moncton the Humphrey woollen mill and the Atlantic underwear factory were very active and the Maritime linen company was steadily employed. Cotton manufacturers at Montreal had a very busy month with orders ahead to keep the mills up to full capacity for some time to come. The woollen mills were handicapped owing to the scarcity of the raw material due to Great Britain having bought the entire New Zealand and Australian output for the next 12 months. The silk mills also were handicapped by the shortage of raw material. Quebec reported that the cotton mills were working overtime. The cotton and woollen mills at Sherbrooke were very busy. The Penman Manufacturing Co. at St. Hyacinthe worked day and night. The Wabasso Cotton Co. at Three Rivers employed more than 1,200 hands. Toronto reported that the woollen mills and knitting factories were very busy with many orders ahead. The carpet factory was busy. Hamilton reported that help was wanted in the hosiery, underwear and knitted goods establishments. St. Catharines reported that the textile trades continued to be well employed. The hosiery mill at Kingston was active, but the cotton mill workers were out on strike. The woollen mills were very active at Peterborough. Galt reported that the woollen and silk mills absorbed a number of female munition workers. The blanket factory at Brantford was short of both skilled and unskilled labour. The silk company also was short of help. The Brantford Cordage Co. continued to be well employed. The hosiery and felt factories and the Dominion Twine Co. at Kitchener ran full time. There was a demand for female help in the cotton mills at Guelph, and weavers were wanted in the Dominion woollen mills. Employment was

good also at the carpet and rug mills. At Stratford the woollen and knitting factories commenced to reduce their staffs about the middle of the month. The hosiery companies at London were taking on female help. The Monarch Knitting Co. at St. Thomas was busy. The Orillia Worsted Co. increased their force to 60 hands. At Winnipeg the bag manufacturers were active and the knitting concerns reported an improvement and that they had increased their working forces. Vancouver reported fair employment in the tent and awning industry.

St. John reported normal conditions in the ready-made clothing establishments. Moncton reported the cap factory busy and the millinery and tailoring houses well employed. Steam laundries continued to be active. The clothing establishments at Fredericton reported a shortage of help while the laundries and cleaning establishments had all the work they could handle. Shirt factories at Montreal took on extra hands during the month. Fur workers also were busy. Quebec reported that the glove factories were busy, and that the fur goods firms were very busy. The steam laundries were quiet. St. Hyacinthe reported that the clothing industry had a good month. The Cluett-Peabody Co. at St. Johns and Iberville was rather quiet. Toronto reported that the ready-made clothing factories took on additional help, and that the hat and cap and whitewear companies gave plenty of employment. Laundries were fairly active, but the dyeing and cleaning establishments were rather quiet. Hamilton reported some demand for labour in this group. The Niagara hat factory needed female workers. Brockville reported that the steam laundry went out of business during the month due to the competition of Chinese laundries. Employment was good at the Deacon shirt factory at Belleville. Brantford reported a demand for skilled and unskilled labour in the whitewear

**Textiles,
cordage and
carpets**

**Clothing and
laundering**

and underwear factories. The robe and clothing company closed down for one week after Christmas. Girls were wanted in the shirt and collar factories. Guelph reported some demand for white-wear operators. The button factories at Windsor were exceptionally busy. Owen Sound reported the steam laundry idle and the cleaning and dyeing establishments fairly busy. Winnipeg reported general quietness in this group except that the furriers continued to work with full staffs. The laundries employed more hands during the month than in the month preceding. Regina reported that the steam laundry took back some of its employees who had been busy on war work, without displacing other employees. There was some demand for laundry workers at Prince Albert. The Great Western Garment Co. at Edmonton had 250 employees on their payroll for the month. Vancouver reported a seasonal slackness in the ready-made clothing trade, and that the shirt and overall factories were only fairly busy. The dyeing and cleaning establishments were busy, but the steam laundry employees were out on strike. The overall and shirt factories at Victoria operated steadily with full staffs.

The Nashwaak Pulp and Paper Co. at St. John was closed down during the

Pulp, paper and fibre month on account of a strike of its employees. Montreal reported the

pulp and paper mills active, while the beaver board and other pulp products companies were anticipating large overseas orders. Sherbrooke reported the pulp and paper mills busy. The Wayagamack Pulp and Paper Co. at Three Rivers employed over 1,000 hands and the St. Maurice Paper Co. worked full time and were adding to their plant. Hamilton and St. Catharines reported activity in the felt and tar paper group. Victoria reported considerable activity in the mills of the district.

Printers and bookbinders at Charlottetown reported a good month. The

Printing, publishing and paper goods newspaper and job printing houses at St. John had a good month and there was every indication that it would continue. The engraving

firms reported an increase in business. The paper box factories were working overtime. Employment was very steady at Moncton and Fredericton. Montreal reported that extra hands were employed in the paper novelties houses. Quebec reported activity in this group. The newspapers and job printing establishments at Three Rivers had a busy month. At Sorel the printing trades were quiet. At Toronto, printers, bookbinders and lithographers were well employed. Paper goods firms had a busy month and there was a demand for experienced bindery girls. Niagara Falls reported the paper and printing concerns busy. Activity was reported at Kingston. The paper box factories at Peterborough and Brantford were well employed. The job printers and paper box workers at Kitchener were very well employed. Stratford reported that the bindery was busy. There was some demand for job printers at Woodstock. London reported that newspaper employees were exceptionally busy, that job printing firms were active, and that the paper box companies were very well employed. St. Thomas reported that job workers were very active. Chatham reported a considerable increase in activity over last month. Windsor reported that the newspaper office had added to its staff and that the job printers were being rushed for work, but that the paper box factories were inclined to be quiet. There was a demand for female help in the binderies at Winnipeg. The paper box concerns experienced a shortage of help. Printers at Prince Albert were fairly active. Medicine Hat reported some improvement over the previous month. The news printers and job printing firms at Calgary were fully employed. Some overtime was worked

in this group at Edmonton. At Vancouver the paper box and novelty firms were busy. At Victoria the printing trades had an unusually active month and the paper box firms reported increased business.

Sydney reported continued activity in the sash, door and planing mills.

Woodworking and furniture Westville reported dullness in this group; the sash and door factories

were not operating during the last half of the month. The Rhodes-Curry Co. at Amherst continued to be short of bench hands. The woodworking factories were working full time. Charlottetown reported quietness in this group. The sash, door and planing mills at St. John ran steadily during the month, the wooden box factory was very well employed, and some overtime was worked in the brush factories. Sash, door and planing mills at Moncton and Fredericton worked steadily. Montreal reported dullness in the planing mills and wooden box factories, but fair activity in furniture factories and wooden toys and novelties. Quebec reported the sash, door and planing mills dull but the wooden box factory busy. The broom and brush makers were actively employed, and wooden toy and novelty makers were very busy. Employment was very good in the chair factory at Sherbrooke. At St. Hyacinthe the sash and door factories were able to keep their staffs working at full time. Furniture and chair factories had a fair month and the organ factories were steadily employed. Three Rivers reported the sash, door and planing mills very busy, while the wooden bucket and box factory employed about 30 hands. The Ski Manufacturing Co. had more work than it could handle. The Dominion Manufacturing Co. employed about 300 hands making caskets, coffins and trimmings. Toronto reported that wooden box and furniture workers had a fair month and that piano workers were well employed. The toy factory was busy during the early part

of the month. The planing mills at Niagara Falls continued to be active, but at Hamilton they were only fairly well engaged. At Belleville, Peterborough and Galt the sash, door and planing mills were quiet, but at Brantford they were well employed. The piano case company at Brantford was active. Kitchener reported that the planing mills and wooden box factories worked full time and that cabinet makers, machine hands and polishers were wanted in the furniture factories. The cooperage company and piano and organ factory worked full time. At Guelph the planing mills were quiet, but the piano and sewing-machine workers were well employed. At Stratford the planing mills were quiet, but the furniture factory was busy. London reported the barrel company and the piano and organ company very busy. At Chatham the planing mills worked short time but with the usual number of hands, while the wooden box factories were practically idle. At Windsor the piano factory closed for two weeks in order to take stock. The broom factory at Owen Sound was running to capacity, but the cooperage plant was quiet and the wooden toy factory closed down. At Orillia the sash, door and planing mills ran with reduced staffs. At Regina the planing mills were fairly well employed, but at Prince Albert and Medicine Hat they were quiet. Vancouver reported that the sash and door and furniture factories were fairly well employed and that the wooden toy industry showed an increase over last year although the trade continued to be small. Victoria reported fair activity in sash, door and planing mills.

St. John reported a shortage of help in the tanneries. Fredericton reported that the tanneries were well employed, and that **Leather, boots, shoes and rubber** the shoe and larrigan factories were looking for more help. Montreal reported that boot and shoe workers were well employed. The experience

gained of women doing work formerly done by men had been such that it was thought women would in many cases be retained. Quebec reported the tanneries busy, the boot and shoe factories very active and the trunk and harness makers well employed. The leather and shoe companies at Three Rivers and Sorel reported an active month. Toronto reported that boot and shoe workers were well employed and that the tanneries were busy. Trunk, bag and harness makers were fairly active. The rubber factories were busy. The rubber companies at St. Catharines were well employed. The tannery at Kingston was active. St. Thomas reported a scarcity of skilled shoe workers. The boot and shoe factory at Peterborough was busy. The shoe factories at Galt gave employment to a number of munition workers. Kitchener reported that the tanneries were active and that the rubber factories were busy and that the Dominion Tire Co. was in need of a few hands. London reported great activity in the leather group. Windsor reported that the trunk and harness makers were better employed than usual for the time of the year. The tannery at Orillia was running to full capacity. Brandon reported the tanneries and trunk makers fairly active. The trunk, bag and horse-goods workers were very dull at Calgary. The boot and shoe workers at Vancouver were active.

Montreal, Quebec and Sherbrooke reported that cut stone and granite workers were dull. Toronto reported that the glass factories were in steady operation. There was some employment in this group at Hamilton. Brockville reported that cut stone and granite workers were fairly active, considering the season. Brick and tile makers were dull. Sewer pipe makers were well employed at Belleville. Stratford reported that the brick-yards were very active during part of the month. A number of brick and tile makers were laid off temporarily at

Chatham. At Regina cut stone and granite workers were very well employed. The stoneware industry at Medicine Hat was fairly active.

Sydney reported lubricating oils and greases active. Montreal reported fair activity in this group, including drugs and medicines. Cartridge and ammunition workers at Quebec were well employed. Sherbrooke reported that the powder factory and acid plants continued to be very busy. The paint mills at Three Rivers reported a good month. Toronto reported that the paint and varnish industry was rather quiet, but that the chemical, drug and medicine plants were busy. Electro-chemical plants at Niagara Falls were running at full capacity. Hamilton reported fair activity in this group. The Scarfe Varnish Co. at Brantford was well employed. The oil and grease companies at Kitchener reported considerable activity. Windsor reported that the paint and varnish works were busy putting up stock for the spring rush. The manufacturers of toilet articles were rather quiet after the Christmas business. The medicine manufacturers were very busy and needing female help. The oil company at Regina ran full time with a full staff. The soap works also ran full time. The linseed oil mills at Medicine Hat were operating day and night. Vancouver reported the paint works and soap works and the oil refinery busy. The paint and soap factories at Victoria were operating steadily. A large number of men were laid off at the explosive plant on James Island.

The earnings of the Canadian Pacific Railway during December were \$15,023,088, as compared with \$15,191,162 for the same month in 1917. Sydney reported navigation and 'longshore work active. Westville reported some dulness on the steam and electric rail-

**Paints, oils,
chemicals,
explosives**

**Clay, glass
and stone**

**Railways,
shipping and
'longshore work**

ways. Railway employees at Charlottetown had a quiet month, the shipping of potatoes being practically over. St. John reported that the steam railways were very busy transporting returned soldiers and handling heavy freight. 'Longshore men were very busy. Transfers, liveries and garages were very active. Moncton reported that train crews made much extra time. The railway repair shops at Moncton continued to be well employed. Montreal reported that the steam and street railways were active, that the railway repair shops were fairly busy, but that there was no 'longshore work due to the close to navigation. Quebec reported an increase in the number of freight hands. Transfers were quiet and garages very dull. St. Hyacinthe and Sorel reported that the railways were active in all branches. Toronto reported that the railways were better manned and had a large volume of business. The street railway considerably increased its working force. The railway repair shops had plenty of work. Hamilton reported that railways were very active in freight business. Navigation was closed during the month and except for repairing and painting there was no employment at the docks. St. Catharines reported that all branches of the railway system were busy. At Brockville 'longshore work was quiet. The railway repair shops at Kingston were active. Peterborough reported that the railways were very active moving freight. The street railways, liveries and garages were well employed at Kitchener. The railway repair shops at Stratford were very busy. The car shops at London were active and had a lot of repair work on hand. St. Thomas reported that the inauguration of the 8-hour system in some of the railway shops helped very considerably in the absorption of surplus of skilled and unskilled labour. Train service employees had a busy month. Windsor reported a quiet month for liveries and garages. There was no 'longshore work at Owen Sound and Sault Ste. Marie. Winnipeg reported that employment in

the railway shops was about normal and that the street railway business improved during the month and that there was sufficient labour available. The railway repair shops at Brandon were busy. The steam railways at Regina reported fair freight business and heavy passenger business. The street railway carried considerably less passengers than in the corresponding month last year. The railway repair shops worked full time with full staffs. Carters at Saskatoon reported a quiet month, due to the mild weather and the coal propaganda of last summer which had reduced fuel orders to a minimum. The railway shops at Calgary were fully employed. The steam railways were well employed in the Fernie district owing to coal and coke shipments having been maintained at a steady rate, together with the incoming shipments of props and supports. The street and electric railways at Vancouver reported increased business since the epidemic ban was removed. 'Longshore work was quiet. Victoria reported an increase in the number of garage employees. 'Longshore work continued to be fair, particularly in connection with deep sea ships.

Sherbrooke reported that the copper, asbestos and chrome iron mines of the

district continued to be busy, due to the favourable weather. Cobalt

Mining and quarrying

reported that the silver mines were now well supplied with labour, due partly to the epidemic having decreased in the camps. During the month 28 cars containing approximately 1,998,584 pounds of ore were shipped, as compared with 3,782,437 pounds in November. Bullion shipments for the month continued to be comparatively heavy, a total of 747 bars containing 833,408 fine ounces were shipped, as compared with 802,261 ounces in November. In the gold camps of Porcupine and Kirkland Lake the amount of available labour increased steadily and there was evidence that some of the gold

mines would resume operations before many weeks. Owing to the epidemic the Rossland mines were practically closed down. The refineries and smelter in the district were operating at a greatly reduced capacity. There were only one copper and two lead furnaces in operation.

Sydney reported the output of the Dominion Coal Company as 240,000 tons of coal and 53,000 tons of coke with 529 ovens in operation, as compared with 245,000 tons of coal and 45,000 tons of coke, with 518 ovens in operation in November. The output at the Sydney mines was 39,000 tons of coal and 9,300 tons of coke, with 185 ovens in operation, as compared with 34,600 tons of coal and 8,000 tons of coke, with 180 ovens in operation. Westville reported that the coal mines operated steadily and that 42,000 tons was raised in the locality during the month. Fredericton reported an increase in the output of the Minto mines due to the passing away of the epidemic. Calgary reported that there was a surplus of miners in the district and that the coal mines were working to full capacity. Fernie reported that operations in the mines improved during the month as, due to the fire in No. 1 South Mines (Coal Creek) having been extinguished, it was possible to resume operations. Shipments of coke continued fairly active, although somewhat below capacity. The epidemic was practically over.

Sydney reported fair employment in the completion of several dwelling houses. Charlottetown

Building and construction reported that bricklayers and masons had a quiet month, but that carpenters, labourers, plasterers, etc., had fair employment. Moncton reported that due to the mild weather carpenters, masons, painters and builders' labourers were in good demand. At Fredericton employment was very good for the season, very little unskilled labour being idle. Montreal and Quebec reported general dulness. Building tradesmen were quiet in St. Hyacinthe

and Three Rivers. Toronto reported that the building trades were quieter than in November, but that a number of uncompleted contracts would provide work for some time. Considerable activity was anticipated for the future. Hamilton reported that the building trades were well employed, the fine weather having allowed contractors to clean up unfinished outside work. Building tradesmen were well employed at Niagara Falls. St. Catharines and Brockville reported fair activity in the erection of dwellings. Peterborough and Brantford reported that there was considerable repair work and that there were no idle men in the building trades. Peterborough also reported that a considerable number of men were taken on for maintenance work on the steam railways, while the street railway extension also gave employment to unskilled labour. Kitchener, London and Guelph reported dulness in this group. Windsor reported that a little repair work was done. Winnipeg reported that employment in the building trades was up to the average for the season. Brandon reported fair employment on public buildings. Moose Jaw reported dulness in this group, but building tradesmen at Calgary and Prince Albert were fairly well employed. Calgary reported that work had been started on the military hospital which would shortly give employment to a large number of mechanics. There was general dulness at Edmonton. Victoria reported that track-laying on the Island division of the C. N. P. Railway was giving employment to a considerable number of men.

The value of building permits issued in 35 cities decreased from \$2,387,045 in November to \$1,640,727 in December, or 31.3 per cent. As compared with December, 1917, there was an increase of 87.6 per cent.

The lumber firms at Westville and Charlottetown reported a very active month. The sawmills at St. John closed down for the season. A shortage of lumbermen was reported at Fred-

ericton. Quebec and Sherbrooke reported a shortage of labour for the logging camps. Peterborough reported that lumbering was very active and that there were more camps this season than for some years past. The sawmills were closed down. Owen Sound reported that the lumber camps connected with the local mills were active, and that the sawmills were running, but that the tie mills were closed. Operations in the Sault Ste. Marie district were limited to cutting and skidding on account of lack of snow. In the Port Arthur district there were not enough suitable men to meet the demand in the lumber camps, many of the men applying for jobs never having previously worked in the bush. Prince Albert reported that large numbers of men and teams were employed in the several lumber camps. Calgary

reported a continued demand for men for the camps. Fernie reported a more or less unsettled state in this industry with little demand for lumber at prices prevailing before the armistice. The lumbermen declined to ship at the prices offered, preferring to close down their plants and hold their stocks until better prices prevailed. Logging operations were consequently carried out on a rather limited scale. Vancouver reported that a number of camps had closed down for the winter, and that a few mills had closed for repair work, causing some unemployment. Victoria reported that the lumber and logging industry was not as brisk as in previous months. The mills at some points closed down for the winter, while the logging plants cutting spruce logs for aeroplane purposes closed down for good. This resulted in considerable unemployment.

PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT DURING DECEMBER, 1918

DURING the month of December the Department received reports from five Boards of Conciliation and Investigation appointed to inquire into disputes affecting (1) various Toronto firms and their patternmakers; (2) the Temiskaming and Northern Ontario Railway Commission and its clerks, station baggagemen and freight handlers; (3) the Administrative Commission of the City of Montreal and its engineers, firemen and oilers, engaged in the Waterworks Department; (4) the Niagara, St. Catharines and Toronto Railway Company and its street railway employees; (5) the H. Mueller Manufacturing Company, Limited, Sarnia, Ontario, and its machinists. A report was also received from the Labour Appeal Board, to which was referred the dispute between the Canadian Northern Railway Company and its clerks, station employees, etc.

Six applications were received for the establishment of Boards. Two cases were referred to the Labour Appeal Board, namely:—the dispute between various Toronto firms and their patternmakers; and between the Polson Shipbuilding Company (Polson Iron Works), Toronto Shipbuilding Company and Dominion Shipbuilding Company, Toronto, and their ship carpenters, etc. A Board which was established during the preceding month was completed by the appointment of a chairman; and five Boards were established in connection with applications which had been received during the preceding month.

Applications Received

The following applications for Boards were received:—

From the employees of the Curtiss Aeroplane Company, Limited, and Cana-

dian Aeroplanes, Limited, Toronto, being aeroplane wood-workers, members of Toronto District Council of Carpenters. As these firms were about to close down as a result of the signing of the armistice it was considered that the dispute did not fall within the meaning of the statute.

From the employees of the Montreal Light, Heat and Power Company, members of Labour Union No. 16359. A Board was constituted, Mr. A. Bastien, Montreal, being appointed a member on the recommendation of the employees.

From the employees of the Canadian Government Railways, Western Lines, being the clerical, station and round-house employees, members of the Canadian Brotherhood of Railroad Employees. The application was under consideration at the close of the month.

From the employees of the Corporation of Hull, being firemen, members of Firemen's Federal Union No. 51. This being a municipal corporation a Board could be established only by the joint consent of the disputants. Before this mutual consent was arranged a settlement of the matters in dispute had been reached by the parties concerned.

From the employees of the Dominion Textile Company, Kingston, Ontario, members of the United Textile Workers Union. The application was under consideration at the close of the month.

From the employees of Armstrong, Whitworth of Canada, Limited, Longueuil, Quebec, being machinists, millwrights, toolmakers, blacksmiths, etc., members of the Amalgamated Association of Engineers. This dispute did not fall within the statute and the employer being unwilling to allow a reference to a Board, no Board was established.

Other Proceedings under Act

During December the following cases were referred to the Labour Appeal Board:

(1) At the request of both parties concerned, the findings of the Board established to deal with the dispute be-

tween the Polson Shipbuilding Company [Polson Iron Works], Toronto Shipbuilding Company, and Dominion Shipbuilding Company, Toronto, and their ship carpenters, caulkers, joiners and wood-working machinists; and

(2) At the request of the companies concerned, the findings of the Board established to deal with the dispute between various Toronto firms and certain of their employees, being patternmakers.

During December His Honour Judge R. Ruddy, Whitby, Ontario, was appointed chairman of the Board established to deal with the dispute between the Steel Corporation of Canada, Gana-noque, Ontario, and certain of its employees, being members of the Amalgamated Association of Iron, Steel and Tin Workers of North America.

During December Boards were established to deal with the following disputes:

(1) The Grand Trunk Pacific Railway and its employees, members of the Canadian Brotherhood of Railroad Employees. The Board was composed as follows: Messrs. C. E. Dafoe and T. J. Murray, Winnipeg, nominees of the company and employees respectively. The chairman had not been named at the close of the month. The application for this Board was received during June last, but procedure was stayed at the request of the employees' representative.

(2) The Furniture Manufacturers' Association of Stratford and its employees, members of the United Brotherhood of Carpenters and Joiners, Local No. 1990, and Painters and Decorators Local Union 772. The Board was composed as follows: His Honour D. McGibbon, retired County Judge, Brampton, Ontario, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. Joseph Orr, Stratford, and James F. Marsh, Niagara Falls, Ontario, nominees of the company and employees respectively.

(3) The Grand River and Lake Erie and Northern Railways, Preston, Ontario, and certain of their employees, mem-

bers of Division No. 833, Amalgamated Association of Street and Electric Railway Employees of America. The Board was composed as follows; His Honour Judge Colin G. Snider, Hamilton, Ontario, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. F. H. McGuigan and J. G. O'Donoghue, Toronto, nominees of the company and employees respectively.

Reference was made in the December issue of the LABOUR GAZETTE to applications which had been received on behalf of (1) firemen (2) policemen, and (3) civic employees of Montreal. The employer being a municipal corporation, boards could be established only by consent of both parties, and the Minister intimated to both parties his willingness to establish a board with their mutual consent. The municipality, however, considered it necessary to withhold its consent until the municipal budget had been prepared. In the meantime much unrest developed among the employees

concerned and arrangements were made for a strike. Immediately prior to the date set for the strike the Minister received the consent of the municipality to the establishment of a Board of Conciliation. The Board was immediately established, the members appointed on the recommendation of the employees being Mr. Joseph L. Bourbonniere in the case of the firemen, and Mr. Lacombe, in the case of the policemen. The firemen, policemen and civic employees were not now, however, agreeable to Board procedure and the strike which had been arranged became effective on December 12. Board procedure under the circumstances was not continued. The strike was closed at the end of a couple of days by an arrangement between the representatives of the corporation and employees respectively that the differences in question should come before a board of arbitration arranged as between the civic and commercial institutions of the city, the deliberations of which had not been brought to a conclusion at the end of December.

Report of Board in Dispute between various Toronto firms and their pattern-makers

A REPORT was received from the Board established to deal with the dispute between various Toronto firms and their employees, being patternmakers. The Board was composed as follows: His Honour Judge Emerson B. Coatsworth, Toronto, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. James G. Merrick and Fred Bancroft, Toronto, nominees of the company and employees respectively. The award which was signed by the chairman and Mr. Bancroft contained certain recommendations as to the settlement of the dispute. Mr. Merrick presented a minority report. At the request of the employing companies the matter was referred to the Labour Appeal Board.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the pattern makers of the city of Toronto and the various firms in Toronto employing pattern makers.

To the Honourable
Gideon Robertson,
Minister of Labour, Ottawa.

Sir,—

The Board of Conciliation appointed by you herein has the honour to report as follows:

This dispute has arisen between the pattern makers of the city of Toronto and their employers. The pattern makers have been receiving in what is

known as the job shops 70c per hour, and in what is known as the contract shops 65c per hour, and they have asked for an increase to 90c per hour all round.

There are 96 men interested, belonging partly to the Pattern Makers' Association of Toronto,* and partly to the Pattern Makers' League of North America, and their application for a Conciliation Board is dated the 6th day of November, 1918.

Mr. James George Merrick, of Toronto, was appointed by the employers to represent them on the Board; Mr. Fred Bancroft, of Toronto, was appointed by the employees to represent them upon the Board, and as they disagreed on the appointment of a chairman, you appointed Emerson Coatsworth, of Toronto, Junior Judge of the county of York, as chairman of the Board.

The sittings began at the City Hall, Toronto, on Monday, the 2nd day of December, 1918, and have continued from day to day, with intervals, receiving statements, taking evidence, and holding discussions as to the report to be made, and it is to be regretted that in the final result there is to be a majority and a minority report.

Before the Board the case of the employers was presented by Mr. Melville White, of the Canadian Allis-Chalmers Company; Mr. Charles E. Stricker, of 65 Jarvis street; Mr. B. Potts, of the Potts Pattern Works; Mr. J. T. Garton and Mr. Bawden, of the Bawden Ma-

chine Company, Limited; while the employees were represented by Mr. W. B. Hunter, 7 McKenzie Crescent; Mr. H. Blears, of 15 Kennedy avenue, and Mr. A. Hamilton, of 5 Columbus street.

The first effort of the Board was to try to bring about an amicable settlement, but it was soon learned that this was impossible, as the parties could not come together. The Board thereupon proceeded to hear evidence and statements and receive exhibits.

Every information was afforded on both sides, so that nothing that the Board demanded or that was requested on either side was withheld, with one or two slight exceptions.

The case of the men was presented, partly, by Exhibit 1, supplemented by statements and evidence on their part.

The case of the employers was presented by Exhibit 7, and supplemented by statements made on their behalf by their representatives.

The main points made by the men were as follows:

1. That there are a restricted number of pattern makers in Toronto and they are entitled to command the highest wages, and it is impossible to dilute them with unskilled or semi-skilled workmen as has been done in the munition factories with metal workers.

2. It was claimed that the grading of the pattern makers relatively to the other metal workers, such as machinists and moulders, the kindred trades, is higher very much, and the only official statements at all received on this point were two reports, dated October 1st, 1918, by the Shipbuilding Labour Adjustment Board of the United States, Exhibit 2 being the decision as to the Atlantic coast, etc., and Exhibit 3, the statement as to the Pacific coast, etc.

In Exhibit 2, on page 25, it will be seen that the pattern makers are rated at 86c an hour; on page 24, the moulders at 80c an hour, and on page 24, the machinists also at 80c per hour, showing the highest grading of the pattern makers. And in the Exhibit 3, the pat-

*The description of the employees is not technically correct. The employees were all pattern makers of Toronto, but were in part members of the Pattern Makers' Association of Toronto and Vicinity (being part of the Pattern Makers' League of North America), and in part members of the United Pattern Makers' Association of Canada, Local No. 1. Separate applications had been received, but the two groups of employees had mutually concurred in the nomination to the Board of Mr. Fred Bancroft. There is therefore in the Board's report a slight inaccuracy in the description of the employees. It is the practice of the Department to print the text of a Board's report without change, but it is thought desirable hereby to correct the point in question.

tern makers are graded at 94c, the moulders 80c, and machinists 80c.

The men in their case claim that this was an official recognition of the fact that the pattern makers are to be graded higher than the other mechanics mentioned.

3. In addition to what is mentioned in paragraph 2, the men pointed out the special training which is needed for pattern makers, being not only an apprenticeship at the trade itself in the shop, but also an education in the technical school to enable them to understand drawings and to work from them, bringing them up to the point of being a semi-professional class.

4. There was also produced Exhibit 8, being an advertisement of the Canadian Allis-Chalmers Company, Limited, of the 27th day of November, 1918, just a few days ago, for men, showing that there is plenty of work to do and that it cannot be said there is any lack of employment, otherwise the company would not be advertising in this way.

5. The men also claim, and it was not successfully refuted—although an opportunity was afforded—that the employers in the job shops charge from \$1.25 to \$1.40 per hour for the work when their men were engaged in jobbing work.

6. It is also claimed on the part of the men, and there was no evidence to the contrary, that it costs in the neighbourhood of \$150.00 for a kit of tools for pattern makers, and these tools have to be replenished and added to from year to year, and that there are very few trades where it is necessary for the men to be equipped in this way and to this extent.

7. The men point out also, and urge very strongly, the agreement that has been made in Montreal by which the wages of the pattern makers were increased to 85c and 90c per hour.

8. The men point out also the cost of living as a reason for their getting the highest possible grade of wages, claiming that men of their standing and edu-

cation cannot be held down to the bare necessities of life, but that they are bound to and must maintain a certain social standing and bring up their children with some degree of education, and that in view of the high cost of living it is impossible for them to do this unless their wages are increased.

9. The men claim that the physical, combined with mental, effort required from a pattern maker during his employment were much more intense than that required from any other class of workmen, owing to the fact that they are frequently working with weighty materials and are compelled at every moment to have their mind concentrated upon the plan from which they are working. And not only so, but they require, also, to have knowledge of other trades, such as moulding and machine work, in order to become fully qualified in their own trade.

10. It is also claimed that the work of pattern makers is one of the very few trades which cannot be replaced by machinery, as only in a few things is it possible to do the work of a pattern maker by machinery, such as planing and jig-sawing; all the rest of it has to be done by hand.

The employers, in addition to filing their statement, Exhibit 7, filed also Exhibit 4, the Machinists' Rules and Regulations; Exhibit 5, the Iron Moulders' Agreement; Exhibit 6, the Blacksmiths' Agreement.

The employers say:

1. That in answer to the advertisement by the Canadian Allis-Chalmers Company above mentioned, they got about 500 replies.

2. And Mr. White filed as an Exhibit, Exhibit 9, an article in the *Canadian Machinery and Manufacturers' News*, at page 588, under the title "British Cost is Far Below this Country."

As it would be cumbersome to file the whole magazine, this article is torn out and filed separately.

The point made in this is one of the strongest urged by the employers, viz.,

that if we are to compete with Great Britain and the European countries, then the scale of wages ought to be to some extent determined upon the scale there, and the scale of wages there is from 30 to 40 per cent lower than on this continent.

They admit that the Americans, notwithstanding the scale of wages, developed a great manufacturing interest, but claim it was owing to their high tariff.

3. The employers also claim that the agreement in Montreal was forced on the employers owing to the shipbuilding industry which has suddenly developed there to a very marked extent, and that otherwise the wages would not have been increased to anything like what they are.

4. That the demand for 90c an hour on behalf of the pattern makers was a demand made before the determination of the war when rates in all trades were going up and should not now be considered.

5. That the future is very uncertain as to the securing of business, and wages ought to stand as they are at the present time.

6. That many other cities in Ontario are paying less to the pattern makers now than Toronto.

7. That the pattern makers are not entitled to be rated above others to the extent claimed by the men.

Next Mr. White filed the *Labour Gazette* of September, 1918, at page 754, as Exhibit 11, referring to the amendments to the McAdoo Award in the United States. It is not considered necessary to forward this Exhibit.

The men filed the *Labour Gazette* of October, 1918, as Exhibit 12, at page 871, showing the relative cost of living in Montreal and Toronto, and claiming that it points to the lower cost of living in Montreal, and also filed the *Monthly Labour Review* of October 19th, 1918, of the United States, as Exhibit 13, pages 93 to 101, as to the cost of living.

After hearing all the statements and

evidence, and keeping in mind the importance of having the men contented at their work, and the strong case they have made out for some increase, the majority of the Board is in favour of increasing the wages of both job shop and contract shop men, pattern makers, up to 75c per hour minimum rates, this to take effect from the date of the application for the Conciliation Board, the 6th day of November, 1918, and to remain in force until the 1st day of July, 1919.

Where more than the above rate is being paid, no reduction shall take place.

All of which is respectfully submitted.

Dated at Toronto the 10th day of December, A.D. 1918.

(Sgd.) E. COATSWORTH,
Chairman.

For the employees:

(Sgd.) FRED BANCROFT,
Member of Board.

Minority Report

Toronto, December 9th, 1918.

Re Industrial Disputes Investigation Act, 1917, and *re* differences between various Toronto firms and certain of their employees, being pattern makers.

To the Honourable
Gideon Robertson,
Minister of Labour, Ottawa.

Sir,—

I have the honour to submit the following minority report, as a member of the Board of Conciliation and Arbitration appointed to settle, if possible, a demand from the pattern makers for an increase in the wage rate from 65c to 90c per hour.

The reference concerned some ninety-six pattern makers and some twenty-five firms. Of the latter, only twelve have taken a direct interest in the negotiations. The remaining firms, employing one or two men, have either taken no

notice of the demand, or have expressed their intention of abiding by whatever the majority of the firms agree upon.

It was contended by the representatives of the men, that the reason that no offer was made by the employers was due to the fact that the employers were taking advantage of the Order-in-Council which prohibited the men going on strike when the demand was made, and that if this Order-in-Council had not been in force, a substantial offer would have been made.

I wish to refute this statement in its entirety. No reference was made to the Order-in-Council during the negotiations with the men, and no offer was considered or discussed by the employers separately or in conjunction with the men's committee. The demand, so far as the manufacturing shops were concerned, of an advance from 65c to 90c an hour was deemed so extreme, and the possibility of adjustment so remote, that the employers, without discussion, decided to refer the matter to a Board for adjustment.

In the evidence submitted by the representatives of the men before the Board, seven points were specified as the reasons which actuated the unions in making the demand. These are shortly as follows:

1. The mental and physical strain caused to workmen in this trade during the nine hours of employment.

2. The period of apprenticeship to be served and the subsequent training required.

3. The technical education during the training period.

4. Knowledge required of moulding and machine shop practice.

5. That pattern makers in cities of equal living cost are getting as high wages as are being asked and in many cases higher.

6. Pattern makers have always been rated higher as regards wages than those in other trades in the same shop.

7. The work of the men is individual

and cannot be replaced by machine operations.

Each of these points was vigorously pressed by the representatives of the men, but so far as I was concerned, with the experience and knowledge of other trades, without conviction.

I briefly refer to each claim made and the evidence offered in opposition to it.

1. The Mental and physical strain caused to workmen in this trade during the nine hours of employment.

The representatives of the men could not establish that the work they engaged upon was more arduous, or in fact as arduous, as nearly any other heavy employment in a factory. It was shown that boilermakers, moulders, and blacksmiths did infinitely more laborious work, and were under as continuous mental strain as pattern makers. The chief element of physical stress claimed was the necessity of turning patterns and of lifting planks. The claim under this heading can be dismissed, as it applies practically to every manual employment requiring skill.

2. The period of apprenticeship to be served and the subsequent training required.

In this category the men were not able to show any greater length of apprenticeship than is usual in other trades. The minimum of apprenticeship is four and one-half ($4\frac{1}{2}$) years, while some of the old country men served some seven years. In other lines of trade the usual term of apprenticeship is five years, and is followed in certain trades by a probationary or improver class for an additional short term. The claim of super-excellence put forward as particularly applying to pattern makers, cannot in my estimation be upheld on the ground of the preparatory training required. The same period of instruction is necessary for machinists, blacksmiths, plumbers, and other branches of skilled factory employment.

3. The Technical education during the training period.

Great insistence was made in connection with technical education required. The evidence showed that at most attendance during two evening terms at the technical school in mechanical drawing and reading of blue prints, had been undertaken by some of the witnesses. This course of training is a necessary adjunct of their business to construct patterns for working drawings. This knowledge is not confined to pattern makers, but is equally necessary for skilled boilermakers, machinists, blacksmiths, ship carpenters, piano case makers, and other first class workmen, who are being paid very considerably below the present scale of the pattern makers.

4. Knowledge required of moulding and machine shop practice.

The basis of the pattern maker's work is to construct models from which moulds or castings are subsequently made. It is therefore evident that it is requisite for the constructor of these patterns to know the use to which they are to be put, in order that satisfactory results may be obtained. The statement that knowledge of shrinkage and the fitting of cores is a source of knowledge peculiar to pattern makers, is rather far-fetched when it is considered that all this preliminary work is done by designers and draftsmen and that these considerations are carefully estimated on the drawings which are forwarded to the pattern shop for construction.

5. That pattern makers in cities of equal living cost are getting as high wages as are being asked and in many cases higher.

The argument that as high wages or higher are being paid in other localities is not in itself a determining factor. Montreal was cited in evidence as the chief centre in Canada where higher rates are being paid. There is a reason for this in the fact that a large amount

of work was suddenly received by the larger firms there, which owing to pressing war conditions, had to be immediately executed. The limited number of pattern makers compelled firms there to bid for their services, with the consequence that wages were shown in evidence to have increased in some cases every two weeks over a considerable period.

This fact, however, does not prove that the pattern makers are entitled to this advance over other artisans in allied trades, but is indicative only of the fact that the law of supply and demand is a determining factor in the situation there. Other classes of workmen of equal skill did not have their wages increased because there were sufficient of them to undertake all the work that was offering. In fact, their wages are in the main less by several cents an hour than corresponding wages in Toronto.

The second important case cited was the wage scale of the Emergency Fleet Corporation in the United States. To any one who knows the facts, the situation is of no value as the lack of tonnage and war necessity compelled the United States to undertake a ship programme regardless of cost and under governmental direction. There was no necessity for those who had the fixing of wages to render an accounting of the rates paid. Consequently the rates of pay and conditions conceded would be impossible of observance in competitive manufacturing employments.

Since the hearing of this case the United States Government has cancelled \$1,000,000,000 worth of ship orders out of their \$2,500,000,000 programme. This will probably indicate the reason why reckless expenditure was deemed necessary in order to build up the United States Mercantile Marine.

6. Pattern makers have always been rated higher as regards wages than those in other trades in the same shop.

The representatives of the men were not able to produce any evidence which

showed that other workers in this vicinity were being paid higher rates than they themselves at present enjoyed. It was shown that the basic rate for machinists is 55c, for moulders and core-makers 60c, for boilermakers 55c, with 3½c an hour increase to those in employment as of October 20th, new men to be engaged at 55c. Ship carpenters and joiners at present are being paid 55c with an award of 65c which is being at present appealed, and blacksmiths 62½c.

Mr. Harper, organizer of the Machinists' Union, was called as witness by the men as to machinists' wages in other parts. He cited a firm in Brantford, The Motor Trucks Corporation, with which the Union had made an agreement for 90c an hour. On investigation, it was found that this firm had gone out of business. The Dominion Steel Production Company was also cited as paying a very high rate. Their letter is filed in evidence that the highest priced man is being paid 75c, and the majority considerably less. The Otis-Fensom Elevator Company, of Hamilton, it was also claimed, were paying a very high rate. Their statement received since is to the effect that machinists there are getting 60c an hour.

7. The work of the man is individual and cannot be replaced by machine operations.

It is no argument for a high standard of wage that the men's work is individual and cannot be replaced by machine operations. The same claim can with equal force be made by ship carpenters, joiners, piano case makers, or by any other class of workers who are compelled to work to a design. All of these men are being paid many cents an hour lower than the present scale of pattern makers, and all claim to have equal efficiency in their own class of employment.

It was shown in evidence that the following rates are being paid in cities and towns in the vicinity of Toronto:

Dundas, 62½c and 65c; Owen Sound, 50c for a ten hour day; Collingwood, 55c and 60c; London, 60 and 65c; St. Catharines, 65c; Peterboro, 55c, 60c and 65c to one man; Galt, 50c, 54, and 57c; Goderich, 50c for a ten hour day.

It will be seen from these rates which are authenticated by letters from representatives firms, that the men in Toronto are being paid at present at a considerably higher rate than their fellow workmen in the manufacturing shops of the province. It has also been shown that their rates are equal to and in many cases superior to men in other lines of occupation equally skilled in the same factories.

The demand, which was put forward by the men, was made just prior to the signing of the Armistice, which concluded active hostilities, and which had a most important bearing on industry. Almost immediately, contracts were cancelled, and new work was offered at figures considerably lower than those just before the Armistice. Wages in certain lines not covered by agreements commenced to fall within the first week of the Armistice, and have been coming down in many instances to minimum rates. There is no necessity at present to advance the wages of any class of workman as the present scale in all employments is due entirely to war time demand combined with shortage of man power. Both of these conditions have materially altered within the past four weeks. There is now a comparative surplus of labour with a diminution in orders. This adjustment will continue until gradually normal industrial manufacturing conditions will be arrived at.

I therefore cannot join with my colleagues in recommending any advance at the present time to pattern makers.

All of which is respectfully submitted.

(Sgd.) JAMES G. MERRICK,
Representative for employers.

Report of Board in Dispute between the Temiskaming and Northern Ontario Railway and its clerks, station baggagemen and freight handlers

A UNANIMOUS report was received from the Board established to deal with the dispute between the Temiskaming and Northern Railway Commission and certain of its employees, being clerks, station baggagemen and freight handlers, members of the Canadian Brotherhood of Railway Employees. The Board was composed as follows: His Honour Judge J. H. Denton, Toronto, appointed on the recommendation of the other two Board members, Messrs. R. H. Parmenter and J. G. O'Donoghue, Toronto, nominees of the commission and employees respectively. The report was accompanied by an agreement covering rates and rules, signed by both parties concerned. The dispute was thus amicably adjusted.

Report of Board

The Honourable
the Minister of Labour, Ottawa, Ont.

Re Industrial Disputes Investigation Act, 1907, and *re* differences between the Temiskaming and Northern Ontario Railway Commission and certain of its employees, being clerks, station baggagemen and freight handlers, members of the Canadian Brotherhood of Railroad Employees.

Sir,—

The undersigned members of the Board of Conciliation and Investigation appointed to enquire into the matters in dispute between the respective parties have the honour to report as follows:

We held a meeting of the Board on November 9th, 1918, when we organized, canvassed the differences between the parties, and arranged for further appointments. Meetings were later held

on the 14th, 15th, 21st and 22nd November, at which were present Messrs. T. J. Gracey and W. A. Griffin, representing the Temiskaming and Northern Ontario Railway Commission, and Mr. Robert J. Peel, representing the employees.

At these meetings all parties showed an earnest desire to reach an agreement if possible. At the meeting held on the 22nd November, as a result of certain suggestions made and opinions expressed by the members of the Board, the parties asked for an adjournment to the 6th December, in order that they might in the meantime make an effort to reach a settlement. This was readily acceded to and at our meeting on the 6th December an agreement was produced covering all the differences between the parties, which agreement is forwarded herewith and is made part of our report.

Pursuant to an understanding arrived at between the parties to this dispute we wish to add that we are unanimously of the opinion that there are some inequalities and inconsistencies in connection with Supplement No. 7 to General Order 27, which render it advisable in the interests of both employer and employees that the Canadian Railway Board of Adjustment should reconsider and revise it.

We, the members of the Board, have the honour to be

Your obedient servants,

(Sgd.) J. H. DENTON,
Chairman.

(Sgd.) R. H. PARMENTER,
Representing the T. & N. O.
Railway Commission.

(Sgd.) J. G. O'DONOGHUE,
Representing the employees.

Toronto, December 7th, 1918.

TEMISKAMING AND NORTHERN ONTARIO RAILWAY.

Rules and Rates of Pay for Certain Classes of Employees.

Effective Sept. 1st, 1918.

ARTICLE 1.

It is understood that the Canadian Brotherhood of Railway Employees' Committee will represent all employees covered by this schedule in matters pertaining to rates, rules, seniority and general grievances.

ARTICLE 2.

For the purpose of this schedule, the word "employee" shall be understood to mean any person filling any position incorporated in these rules, regulations and rates of pay, irrespective of title by which designated.

ARTICLE 3.

When any employee is transferred by order of their proper officials he will receive free transportation for himself, family and household goods, and shall suffer no loss of schedule wages in consequence thereof.

ARTICLE 4.

Any employee called upon by proper authority to do relief work for a period of one day or more will receive same rate of pay as employee relieved, provided it is not less than salary of relieving employee. If called upon to go away from headquarters relieving, he shall be paid necessary expenses, not to exceed one and a half dollars per day, for first fourteen days. Same to apply at each station at which employee works when away from headquarters. This rule also applies to relief work done on account of annual vacation.

ARTICLE 5.

Employees will be granted free first-class transportation and leave of absence to attend their meetings, and leave of absence will not exceed two days, also necessary leave of absence will be extended to employees' delegates to the annual convention. The privilege will only be granted provided the Commission is not thereby put to additional expense, and provided it does not interfere with requirements of the traffic or service.

ARTICLE 6.

Promotion shall be based on ability, merit and seniority. Ability and merit being sufficient, seniority shall prevail. New positions or vacancies will be promptly bulletined for a period of five days in the department where they occur. Employees desiring such positions will file their applications with the designated

official within that time, and the appointment will be made within ten days thereafter. Such position or vacancy may be filled temporarily, pending the assignment. The name of the appointee will immediately thereafter be posted where the position or vacancy was bulletined. Employees declining promotion shall not lose their seniority.

ARTICLE 7.

It is understood and agreed that the rules for promotion and seniority do not include employees having less than six months' service.

ARTICLE 8.

It is understood in connection with this schedule that employees under twenty-one (21) years of age, promoted, shall receive salary commensurate with new position, but not to exceed ten dollars (\$10.00) per month over salary previously allowed, but shall receive increase five dollars (\$5.00) per month per annum until reaching the age of twenty-one (21) when will be paid schedule salary.

ARTICLE 9.

In reducing forces seniority shall govern. When forces are increased employees will be returned to the service and positions formerly occupied in the order of their seniority. Employees desiring to avail themselves of this rule must file their names and addresses with the proper officer. Employees failing to report for duty, or failing to give satisfactory reason for not doing so within seven days from date of notification shall be considered out of the service.

ARTICLE 10.

When an employee is dismissed or leaves the service after giving due notice required by the rules, he will be given the usual certificate of service showing capacity in which employed and whether discharged or leaving of his own accord; if discharged, cause of dismissal to be stated.

ARTICLE 11.

No employee shall be suspended (except for immediate investigation) discharged or disciplined, until he has been given a fair and impartial hearing. The decision in each case shall be arrived at within ten days from date of suspension. If an employee be found blameless he will be reinstated and paid schedule wages for time lost, and will be reimbursed reasonable travelling expenses. An employee may have the assistance of one or more employees during an investigation if he so desires, the employee so affected shall be given three days' notice of an investigation, but this shall not be construed to mean that a proper officer who may be on the grounds at the time when

the cause for investigation occurs shall be prevented from making an immediate investigation.

If the decision is considered to be unjust, an appeal may be made in writing, through the General Grievance Committee, to the superintendent of traffic within ten days of date decision is rendered; such appeal shall set forth the grounds upon which it is made. A full statement of all evidence taken during the investigation shall be given to committee representing the men. This failing, appeal may be made to Commission.

ARTICLE 12.

Employees having a grievance shall endeavour to adjust same through immediate officer in charge. In case of failure to agree, the employee shall have the right to appeal through the authorized committee representing the employees to the superintendent of traffic, and ultimately to the Commission.

ARTICLE 13.

All employees shall be given two weeks' leave of absence each year with pay, after one year's service, such pay to be withheld by the Commission until employee has returned from second vacation and resumed duty. If the Commission find it inconvenient to grant leave of absence during any year to an employee entitled to it under this rule, he shall be paid additional salary for period of his holidays or same will be added to his holidays the following year.

ARTICLE 14.

All employees as covered by this schedule shall be subject to the regulations covering other employees as regards transportation for themselves, wives, and dependent members of their families.

ARTICLE 15.

The following holidays will be granted with pay to employees not engaged in the passenger service, namely: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. When it is necessary to call upon such employees to work on holidays named they will be paid one-half day extra for that day. Employees will not be expected to work on holidays and will not be paid the half-day extra unless they are especially instructed by their foreman or head of department to do so. Night employees to receive the same consideration as day employees. Monthly paid employees called upon to work on Sunday shall be paid one day extra. Daily paid employees shall receive time and one-half. Minimum call to be three hours.

ARTICLE 16.

For the purpose of this schedule it is understood and agreed that the employees in the pas-

senger service shall mean station baggage-master, assistant baggagemaster, and others, when handling baggage where passenger trains run on Sundays and holidays.

ARTICLE 17.

Monthly rated employees who work for fractions of a month shall be paid *pro rata* on basis of number of days in month, Sundays excepted.

ARTICLE 18.

Eight consecutive hours, exclusive of meal period, shall constitute a day's work for all employees. Nothing in this article shall be construed to increase the hours of employees who are now working less than the prescribed hours for a day's work. Saturday afternoon to be recognized as a holiday in all departments, in so far as possible, except in the case of men working in the eight hour shift, with understanding that service to extent of forty-eight hours per week may be demanded, without payment of overtime.

ARTICLE 19.

All employees called upon to work beyond the hours as prescribed in Article 18 shall be paid *pro rata* for 9th and 10th hours, and thereafter at rate of time and one-half.

ARTICLE 20.

All employees are expected to have at least one day's rest in seven, including janitors, call-boys and messengers, where it can be arranged.

ARTICLE 21.

Positions enumerated in this schedule may be withdrawn and new positions created at the instance of the heads of the department. Chairmen of employees' committee to be promptly advised of salaries for positions created and notified of schedule positions withdrawn.

ARTICLE 22.

Employees off duty on account of leave of absence, or on account of sickness, for a reasonable length of time will not lose their seniority rights. The Commission reserve the right to determine seniority rights after six months' absence.

ARTICLE 23.

This schedule to take effect from September 1st, 1918, and to remain in effect until revised or terminated by agreement on thirty (30) days' notice by either party.

ARTICLE 24.

Office of the Superintendent of Traffic.

	Salary.
Senior clerk	\$125.00
Accountant	115.00

	Salary.
Timekeeper	105.00
Clerk and stenographer	87.50
Correspondence clerk	87.50
1st stenographer	90.00
2nd stenographer	87.50
3rd stenographer	87.50
4th stenographer	87.50
5th stenographer	87.50
Office boy	50.00
Janitor—general offices	105.00

Office of the General Freight and Passenger Agent.

Senior clerk	\$100.00 to \$110.00
Third clerk	87.50
Stenographers (3)	87.50
Office boy	50.00

Office of the Auditor of Receipts and Claims and Car Accountant.

Chief of car accounts	\$120.00
1st assistant car accounts ..	\$87.50 to 95.00
2nd assistant car accounts	87.50
3rd assistant car accounts	87.50
Chief freight accounts	120.00
1st and 2nd assistant freight accounts.	105.00
3rd assistant freight accounts	87.50
4th assistant freight accounts	87.50
Chief passenger accounts	120.00
1st assistant passenger accounts	90.00
2nd assistant passenger accounts	87.50
3rd assistant passenger accounts	87.50
Ticket sorter	87.50
Statistical clerk	115.00
Comparative statement clerk	95.00
Claims clerk	110.00
1st assistant claims	87.50
2nd assistant claims	87.50
General clerk	90.00
1st stenographer	\$87.50 to 90.00
2nd stenographer	87.50
3rd stenographer	87.50
Correspondence clerk	87.50
Correspondence clerk	87.50
Passing record clerk	87.50
Chief telegraph and telephone	115.00
Assistant telegraph and telephone	87.50
Junior clerk and messenger	50.00

Freight Office—North Bay.

Chief clerk	\$135.00
Cashier	115.00
Rate clerk	115.00
T. & N. O. accountant	95.00
G. T. R. accountant	95.00
O. S. & D. clerk	95.00
Billers (3)	90.00
Stenographer	87.50
Correspondence	87.50
Filing clerk	87.50
Messenger	45.00

Yard Office—North Bay.

Chief clerk	\$115.00
Interchange clerk	105.00

	Salary.
Yard clerk	95.00
Index clerk	95.00
125 clerk (3)	90.00
Scalemen (3)	87.50
Checkers (3)	87.50
Call boys (3)	60.00
Messengers (2)	50.00

Office of the Purchasing Agent and Storekeeper.

Senior clerk	\$110.00
Accountant	105.00
Stationery clerk	100.00
Fuel clerk	95.00
Entering clerk	87.50
Stenographer	87.50
Order clerk	87.50
Filing clerk	87.50

Stores Department.

Clerk to store foreman	\$100.00
Storeman	80.00
Assistant storemen (3)	58.68
Oilman	66.60
Petty storeman	80.00
Track material foreman	(day) 3.68
Labourers (2)	(hour) .39½
Labourers (1)	83.40
Night men (2)	65.00

Master Mechanic's Office.

Timekeeper	\$100.00
M. C. B. clerk	\$90.00 to 95.00
Assistant timekeeper	87.50
Stenographer	87.50
Cost clerk	87.50
Typist	87.50
Junior clerk	55.00

Car Foreman's Office.

Clerk	87.50
Junior clerk	50.00

Freight Shed—North Bay.

Shed foreman	\$130.00
Foreman's clerk	105.00
Transfer checkers (2)	100.00
Shipping checkers (1)	100.00
Delivery checkers (1)	100.00
Town checkers (1)	93.50
Stowers (4)	85.00
Loaders (2)	83.00
Sealer (1)	65.00
Truckers (staff—over one year's service)	(hour) .39
Truckers (junior—under one year's service)	(hour) .35

Yard Staff.

Foreman	\$105.00
Labourers	(per hour) .40
Ice and heater inspector	105.00

Cobalt.

	Salary.
Chief clerk	\$130.00
Accountant	115.00
O. S. & D. clerk	100.00
Cashier	95.00
Car clerk	100.00
Biller	87.50
Stenographer	90.00
Car checker	87.50
Shed foreman	115.00
Freight checkers (2)	95.00
Freight truckers (3)	80.00
Baggageman	105.00
Janitor	70.00

Haileybury.

Chief clerk and cashier	\$120.00
Clerk	90.00
Stenographer and clerk	87.50
Shed foreman	105.00
Trucker	90.00
Baggageman	95.00

New Liskeard.

Chief clerk and cashier	\$115.00
Clerk	90.00
Shed foreman	100.00
Trucker	90.00
Baggageman and clerk	90.00
Janitor	70.00
Messenger	50.00

Carlton Junction.

Assistant	\$ 87.50
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Englehart.

Chief clerk and cashier	\$100.00
Baggageman, etc.	87.50
Car checkers (3)	90.00
Call boys (3)	50.00
Stenographer	87.50
Janitor	80.00
Shed foreman checker	105.00
Truckers (3)	90.00

Charlton.

Assistant	\$ 50.00
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Swastika.

Clerk	\$ 90.00
Checker	87.50

Matheson.

Clerk	\$ 87.50
Checker	90.00

Porquis Junction.

Chief clerk	\$100.00
Freight checker	87.50
Day baggageman	90.00
Night baggageman	87.50
Janitor	85.00

Iroquois Falls.

Chief clerk	\$140.00
Cashier and biller	105.00
Stenographer and clerk	90.00
Car clerk	100.00

Salary.

Clerk	87.50
Clerk	87.50
Shed foreman	100.00
Trucker	90.00
Baggageman	95.00
Messenger	47.50

Connaught.

Assistant	\$ 87.50
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South Porcupine.

Baggageman and clerk	\$ 90.00
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Schumacher.

Assistant	\$ 90.00
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Timmins.

Chief clerk	\$125.00
Cashier and clerk	105.00
Baggageman	95.00
Shed foreman	120.00
Checker and trucker (2)	100.00
Clerk and stenographer	90.00
Messenger	60.00
Janitor	65.00

Cochrane.

Chief clerk	\$125.00
Cashier	115.00
T. & N. O. accountant	90.00
C. G. R. accountant	90.00
Stenographer	87.50
Shed foreman	115.00
Checkers (2)	100.00
Truckers (2)	80.00
Day janitor	90.00
Night janitor	90.00
Baggageman	95.00

Yard Office—Cochrane.

Chief clerk	\$120.00
Index clerk and heater man	95.00
Clerk	87.50
Clerks (2)	87.50
Clerk	87.50
Call boys (2)	55.00
Messenger	55.00

(Seal)

The Temiskaming and Northern
Ontario Railway Commission.

Witness to signatures of T. & N.O. Ry. Com.:
(Sgd.) A. B. ODLIM.

For the Railway:

(Sgd.) J. L. ENGLEHART,
Chairman.

(Sgd.) W. H. MAUND,
Secretary-Treasurer.

For the Employees:

(Sgd.) ROBERT J. PEEL,
Chairman of Committee C.B. of R.E.

Examined:

F. J. G. (?)

**Report of Board in Dispute between the Administrative Commission of the City
of Montreal and its engineers, firemen and oilers, engaged in the
Waterworks Department**

A REPORT was received from the Board established to deal with the dispute between the Administrative Commission of the City of Montreal and certain of its employees, being engineers, firemen and oilers, engaged in the Waterworks Department. The Board was composed as follows: the Honourable Mr. Justice Fortin, Montreal, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. C. Rodier and J. T. Foster, Montreal, nominees of the Commission and employees respectively. The award was signed by all three members, and certain recommendations were made as to the settlement of the dispute. Mr. Foster, not concurring on one point, added a minority report thereon.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Administrative Commission of the city of Montreal, employer, and certain of its employees, being engineers, firemen and oilers, the dispute being referred to a Board of Conciliation and Investigation by mutual consent under Clause 63, employees.

To the Honourable
the Minister of Labour, Ottawa.

Dear Sir,—

The undersigned, members of the Board of Conciliation and Investigation in this matter, beg to submit the following report of their proceedings had in accordance with the constitution of the Board dated the 1st day of November last. The members, after having duly taken the oath of office, proceeded immediately, and with all due diligence, to

investigate the causes of the disputes between the city of Montreal, hereinafter called "the city," and the said employees and engineers, hereinafter called "the engineers."

The Board met for the first time—all the members being present—on the 18th of November last, and conferred upon the subject, and after having taken communication of the grounds of the disputes and contentions of the parties, then commenced the investigation and examined the witnesses, under oath, produced by the parties, in accordance with the statute. The investigation had been going on for nearly three days, when the city applied to the Board [that] one of the members of its legal department be allowed to appear for the city and take part in the proceedings.

This application appeared reasonable to the members of the Board, and it was granted, suggestion being made at the time that the engineers might also follow the same course. The latter thought that they could not afford to be represented by legal advisers, but declared their willingness to proceed. After an adjournment, granted at the request of the city's representative, the enquête was resumed, and the evidence adduced until that time had practically to be adduced again, in order to give to the city attorney the opportunity of knowing all the facts already proved.

The enquête proceeded from day to day, as nearly as possible, until the 26th November, when it was declared closed by both parties. Notwithstanding this closing of the enquête, it was later on found advisable to re-open it and to examine two more witnesses.

The members of the Board sat practically every day until the present day, and as the result of their investigation and their deliberations, they respectfully submit the following conclusions:

By their demand of the 18th of September last, the engineers' claims are as follows:

We leave aside for the moment the first claim.

The second claim is also left out of consideration, for the reason that the incident which gave rise to it has ceased to exist.

The third claim will also be dealt with the first one hereafter.

The fourth claim, asking that Mr. Palmer, engineer in charge of boiler room, be classed with the other engineers—the Board is unanimous in granting the same. The other part of his claim, that he be so classed at a salary of \$1,500.00, will find its answer in dealing with claim No. 1 hereafter. As a part of this claim it is asked that Mr. A. Page, engineer in charge of Notre Dame de Grace station, be classed with the engineers at \$1,500.00—the Board is unanimous, after hearing the evidence, as already stated, to recommend an increase of Mr. Page's salary to \$1,200.00.

The fifth claim relates to the re-adjustment of the salary of Mr. Leclair, who fills the position of steamfitter and tuber.

The Board unanimously recommends that his salary be fixed at 55 cents an hour, as per resolution adopted by the Administrative Commission with regard to other steamfitters in the employ of the city.

The object of claim six is an increase in the salary of the men employed at the booster stations at Notre Dame de Grace, Papineau station, and High Level pumping station, McTavish Street, and that the operators work seven days of eight hours each, instead of twelve hours, at a salary of \$1,200.00 per year.

The Board is unanimous in its recommendation that these men be paid a yearly salary of \$1,100.00, their hours of work remaining the same as at present.

The seventh and last claim is for an increase of salary for the oilers employed at the low level pumping station, and that the conditions regarding vacations apply to them the same as the engineers.

On this claim the Board has the same pleasure in declaring that they are unanimous in recommending that the conditions of vacations hereinafter mentioned should apply to these men.

With regard to the first claim, the majority of the Board represented by the chairman and Mr. Rodier, regret that they differ with their colleague, with whom, it may be said, the proceedings throughout have been most pleasant and harmonious. They are of the opinion that these men (the engineers) at the low level pumping station should first be granted what they claim under Claim No. 3, that is to say, that when they are allowed to take their two weeks' vacation they should be relieved by another man, instead of doing twelve hours' work for a certain period in order to obtain the necessary time for such vacation. This also should apply to the oilers employed in the same pumping station.

The majority of the Board cannot see their way, according to the evidence adduced before them, and according to their own personal knowledge of things, to grant the fixing of the minimum rate of \$1,500.00 per annum to be paid to the said engineers. They understand that in such a number of men (13) there necessarily exist differences in their qualifications and aptitudes; also, that the length of service and other considerations may justify the heads of the department in fixing the salaries in accordance with such conditions and the merits of each individual man.

The ground urged before the Board for such increase, and the fixing of such a minimum was based mainly, if not altogether, upon the increased cost of living. This statement by the men, it must be admitted, is entirely in accordance with the facts, but the majority of the members already mentioned feel that according to all appearance and probabilities the crest of the increased cost of living has been attained, and will in the course of ordinary events, as they appear, very likely follow a different

direction and will soon be reduced very materially.

It has been proved, however, that some of the engineers have occasionally to work overtime, and they have never, so far, received any payment for any extra time. This, it appears, would be the result of some accidental breakdown, partial or otherwise, of the engines, and would oblige some of the men, generally the best of them, to work at such repairs. The said majority of the Board recommends that such overtime should be paid to the men called upon to do the same, and that they should be paid for this overtime in proportion to the salary they receive when such overtime is done.

The whole respectfully submitted.

Montreal, December 5th, 1918.

(Sgd.) CHARLEMAGNE RODIER.

(Sgd.) JOHN T. FOSTER.

(Sgd.) THOMAS FORTIN,
Chairman.

As hereinabove stated, I cannot agree with the majority of the Board upon the claim made on behalf of the engineers at the lower level pumping station, and the reasons of my disagreement are as follows:

The evidence brought before the Board shows that these men were all engaged as engineers; they all had an equal responsibility, and were all called upon to perform the same functions. Furthermore, they are all holding certificates as engineers under the law of the province of Quebec, and as such, before receiving their certificates, they are required to pass an examination which qualifies them to perform the work of an engineer.

Under these circumstances, I cannot agree that there are any special reasons why differential rates should be paid to the men, and would recommend that their demand for a minimum be granted.

I regret that I cannot agree with my colleagues on the Board relative to a presumed decrease in the cost of living. The evidence adduced demonstrates that the cost of living has risen to large proportions (and) that the men find it difficult to provide the necessities of life for themselves and their families.

Under these circumstances, I feel that the contention of the men that a minimum of \$1,500.00 per annum should be established is justified.

Respectfully submitted.

Montreal, December 5th, 1918.

(Sgd.) JOHN T. FOSTER.

Report of Board in Dispute between the Niagara, St. Catharines and Toronto Railway Company and its electric railway employees

A UNANIMOUS report was received from the Board established to deal with the dispute between the Niagara, St. Catharines and Toronto Railway Company and certain of its employees, being members of St. Catharines Local Union No. 846, Amalgamated Association of Street and Electric Railway Employees of America. The Board was composed as follows: His Honour Judge L. B. C. Livingstone, Welland, chairman, appointed on the joint recommendation of the other two Board members, Messrs. Albert Eastman, Kingsville, Ontario, and James F. Marsh, Niagara

Falls, Ontario, nominees of the company and employees respectively. The award was accompanied by an agreement covering rates and rules, signed by both parties concerned. The dispute was thus amicably adjusted.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Niagara, St. Catharines and Toronto Railway Company, employer, and its employees, being members of St.

Catharines Local Union No. 846,
Amalgamated Association of Street
and Electric Railway Employees of
America, employees.

To the Honourable G. D. Robertson,
Minister of Labour, Ottawa.

The Board of Conciliation constituted
in this matter, and consisting of His
Honour Judge L. B. C. Livingstone,
chairman, appointed by the Minister of
Labour, Mr. J. F. Marsh, representative
of the employees, and Mr. Albert East-
man, representative of the company,
begs to report as follows:

The members of the Board, having
taken the usual oath of office, held a
preliminary meeting at Welland, on
Thursday, the 5th day of December,
1918, when arrangements were made to
proceed with the matters in dispute at
St. Catharines, Ont.

Meetings of the Board were subse-
quently held at St. Catharines on the
sixth, seventeenth, eighteenth, nineteenth
and twenty-third days of December,
1918.

The employees were represented be-
fore the Board by Mr. Magnus Sinclair,
of Toronto, and the company by Mr. E.
F. Seixas, the general manager.

After hearing the evidence and repre-
sentations made by the parties, the
Board endeavoured to bring about an
agreement as to the matters in dispute,
and is happy to be able to report a suc-
cessful issue to the negotiations, which
resulted in the execution of the agree-
ment annexed hereto.

All of which is respectfully submitted.

(Sgd.) L. B. C. LIVINGSTONE,
Chairman.

(Sgd.) J. F. MARSH.

(Sgd.) A. EASTMAN.

This Agreement entered into in tripli-
cate, this 15th day of September,
A.D. 1918, between the Niagara, St.
Catharines and Toronto Railway
Company, its successors and assigns,
hereinafter called the "company,"

of the first part, and certain of its
employees, being passenger and
freight trainmen, barnmen, etc.,
represented by the parties who sign
this agreement, being their duly ac-
credited representatives, hereinafter
called the "employees," of the
second part.

Witnesseth:

That the parties hereto mutually agree
to and with each other as follows:

1. (a) The company has no objec-
tions to any of the motormen and con-
ductors or any other employees of this
company joining Division 846, Amalga-
mated Association of Street and Electric
Railway Employees of America.

1. (b) The party of the first part
agrees to meet and treat with the pro-
perly accredited officers and committees
of the party of the second part on all
grievances that may arise.

2. (a) The hours of trainmen em-
ployed in passenger service shall be nine
(9) hours per day, to be completed in
ten (10) consecutive hours for straight
time. All regular schedule runs of less
than nine (9) hours shall pay nine (9)
hours' time, except Sunday, when sche-
dule time of less than nine (9) hours
shall be paid as platform time. Over-
time shall be allowed to all trainmen
for extra work done after the completion
of their regular runs, except when the
scheduled run exceeds ten (10) hours,
when overtime will be allowed after the
ten (10) hours.

3. No regular motorman or conductor
after finishing his run shall be required
to do extra work if there are competent
extra men available and the company
will endeavour at all times to provide
sufficient extra men so that the regular
men will not be required to do extra
work, except when it is absolutely neces-
sary.

4. Wages for all trainmen in passen-
ger service shall be as follows:

(a) First year—thirty-nine (39) cents
per hour.

Second year—forty-one (41) cents per hour.

Third year—forty-three (43) cents per hour.

After third year—forty-five (45) cents per hour.

After ten years of continuous service a bonus of two (2) cents per hour will be allowed.

(b) Wages for all trainmen in freight service shall be as follows:

Conductors and engineers:

First, second and third years—forty-seven (47) cents per hour.

After third year—forty-eight (48) cents per hour.

After ten years of continuous service a bonus of two (2) cents per hour will be allowed.

(c) Brakemen and polemen:

First six months—forty (40) cents per hour.

Second six months—forty-one (41) cents per hour.

After the first year—forty-three (43) cents per hour.

5. Trainmen shall have the privilege of choosing the line on which they wish to work every January, June and September, according to seniority of continuous standing with the company. Passenger men to work week about as at present.

6. Men on sick leave, when ready to go to work, shall be permitted to report for duty either in person or by telephone on or before four o'clock of the day previous to their starting.

7. Trainmen who are called for extra work and are not assigned shall not be held longer than one hour, and shall receive two hours' pay at their regular rate.

8. Passenger trainmen shall be paid \$4.00 for training a student when entering the service of the company, period of training to be 80 hours, any less time

to be in proportion. Students to be assigned to competent trainmen by the company's officials without discrimination.

9. In cases where trainmen are required to report for work away from their regular reporting place, they shall be paid for such time as it takes to go and come from their regular reporting place at their regular rate. This also applies to trainmen who are required to report at their regular reporting place and are afterwards compelled to go to another point to get their cars.

10. No freight engine shall be operated by the company unless it is manned by two freightmen, if available, otherwise passenger crew may be used.

11. Heaters shall be installed in vestibules of all cars owned and operated by the company as soon as possible.

12. Nine (9) hours to be considered a day's work for all extra trainmen employed in passenger service—when extra trainmen do regular schedule work, then conditions as in Section 2 (a) shall prevail.

13. Passes for free transportation shall be furnished at the discretion of the manager of the company to all employees of the company.

14. No regular man shall be allowed to perform extra work when competent extra men are available.

15. Extra trainmen shall not be required to show up before 7.30 o'clock a.m. in cases where they have worked till midnight the previous day.

16. The hours of all other members not employed as trainmen in passenger and freight train service shall remain as at present (with the exception of barn and shop men, who shall receive ten (10) hours' pay for nine (9) hours' work on Saturday).

WAGES.

17. The following rates of wages shall be in effect in respect to the following employees:

- (a) Barnmen and shopmen shall receive an increase of seven (7) cents per hour over present schedule of rates.
- (b) Linemen shall receive an increase of seven (7) cents per hour over present schedule of rates.
- (c) Section foreman shall receive \$100.00 per month.
- (d) Regular sectionmen shall receive thirty-five (35) cents per hour.
- (e) Sub-station operators shall receive \$100.00 per month.
- (f) Towermen, first class, shall receive \$85.00 per month.
- (g) Towermen, second class, shall receive \$75.00 per month.

18. Overtime shall be paid as follows:

To passenger and freight trainmen at the rate of ten (10) cents per hour above schedule rates, and to barnmen and shopmen at rate of time and half.

19. The rates of wages fixed by this agreement shall take effect as from the 15th day of September, 1918, except as to overtime, which will take effect as from the 1st day of January, 1919.

20. In the event of a member of the Association being suspended or discharged from the service of the company, and if he feels such suspension or discharge to be unjust, he shall have the right to have his case taken up by any committee of the employees, and his case brought before the superintendent, and then, if necessary, to the manager, and if such employee is found not guilty of such cause to warrant such suspension or discharge, he shall be reinstated to his proper place in the service of the company, and shall be paid for all the time lost during such suspension or discharge at the rate of his regular daily wage.

21. Passenger trainmen shall act as either motorman or conductor, in emer-

gency, when ordered to do so by the proper authority.

22. The time of passenger trainmen will commence fifteen minutes before the time of car due to leave terminal station and fifteen minutes will be allowed for passenger train crews to take their cars back to the barn on completion of their run if car is taken back to barn. This free time will be allowed, but must not be used in computing overtime.

23. The company is to pay for meals of all trainmen who are kept out over ten hours on snow plow work.

24. The company is to allow ten minutes to all shopmen for the purpose of washing up before closing time.

25. The employees agree to assist the company in enforcing the rules covering the operation of the road.

26. Any employee of the company who has enlisted or been drafted under the Military Service Act shall, at discharge, be given full seniority rights, dating continuously over such period of military service.

27. This agreement shall be binding upon both parties till the 31st day of August, 1919, when it may be opened in part by either party giving thirty days' notice in writing of any desired change they wish to make.

As witness the signatures of the parties hereto by their properly appointed representatives.

Approved for the Company:

(Sgd.) S. J. HUNGERFORD,
Assistant Vice-President.

(Sgd.) E. F. SEIXAS,
Manager.

For the Employees:

(Sgd.) H. E. SPARROW.

(Sgd.) HERBERT J. THURMAN.

(Sgd.) FRED. M. WHITE.

Witness:

(Sgd.) L. B. C. LIVINGSTONE.

Report of Board in Dispute between the H. Mueller Manufacturing Company, Limited, Sarnia, Ontario, and its machinists

A REPORT was received from the Board established to deal with the dispute between the H. Mueller Manufacturing Company, Limited, Sarnia, Ontario, engaged in the manufacture of munitions, and certain of its employees, being members of Imperial City Lodge No. 762, International Association of Machinists. The Board was composed as follows: His Honour Judge Dromgole, Sandwich, Ontario, appointed by the Minister on the joint recommendation of the other two Board members, Messrs. A. T. McKinley, Sarnia, and Fred Bancroft, Toronto, nominees of the company and employees respectively. The award was signed by the chairman and Mr. Bancroft, and was accompanied by a proposed schedule of rules and rates which were accepted by the employees. Mr. McKinley did not concur in these findings and it was understood a minority report would be presented. This had not been received at the close of the month.

Report of Board

The Honourable Senator Robertson,
Minister of Labour, Ottawa.

Sir,—

The Board constituted under the Industrial Disputes Investigation Act to inquire into the differences existing between the H. Mueller Mfg. Co., Limited, and its employees, being members of the International Association of Machinists, met at Sarnia on Friday and Saturday, November 22nd and 23rd, 1918, and on Thursday and Friday, December 5th and 6th, 1918, for the purpose of carrying on an investigation.

The following appeared on behalf of the employees: Mr. H. W. Harper, of Toronto, Canadian representative of the International Association of Machinists; Mr. H. Steele, of Sarnia, Secretary of

the Imperial City Lodge No. 792, International Association of Machinists, and Mr. L. S. Payne, of Sarnia, a member of the said Lodge.

The representatives of the company were Mr. C. G. Heiby, general superintendent, and Mr. Ray Eacrett, costs accountant.

The matters in dispute were heard at length and fully inquired into. The parties were not able to come to an agreement upon the matters in difference. The undersigned members of the Board have agreed upon a schedule which they take pleasure in recommending as a fair and equitable adjustment between the parties to the dispute, and one which should be adopted.

The third member of the Board, Mr. A. I. McKinley, does not concur. He will make and file a separate report.

The following is the schedule:

THE H. MUELLER MFG. CO., LIMITED.

SCHEDULES AND RATES OF PAY.

1. Nine hours shall constitute a day's work, except Saturday, when five hours shall constitute a day's work.

2. All hours worked in excess of this shall be overtime and paid for as follows: From the end of regular work day until 10 p.m. at the rate of time and a half; after 10 p.m. at the rate of double time until the employee has finished and goes off duty.

3. Double time shall be paid on Sundays and the following holidays: New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day, and in case when the holiday falls on Sunday, the overtime allowed shall be paid on the day on which the holiday is observed.

4. When an employee is called out to work after the close of the regular working day, he shall be paid not less than five hours unless he be notified to return to work before leaving the shops. In said case his time shall start not later than one hour after the close of the regular working day.

5. Employees receiving wages in excess of the minimum wages hereinafter specified will suffer no reduction and will share in the general

increase agreed to. Before any reduction is made in the staff of toolmakers, machinists, specialists and inspectors, the work hours shall be gradually reduced to six hours per day for five days a week.

6. Foremen other than monthly salaried men shall receive 5 cents per hour in excess of minimum rates.

7. Apprentices shall serve four years at the trade and in no case shall leave their employment without just cause. The number of apprentices shall be one for the shop and one for every five machinists employed.

8. No boy shall begin to learn the trade after he is twenty-one years of age, or before he is sixteen years of age.

9. Apprentices now employed shall not suffer any reduction in the rates of pay which they are now receiving by reason of the adoption of the minimum rates aforesaid, and on the expiration of their apprenticeship shall receive the said minimum rates.

10. Specialists shall not be employed on machinists' work or advanced to the detriment of machinists or apprentices. Any employee performing one operation on machines with fixed tools shall be considered a specialist.

11. No machinist or apprentice shall be required to operate more than one machine at a time.

12. If any grievance arises between the parties the company agrees to receive a committee of their machinists, and if possible to adjust such grievance.

13. In case of a disagreement over the interpretation of this schedule there shall be no cessation of work until negotiation between the highest representative of the company and the employees shall have failed to come to an understanding.

14. No discrimination shall be shown against the shop committees elected by the employees to transact their business.

15. This schedule shall be in effect from the fifteenth day of October, 1918, to the fifteenth day of May, 1919.

16. The classification of employees shall be as follows:

(a) Employees skilled and employed in the manufacture of instruments, gauges, tools, dies, gigs, tin plate, and die-sinking, shall be classed as toolmakers.

(b) Employees skilled and employed in the construction of any kind of machinery, or who have acquired a fundamental knowledge of sizing, turning, boring or fitting the metal parts of machinery of any character, as well as one who has worked at the trade for four years, either as a vise hand, lathe hand, planer hand, shaper hand, slotting machine hand, screwing machine hand, milling machine hand, turning machine operator, and those employed in the repair and maintenance of machinery, shall be classed as machinists.

(c) Employees who are skilled and employed in the performance of some branch or subdivision, or line, or class of work commonly recognized as work connected with the machinists' trade or metal industry requiring only a portion of the skill usually exacted of machinists, shall be classed as specialists.

17. The minimum rates of pay shall be as follows:

For toolmakers, 72½ cents per hour.

For machinists, 68 cents per hour.

For specialists, 55 cents per hour.

For machine operators having thirty days' experience, 52½ cents per hour.

For other machine operators, 45 cents per hour.

For inspectors and stereoscoping, 52½ cents per hour.

For helpers, 45 cents per hour.

For women inspectors, 40 cents per hour.

For millwrights, 55 cents per hour.

For millwrights' assistants, 45 cents per hour.

Dated at Sarnia, the 6th day of December, 1918.

(Sgd.) JNO. O. DROMGOLE,
Chairman.

(Sgd.) FRED. BANCROFT,
Member.

Report of Board of Appeal in Dispute between the Canadian Northern Railway and its clerks, station and dining car employees

A REPORT was received from the Board of Appeal to which was referred the dispute between the Canadian Northern Railway Company and certain of its employees, being clerks, station

and dining car employees, members of the Canadian Brotherhood of Railway Employees. The findings were unanimous.

Report of Board

Under the Industrial Disputes Investigation Act, 1907. Board of Appeal under P.C. 1743.

Toronto, this seventh day of December, 1918.

Present: Hon. Mr. Justice Maclellan (chairman), John W. Bruce, G. H. Dugan, Gus. Francq, S. R. Parsons.

In the matter of Appeal in the case of the Canadian Northern Railway Company and certain of its employees, being clerks, station and dining car employees, members of the Canadian Brotherhood of Railway Employees, from an interim report relating to the company's western lines by a Board of Conciliation dated 11th October, 1918, said appeal being on behalf of said clerks and employees.

The Board of Appeal having heard the said parties by their representatives, examined the said interim report and all documents submitted, renders the following decision:

These appeals are by certain clerks, station employees and other employees, and by dining car employees of the Canadian Northern Railway Company, from an interim report dated 11th October, 1918, of a Board of Conciliation and Investigation composed of Chief Justice Mathers, chairman, C. E. Dafeo and Frederick Urry.

The report deals with disputes between the company and its employees with respect to western lines only. The disputes affecting the company's eastern lines have not yet been investigated by the Board of Conciliation and will be disposed of when the Board makes its final report.

The employees of the company generally asked for recognition of the Cana-

dian Brotherhood of Railway Employees, of which they are members. The Board of Conciliation in its interim report states:

"The Board believes it would be inexpedient to deal with this question until the evidence respecting eastern lines has been placed before it. It, therefore, defers consideration of this portion of the dispute until that time."

The finding of the Board of Conciliation on this question is only a reservation of its right to deal with it after the evidence respecting eastern lines has been put in. The appeal on the question of recognition therefore fails, for the present, as it has not been decided either way by the Board of Conciliation and will be disposed of in its final report.

The employees also appeal with respect to certain clerks and other employees not included in Rules and Rates of Pay attached to the report. The Board of Appeal is of opinion that these should have been included and, therefore, recommends that the schedule entitled "Rates of Pay" of the Board of Conciliation Report as printed at pages 926, 927 and 928 of the *Labour Gazette*, November, 1918, be confirmed, but with the proviso that the following classes, to wit,

Superintendent's staffs,
Shed foremen,
Coal dock men,
Ashpit men,
B. and B. master's clerks,
Roadmaster's clerks,
Mechanical labourers,
Positions in stations where seven or less are employed in the offices,

be added to the schedule at the rates of pay set by the McAdoo Award and supplements thereto.

The Board of Appeal confirms the recommendation of the Board of Conciliation that the said schedule of Rates of Pay should take effect on 1st May, 1918.

The employees also appeal from the provision of Article 23 of the schedule of Rules (pages 925 and 926 *Labour Gazette*) providing for a revision of the wage scale at the expiration of every six months. The company does not insist on this part of the schedule, and with the consent of both parties to the dispute, the Board of Appeal recommends that Article 23 be amended by striking out everything in it after the word "party" in the third line thereof.

The dining car employees have appealed on several questions. The first of these is for recognition of the Canadian Brotherhood of Railway Employees. As has been already stated, this question has not yet been passed on by the Board of Conciliation and the Board of Appeal is unable to deal with it and expresses no opinion upon it.

The dining car employees include in their appeal a claim for two weeks' holidays under pay, a longer lay-over at the end of their trip, increased wages and that the increased pay should take effect earlier than 1st May, 1918. The report of the Board of Conciliation is the unanimous finding of the three members composing that Board. The investigation into the questions in dispute was lengthy and very full, and careful consideration was given to all matters in dispute. The claim for a holiday under pay was not recommended, the claim of the employees respecting a longer lay-over at the end of their trip was found to be justified and the Board strongly recommended that the company take steps to improve these conditions just as soon as it is reasonably possible and

practicable, the rates of pay recommended by the Board show a substantial increase over what the men had been paid before the investigation, and the Board recommended that these increases should take effect on 1st May, 1918. The Board of Appeal has given these four questions careful consideration, approves of the manner in which they were disposed of by the Board of Conciliation and recommends that the findings and recommendations of the Board on these subjects be confirmed.

Article 32 of the Schedule of Rules and Rates attached to the report (p. 931, *Labour Gazette*) is amended by striking out everything after the word "party" in the third line thereof and the Board of Appeal recommends that the article so amended be confirmed.

The provision that there shall be no strike by the employees and no lockout by the company has been struck out by the foregoing amendments to Articles 23 and 32 of the Schedule of Rules and Rates.

The Board of Appeal expresses no opinion regarding disputes on the company's eastern lines as the interim report of the Board of Conciliation has dealt only with the western lines. Matters affecting the eastern lines were not before us, and we have no right and do not assume to deal with them.

(Sgd.) F. S. MACLENNAN,
Chairman.

(Sgd.) JOHN W. BRUCE.

(Sgd.) GUS. FRANCO.

(Sgd.) G. H. DUGGAN.

(Sgd.) S. R. PARSONS.

INDUSTRIAL DISPUTES DURING DECEMBER, 1918

FIVE strikes involving approximately 3,941 employees were reported as having commenced during December. There were in existence at some time or other during the month 17 strikes, directly involving 5,384 workpeople. The total time loss on account of industrial disputes was estimated at 64,079 working days, as compared with 36,843 in November, 1918, and 33,540 in December, 1917. The time loss occasioned by the five strikes which began in December was 43,075 working days, while a loss of 21,004 is charged to the 12 strikes com-

mencing prior to December. Termination of disputes was reported in the case of six of the disputes commenced prior to December. Three of the strikes which commenced during December terminated during the month leaving the following 8 strikes, affecting approximately 762 workpeople on record December 31: pottery workers, St. Johns; moulders at London and Vancouver; cigarmakers, Hamilton; laundry workers, Vancouver; waiters and waitresses, Regina; pulp and paper makers, Fairville, N.B., and textile workers at Kingston.

Disputes by Industries

The following is a review of the disputes by industries in the order in which these appear in the statistical table. A brief summary is given of the more important strikes.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—There were three strikes in existence involving 396 workpeople and resulting in a loss of 5,255 working days. One of these strikes, that of coal miners at the Oliphant Mines, Alta., commenced during November, but was not reported until December. The dispute arose in consequence of the company raising the rates charged its employees for board. The matter was referred to a Fair Wage Officer of the Department of Labour and, pending his decision, work was resumed. A strike of coal miners at Canmore, Alta., commenced during December owing to the company's refusal to re-engage a certain employee who had formerly been employed as checkweighman, the company claiming he was not a loyal citizen; upon the request of the Director of Coal Operations the company agreed to give the man employment after the men had resumed work.

BUILDING AND CONSTRUCTION.—There was but one strike in existence, that of plumbers and steamfitters at London, involving 30 workpeople and resulting in a loss of 90 working days; this dispute was carried over from the previous month. In this case the men secured a partial increase and returned to work.

METALS, MACHINERY AND CONVEYANCES.—There were five strikes in existence, involving 3,400 workpeople and resulting in a loss of 40,000 working days. Four of these strikes were carried over from the previous month's record. Most of the employees of iron shipyards at Lauzon, Que., who struck some months ago, secured work elsewhere and conditions were regarded as no longer affected. Striking moulders at Sarnia also secured employment elsewhere, leaving two of the old strikes unsettled, namely, those of moulders at London and at Vancouver. One strike arose during the month, that of shipyard employees at Vancouver. The strike was called when the firm refused to reinstate a blacksmith, a returned soldier, but after approximately 3,000 men had been out of work for a week the firm

agreed to take the man back and work was resumed.

PULP AND PAPER.—There were two strikes in existence involving 634 employees and resulting in a loss of 7,224 working days. One strike, that of pulp and paper workers at Ottawa, was carried over from the previous month and settled during December. After the men had been out for some weeks an adjustment was reached between the parties as the result of negotiations brought about by the Minister of Labour in which a departmental Fair Wage Officer took part. A strike of pulp and papermakers at Fairville, N.B., for union recognition and increased wages, which commenced early in the month, was unternminated.

TEXTILES.—There was one strike involving 156 employees and resulting in a loss of 3,900 working days. This was a strike of textile workers at Kingston who demanded increased wages and other changes. This strike was unternminated at the end of the month.

FOODS, LIQUORS AND TOBACCO.—There was only one strike in existence, that of cigarmakers at Hamilton, where a number of men were still receiving strike pay. The difficulty as it had existed at the London and Montreal factories of the firm concerned was ended by the men securing work elsewhere.

TRANSPORTATION.— There was one strike involving 200 employees and resulting in a loss of 1,000 working days. This was a strike of coal handlers at St. John, N.B., which was carried over from the previous month's record. The men secured an increase in wages and resumed work. In last month's *LABOUR GAZETTE*, in referring to a strike of freight handlers, it was stated that the men had presented a demand for increased wages according to the McAdoo award. The impression which the article conveyed was that the company had refused to apply to these employees the McAdoo scale of wages, whereas it should have been made clear that the employees desired a rate above the Mc-

Adoo scale, which scale the company was willing to apply.

MISCELLANEOUS.—There were three strikes in existence involving 556 employees and resulting in a loss of 6,310 working days. Two of these strikes—laundry workers at Vancouver and waiters at Regina—were carried over from the previous month and were unternminated. The other strike commenced during December and involved policemen at Toronto, who having organized a trade union under a charter from the Dominion Trades and Labour Congress, presented a list of grievances as to working conditions and asked for recognition of their organization by the Police Commissioners, the majority of whom refused to concede it. On December 18, as the result of a number of dismissals by the Police Commission, which it was claimed had been made on account of the men's activity in connection with the union, the policemen went on strike. On December 21 the men returned to work under an arrangement which provides for the appointment of a Royal Commission to investigate and report, not only on conditions at Toronto but on the question of administration of police forces throughout the province of Ontario, including the propriety of the organization of police unions and other matters, all parties agreeing to accept the majority report of the Commission.

At Montreal, also, as the result of a dispute affecting civic policemen, a brief cessation of work occurred; firemen and other civic employees also joined with the police. The men had organized a union and presented certain demands and later asked for a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act. A reference to this aspect of the matter will be found in the article on proceedings under the Industrial Disputes Investigation Act in this issue. The dispute was terminated the day following its commencement by a reference of differences to arbitration.

INDUSTRIAL DISPUTES DURING DECEMBER, 1918

Industry or Occupation	Particulars	No. of employees affected	Time loss in working days
DISPUTES COMMENCING PRIOR TO DECEMBER, 1918.			
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—			
Coal Miners, Oliphant Mines, Alta.	Commenced November 26. Against increase in company's charges for board. Adjusted on reference to Labour Department's Fair Wage Officer. Work resumed December 6.	85	340
Pottery Workers, St. Johns, Que.	Commenced November, 1918. Against reduction in wages. Un-terminated.	51	1,275
BUILDING AND CONSTRUCTION:—			
Plumbers and steamfitters, London, Ont.	Commenced November 25. For increased wages. Partial increase granted. Work resumed December 5.	30	90
METALS, MACHINERY AND CONVEYANCES:—			
Iron shipbuilders, Lauzon, Que.	Commenced July 26. Demand for re-instatement of dismissed employees and for recognition of International Union. Employees secured employment elsewhere.	239	5,975
Moulders, London, Ont.	Commenced November 22. Demand for closed shop and recognition of Union. Un-terminated.	15	375
Moulders, Sarnia, Ont.	Commenced September 12. For increased wages and recognition of union. Employees secured work elsewhere.	9	225
Moulders, Vancouver, B.C.	Commenced November 22. Demand for closed shop and recognition of union. Un-terminated.	137	3,425
PULP AND PAPER:—			
Pulp and paper workers and boilermen, Ottawa, Ont.	Commenced November 19. Demand for increased wages and better working conditions. Settled by negotiations between parties; increase granted. Work resumed December 16.	454	2,724
FOODS, LIQUORS AND TOBACCO:—			
Cigarmakers, Hamilton, Ont.	Commenced July 11. Employees at Hamilton presented demands for increased wages and one company operating at Hamilton, London and Montreal closed its doors. Men at London and Montreal secured work elsewhere, but at Hamilton a number of men were still receiving strike pay.	12	300
TRANSPORTATION			
Coal handlers, St. John, N.B.	Commenced November 27. Demand for increased wages. Increase granted. Work resumed December 7.	200	1,000
MISCELLANEOUS:—			
Laundry workers, Vancouver, B.C.	Commenced September 9. For increased wages and union conditions. Un-terminated.	161	4,025
Waiters and waitresses, Regina, Sask.	Commenced September 11. For reduction in working hours. Un-terminated.	50	1,250
DISPUTES COMMENCING DURING DECEMBER, 1918			
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—			
Coal miners, Canmore, Alta.	Commenced December 2. Company's refusal to hire a certain man. Through the intervention of Director of Coal Operations man was given work. Men returned December 16.	260	3,640
METALS, MACHINERY AND CONVEYANCES:—			
Blacksmiths and other shipyard employees, (Coughlans Shipyards), Vancouver, B.C.	Commenced December 18. Against dismissal of employee. Work resumed December 30.	3,000	30,000
PULP AND PAPER:—			
Pulp and paper workers, Fairville, N.S.	Commenced December 2. For recognition of union and increased wages. Un-terminated.	180	4,500
TEXTILES:—			
Textile workers, Kingston, Ont.	Commenced December 12. Demand for increased wages, recognition of union and reinstatement of dismissed employees. Un-terminated.	156	3,900
MISCELLANEOUS:—			
Policemen, Toronto, Ont.	Commenced December 18. For recognition of union. Settled by mediation. Men returned to work pending decision of a Royal Commission to be appointed by Provincial Government. Work resumed December 21.	345	1,035

DEMOBILIZATION AND RESETTLEMENT IN THE UNITED KINGDOM

THE provisions that are being made by the British Government with respect to demobilization and resettlement of soldiers, sailors and civil war workers were discussed at some length in the November, 1918, issue of the *British Labour Gazette*. The outstanding points there brought forward are summarized in this article under the sub-headings to which they relate.

Demobilization of the Forces

The Government has decided that demobilization, subject to military needs, must be governed by industrial requirements and broad social considerations. As a general rule soldiers who have definite positions waiting for them will be demobilized before those who have no definite prospects ahead. Further, they will be demobilized according to a priority list of industrial groups which is being drawn up by the Ministry of Labour. Industries are being placed on these lists in the order of their national importance from the point of view of the re-establishment on a peace basis of the essential industries of the country. Most, if not all, of the other regulations have to do with conditions in the United Kingdom and are hardly applicable to countries situated at a greater distance from the war zone, whose demobilization policy is controlled to some extent by the available shipping facilities.

Arrangements for financial assistance

It is recognized that the further training or education of young ex-officers or men in various callings, whose training has been interfered with by their war service, is a matter in which the Government has responsibility; and the war cabinet has agreed to the principle of a scheme whereby assistance with respect to fees and maintenance may be given on the recommendation of a training

committee to enable such men to complete their training. The details of the scheme proposed will be announced very shortly.

It is further suggested that assistance may be granted any officer or man who is unable by reason of his military services to meet his financial obligations after demobilization. Such assistance may be given in respect of rent, interest and instalments payable on loans, including mortgages; instalments payable under agreements for the purchase of business premises and dwelling houses, furniture, etc.; rates and taxes; insurance premiums and school fees. It is also proposed that State assistance be given under certain conditions in respect of apprentices whose apprenticeship has been interrupted by war service, provided that the scheme of training for the industry concerned has been approved by the Minister of Labour.

Demobilization of the munitions workers

All munition firms have been instructed that there should be no immediate general discharge of munition workers, but that, of course, all workers who can be absorbed elsewhere should be at once released. In order to reduce production all overtime should be abolished. Transfers should also be made from piece-work to time work, and when such transfers have been effected a reduction of the hourly week should be introduced wherever possible. Where, however, hours are reduced, the number of hours worked must not be less than one-half of the hours of a normal working week. If, in any case the earnings of workers for the full weekly number of hours fall below a certain minimum set for each class of worker, the amounts must be made up to such minimum by the employer, who will be reimbursed by the State. In all cases where the discharge of munition workers is being contem-

plated, it is emphasized that the management of firms should work in close co-operation with the local employment exchanges in order to facilitate the return of workers to their homes and their re-absorption in industry.

Unemployment donations

To provide for the unemployed, of which there will be a considerable number for some time to come, the Government has adopted, as a temporary measure, a scheme of non-contributory unemployment donation which will apply to discharged ex-service men and civil workers as follows:

EX-SERVICE MEN.—A soldier or sailor will be entitled to out-of-work donation during the 12 months following his demobilization for a maximum period not exceeding 26 weeks.

CIVIL WORKERS.—A civil worker will be entitled to the donation during six months from an appointed date for a maximum period not exceeding 13 weeks.

The rates of benefit per week are as follows:

ADULTS.—24 shillings for ex-service men and male civil workers; 20 shillings for women workers; 6 shillings for the first dependent child under 15 years, 3 shillings for each succeeding dependent child.

JUVENILES—over 15 and under 18 years of age—12 shillings for boys; 10 shillings for girls.

The donation will not be payable for the first three days of any continuous period of unemployment. The donation payable to partially disabled men in respect of pensions will be additional to their pensions and no deductions will be made on that account. In the case of juveniles the donation will be payable on the fulfilment of the conditions generally attaching to the payment of unemployment benefit, except that in addition they will be required to attend a course of instruction approved by the Board of Education or other departments concerned.

LAND SETTLEMENT FOR SOLDIERS AND SAILORS IN CANADA

ARTICLES describing briefly the land settlement policies for soldiers and sailors adopted in Great Britain and Australia have appeared in previous issues of the *LABOUR GAZETTE*.* In the present article, which deals with land settlement in Canada, it is proposed to review briefly the terms of the Soldiers' Settlement Act and the probable effect of its enactment as outlined in various official statements that have lately been issued.

Soldiers' Settlement Act

The Soldiers' Settlement Act, 1917, which was passed with a double purpose of aiding returned soldiers and sailors to settle upon the land and of increasing agricultural production in this country,

applies to all honourably discharged members of the Canadian, British or Allied forces who were British subjects, resident in Canada before the war. It also applies to widows of any such soldiers or sailors who died on active service.

The Act provides for the granting to any settler of a free entry for 160 acres, subject to certain necessary conditions. It also provides for loaning to those entitled to its benefits, on a security of a first charge or first mortgage against their land, amounts up to a maximum of \$2,500 at an interest rate of 5 per cent per annum. The uses to which such loaned money may be put are, the acquiring of land for agricultural purposes, the payment of encumbrances against such land, the erection of farm buildings, and the purchase of stock, machinery and equipment. The amount of

*See issues of November, 1918, p. 903, and December, 1918, p. 1,045.

the loan in each case must be justified by the value of the security offered, and the money must be expended under the supervision of a board of commissioners.

In the case of returned men on vacant Dominion homestead lands the loan provisions apply on the same terms as if the lands were privately owned and, in addition to his ordinary civilian right of homestead entry, a further quarter section of 160 acres may be granted an eligible settler under entry on suitable settlement conditions.

For the purpose of its administration a board, known as the Soldiers' Settlement Board, consisting of three commissioners, was appointed under the Act in February, 1918. The present chairman of this Board is Mr. W. J. Black, the Commissioner of Agriculture. There is a representative of the Board in each province, and loan applications may be made by returned settlers in respect of agricultural land wherever it may be situated.

Probable number of prospective settlers

According to an analysis made by the Department of Soldiers' Civil Re-establishment of registration cards filled in by 230,000 members of the forces overseas in April, 1917, over 105,000 men have expressed a definite wish to engage in farming in Canada after the war. Of this number, 78,000 have had previous agricultural experience, of whom 61,000 have had three or more years' experience. Of these 105,000 men, 96,000 stated that they wished to avail themselves of assisted agricultural settlement; and about 50,000 announced their willingness to work for wages to gain experience. More than 25,000 men expressed the wish to settle in Ontario, while 23,000 chose Alberta, and 15,000 British Columbia. It is recognized, of course, that some men may have filled in their cards without any very serious intention of going on the land, but it is thought that this number would probably not exceed 7,000, or approximately seven per cent of the total.

Schools of instruction

Preliminary steps have already been taken by the Soldiers' Settlement Board in conjunction with the Militia Department and the Khaki University to establish a number of training farms in Great Britain to be used during the months over which the demobilization period will extend. These farms will provide an intensive course of about three months' duration in the essentials of farming under Canadian conditions. The course is not intended to do more than to carry the men along from a point where they know nothing of farming to a point where they will have a sufficient working knowledge to become self-supporting, practically from the time they go upon the land. It is the intention, however, to inaugurate in Canada a follow-up scheme with the co-operation of provincial agricultural departments whereby the men will be advised and further instructed after they actually go upon the land. Experienced men of course will be permitted to take up land without such instruction.

Land entries and loans approved to date

Up to October 15, last, 620 soldiers had secured soldier entry. Of these, 483 also held homestead entries, making the total amount of land so held 1,123 quarter sections. To October 31, loans to 975 soldiers had been approved of, amounting to \$1,239,685.

Distribution of specially valuable lands

Certain Dominion lands which were formerly a part of the Doukhobor reserves and which are specially valuable have been reserved by the Minister of the Interior and set apart for soldier entry. But as the demand for free entry on these valuable lands will be excessive and as it will be a difficult matter to distribute this land equitably and to include in the distribution soldiers who have not yet returned, the Government has passed an order-in-council authoriz-

ing that any specially valuable Dominion lands becoming available for soldier settlement shall be disposed of later, and that in the meantime the Soldiers' Settlement Board shall rent or lease such

lands, preferably to returned soldiers, on appropriate terms, and that the proceeds thus obtained shall be placed to the credit of a fund to be known as the "Soldier Land Settlement Fund."

INDUSTRIAL RELATIONSHIP PLANS OF THE IMPERIAL OIL COMPANY

AN interesting movement has recently been inaugurated by the Imperial Oil Company at Sarnia, Ont., aiming at an improvement in the industrial relations between the management and the employees. It is the intention of the company to extend the scheme to all its plants throughout Canada, which include refineries at Halifax, Montreal, Sarnia, Regina and Vancouver, in which are employed about 6,000 men. The plan provides for the election by free and secret ballot of workingmen's committees in the proportion of one delegate for every 75 employees in each trade. These delegates will sit jointly with an equal number of officials appointed by the company to deal with all grievances, questions of wage increases, and plans for the social betterment of the workers. It was announced that the company intended to establish a system of insurance on January 1, by which every employee who had been with the company for not less than one year shall be insured at the company's expense, the amount of insurance being from \$500 to \$2,000, according to length of service and earnings. On February 1, it is proposed to establish old age pensions, so that a man who has reached the age of sixty-five years may be able to retire with the

assurance of a reasonable income for himself and his family. It is also proposed to establish a sick benefit plan on March 1, in order that the employees may be properly cared for when ill. At a meeting where the announcement of this plan was made there were present fifty representatives of the employees, who had been elected by ballot, and the scheme was unanimously endorsed by them. In submitting the agreement in which the plan was embodied, it was claimed that it gave to every employee who believed himself to be suffering from unjust treatment or unfair conditions, access through his elected representative to the general superintendent and higher officials of the company, and the right to a conference upon his grievance. At the same time it insured the continuance of the policy which has always protected the employee from discrimination on account of membership or non-membership in any church, society, fraternity or union. It was stated that the plan was purely a policy of business administration to promote continuity of effort and permanence of employment to the end that replacement changes, one of the most serious menaces to the prosperity of capital and labour alike, might be reduced to a minimum.

ANNUAL REPORT OF UNITED STATES DEPARTMENT OF LABOUR

THE annual report of the United States Department of Labour for the fiscal year ending September 30, 1918, is of more than usual interest due to the fact that it describes in some detail the War Labour Administration that was created during the war in

order to keep in motion the wheels of the great industrial machine that the war might be brought to a successful conclusion.

As a result of the war there was an enormous increase in the number of labour disputes calling for government

intervention. Old wage standards, rendered obsolete by the sharp rise in the cost of living, the prevalence of profiteering, the faulty distribution of labour, and many other causes, according to the report, all probably contributed to an increase in the actual number of disputes. The chief reason, however, for the increase of the work of the Department in this respect is said to lie in the fact, that when disputes arose, one side or the other hastened to call upon the Government to prevent any cessation of work.

The report reviews at some length the work of the President's Mediation Commission, and describes the purposes, functions and work of the War Labour Policies Board and the National War Labour Board; but as these bodies have already been fully discussed in previous issues of the LABOUR GAZETTE* it will not be necessary to do more than refer to them here.

Mediation in labour disputes

Before considering the work of boards having to do with problems connected with war work, the report first reviews the activities of the Division of Conciliation and Labour Adjustment, which during the four years of its existence has laid a foundation for the quick adjustment of all labour disputes. During the year it was further demonstrated, according to the report, that—

the intervention of an impartial third party in the person of a conciliator approved by the department has invariably expedited the settlement of the dispute, strike, or lockout. In a large number of instances the conciliators have been able not only to bring about agreement in cases of existing differences—often arising from misunderstandings—but to avert the threatened strike altogether.

It is often the case that employers refuse to deal with committees representing their own

employees; but even in these instances they never refused to meet and discuss the merits of the dispute with the conciliators of the department.

It has been the policy of the Department of Labour not to endeavour to impose its viewpoint upon either the worker or the management, but rather to find some basis mutually acceptable, even though it may not be mutually satisfactory. In other words, the work of mediation is not judicial; it does not hear both sides and then pass judgment. The work is diplomatic rather than judicial, and it is in this spirit that all problems of conciliation in labour controversies are approached.

The total number of cases handled during the fiscal year involved 1,042,341 workmen directly and 1,315,657 indirectly. The great majority of these cases were adjusted or satisfactorily disposed of.

War labour administration

To meet the case of labour disputes in war industries, where it was absolutely essential that there should be no strikes or lockouts and where the functions of the conciliation service had proved to be inadequate, the National War Labour Board was created. This Board, unlike the conciliation service, does not enter as a friend to both sides, but "as an impartial judge, friendly to neither, but administering its functions in the interest of the entire nation." The principles laid down for the governance of the Board—

represent a new departure even among democratic nations; they rest wholly upon the free suffrage of those whom they govern, and what they desire was not an order imposed from above or without, but a solemn contract by both parties voluntarily entered into.

The outstanding accomplishment of the board, according to the report, lies in the fact that its determination to apply these principles without favour has caused a vast decrease in the number of cases which might otherwise have come before it. The practices complained of have been in many cases voluntarily discontinued and such discontinuances are due to the knowledge that unfair practices would be summarily dealt with by a fair tribunal. In only

*President's Mediation Commission: See issues of March, 1918, p. 158, and June, 1918, p. 414.

National War Labour Board: See issues of May, 1918, p. 365; July, 1918, p. 530 and p. 538; August, 1918, p. 619; September, 1918, p. 760; October, 1918, p. 825 and p. 866.

War Labour Policies Board: See issues of July, 1918, p. 530, and August, 1918, p. 621.

four cases up to date has the War Labour Board failed of unanimous agreement upon awards and decisions; and while it has no statutory power to give effect to its decisions, only in three instances has there been resistance to its conclusions,* and even in these a deadlock was avoided through the intervention of President Wilson.

Federal Employment Service

Of the United States Employment Service† the report states that through the medium of 15,000 enrolment agents, who supplement the work of the employment offices, this department is able to reach down into the smallest village to tap potential supplies of wage-earners. Letters have been received from chambers of commerce and from individuals concerned conveying the information that not a bushel of wheat was lost through lack of sufficient help in the Kansas City territory during the last harvest season.

Through the co-operation of the labour organizations and with the assistance of a qualified field staff, the skilled labour section was enabled to move a very large number of men from non-essential work to shipyards and munition plants. During the fiscal year 1,800,593 placements of persons in industry were made.

The department believes that the problem of providing profitable employment for the returned soldier is its first duty, and in this connection the report quotes from the organic act of the department, as follows: "The purpose of the Department of Labour shall be to foster, promote and develop the welfare of the wage earners of the United States, to improve their working conditions, and

to advance their opportunities for profitable employment." The mere bringing together of the manless job and the jobless man is not sufficient, for even in the most prosperous periods there is a disparity between the actual number of wage workers and the number that the industries can absorb.

Under the most favourable circumstances this unemployed surplus is such as to give rise to grave social and industrial problems. So long as this basic condition persists it is apparent that the mere bringing together of men and jobs is not sufficient. In order to provide for this surplus we must do more than seek for employment among opportunities already existing. We must correct the disparity itself. Consequently, the department faces the further duty of creating new opportunities for employment. In accordance with this view the department has been for more than three years engaged upon a comprehensive study of the problem of discovering new and profitable opportunities for employment. In the course of its investigations it has availed itself of the expert assistance and advice of many persons in other departments.

General policies

The report contains the statement that "the soil is and must remain the chief working opportunity for large numbers of the nation's wage earners," and recommends the early enactment of the necessary legislation to permit the preparation of the public domain for this purpose. Such legislation should provide for the purchase of such privately owned areas as it may be found desirable to add to the public lands, and should include three minimum provisions: (1) the possibility of commercialized speculation must be eliminated; (2) colonists must be given access not only to land but to farms, not the bare soil but fully equipped agricultural plants ready to operate, and (3) the farms themselves must be welded together into genuine communities by provision for roads, schools and markets, under the general supervision of the Federal Government."

*See LABOUR GAZETTE, October, 1918, p. 825, and July, 1918, p. 530.

†See LABOUR GAZETTE, February, 1918, p. 148, April, 1918, p. 233, and August, 1918, p. 622.

RECENT CHANGES IN THE CHILD LABOUR LAW OF ENGLAND AND WALES

THE Education Act, 1918, which recently became law in Great Britain, contains a number of provisions relating to the employment of children and young persons in England and Wales. The chief tendency of the changes made in the law was to raise the age limit at which children may be employed in various occupations, to safeguard the health of children and young persons under eighteen years of age who are engaged in any occupation, and to afford them better opportunities for education in both elementary and continuation schools. The present article describes briefly the principal amendments in this Act affecting child labour.

No exemption from school shall be granted to any child between the ages of five and fourteen years, with the exception that children under six may be exempted from attending school or receiving instruction in reading, writing and arithmetic. The maximum age up to which school attendance may be made compulsory is raised from fourteen to fifteen years, and by-laws requiring compulsory attendance at school of children between the ages of fourteen and fifteen may apply either generally to all such children, or to children other than those employed in any specified occupations or those granted special exemption. The Board of Education may, on the application of the local education authority, authorize the instruction of children in public elementary schools till the end of the school terms in which they reach the age of sixteen, or (in special circumstances) such latter age as appears to the Board desirable.

Young persons under eighteen years who have reached the age when their

parents are no longer obliged to send them to elementary schools are required to attend continuation schools for 320 hours in each year; but this does not apply to persons between sixteen and eighteen years of age until seven years after the coming into force of the Act, nor subsequently to any one who has reached 16 years before its expiration. During this period the number of hours of attendance may be 280 instead of 320 a year. Any young person is exempt from attending continuation schools (i) who is above the age of fourteen years on the day when this provision of the Act comes into effect; or (ii) who has satisfactorily completed a course of training for, and is engaged in the sea service; or (iii) who is above sixteen and has passed a university matriculation examination; or who has been under full time instruction up to the age of 16; or who is under full time instruction or suitable efficient part-time instruction. In the case of any young person who is obliged to attend a continuation school, the local education authority may require the suspension of his employment on any school day not only during the school period, but also for such other specified part of the day not exceeding two hours, as the local authority may consider necessary, so that he may be in a fit mental and bodily condition to receive full benefit from attendance at the school. Any question arising between the local education authority and an employer as to whether a requirement under this subsection is reasonable, shall be determined by the Board of Education, and if unreasonable, another requirement may be substituted for it. A young person shall not be required to attend a continuation school on Sundays or holidays, or between 7 p.m. and 8 a.m., except in the case of young persons employed at night

or at abnormal times. A young person shall not, without his consent, be required to attend any continuation school at or in connection with the place of his employment, and his consent may be withdrawn by one month's notice in writing sent to his employer and to the local education authority.

The Employment of Children Act, 1903, was amended by forbidding the employment of children under the age of twelve, and the employment of children of that age or over on any Sunday for more than two hours, or for any school day before the close of school hours, or on any day before 6 a.m. or after 8 p.m. But with respect to specific occupations and subject to conditions safeguarding the children's interests, a local education authority may make a by-law permitting the employment of children of twelve years or over for one hour before school hours, and also the employment of children by their parents; but if a child is so employed before 9 a.m. he shall not be employed for more than one hour in the afternoon. The employment of all children is forbidden in street trading, whereas formerly only children under eleven years were forbidden.

An amendment to the Prevention of Cruelty to Children Act, 1904, provides that the prohibited hours for the employment of boys under fourteen and girls under sixteen in singing, playing or performing, or being exhibited for profit, or offering anything for sale, are made to extend from 8 p.m. to 6 a.m. instead of from 9 p.m. for children under fourteen; and the age of children whose employment in these occupations is restricted is raised from eleven to twelve years. The age of children who may be licensed to take part in any public entertainment or circus is raised from ten to twelve, and the licenses are to be

granted by the local education authority instead of by the petty sessional court.

The employment of children in factories and workshops, or in mines and quarries, is forbidden.

If any child is being employed in such a manner as to be prejudicial to his health or physical development, or to render him unfit to obtain the proper benefit from his education, the local education authority may either prohibit his employment, or attach such conditions as may be thought fit, notwithstanding that the employment may be authorized under this Act or under any other.

It shall be the duty of the employer and of the parent of any child who is in employment to furnish to the local education authority such information as to his employment as may be required.

If any person (a) employs a child in such a manner as to prevent it from attending school; or (b) contravenes any prohibition or restriction as to the employment of a child, of which he has received notice from the local education authority; or (c) employs a young person so as to prevent him attending a continuation school; or (d) employs a young person at any time when his employment is required to be suspended by the local education authority, he shall be deemed to have employed the child or young person in contravention of the Employment of Children Act, 1903.

By an act of 1910, local education authorities have power to make arrangements, subject to the approval of the Board of Education, for helping boys or girls under seventeen years of age to the choice of suitable employment by collecting and communicating information and giving advice. The age at which boys and girls may thus be helped is raised by the new Act to include those under eighteen years.

SECOND PROVINCIAL CONVENTION OF MACHINISTS OF ONTARIO

THE second provincial convention of the International Association of Machinists of Ontario took place at Toronto on November 20 and the three succeeding days. The delegates present represented 38 local unions from the following sixteen localities: Toronto, Hamilton, Dundas, Ottawa, Kingston, Welland, St. Catharines, Sarnia, Peterborough, Brantford, Collingwood, Port Arthur, Owen Sound, Lindsay, Windsor and Chapeau. The principal business of the convention was the drawing up of a wages schedule, the appointment of a committee to represent the Provincial Council in the formation of a Metal Trades Federation, the drawing up of by-laws, and the election of officers for the ensuing year.

The following officers were elected: President, J. Munroe, Toronto; vice-president, George Snook, Port Arthur; secretary-treasurer, J. A. Young, Toronto; executive board—W. J. Cheevers, St. Catharines; W. Darwin, Brantford; Wm. Foster, Kingston; H. Lewis, Toronto; A. Murray, Peterborough; H. Steele, Sarnia; J. G. Wilson, Ottawa.

The schedule of wages, hours, and conditions of employment that was adopted at the convention, was as follows:

ONTARIO PROVINCIAL SCHEDULE FOR THE YEAR 1919

The undersigned agree to enforce the following schedule on and after the first day of January, 1919:

Clause 1.—Forty-four hours shall constitute a week's work, to be worked as follows: Eight hours per day for the first five days of the week, and four hours on Saturday. The division of the hours to be arranged to suit local conditions.

Clause 2.—All hours worked in excess of this shall be overtime, and paid at the rate of double time.

Clause 3.—Double time shall be paid for Sundays, all proclaimed holidays, and the following statutory holidays: New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, and Christmas Day, and in cases when the holiday falls on a Sunday the over-

time rates shall be paid for the day on which the holiday is observed.

Clause 4.—Hours to be worked on night shift shall be as follows: Nine hours per night from Monday to Friday, inclusive; all hours worked in excess if this shall be overtime, and paid for at the rate of double time.

Clause 5.—When employees on the day or night shift are required to change from one to the other, and are required to work two shifts or part of two shifts in any twenty-four hours, the second shift shall be paid for at overtime rates. No employee shall be required to lay off in order to equalize time.

Clause 6.—When employees are called out to work after the close of the regular work day they shall be paid not less than five hours, unless they be notified to return to work before leaving the plant. In such cases their time shall start not later than one hour after the close of the regular work day.

Clause 7.—The classification of machinists shall be: Employees skilled in the laying out, fitting, adjusting, shaping, boring, slotting, milling, and grinding of metals used in building, assembling, maintaining, dismantling, and installing locomotives and engines (operated by steam or other power), pumps, cranes, hoists, elevators, pneumatic and hydraulic tools and machinery, scale building, shafting and other shop machinery; ratchet and other skilled drilling, and reaming, tool and die making, tool grinding and machine grinding, exle, wheel and tire turning and boring; engine inspecting; air equipment, lubricator and injector work; removing, replacing, grinding, bolting and breaking of all joints on superheaters, oxy-acetylene, thermit and electric welding on work generally recognized as machinists' work; the operation of all machines used in such work, including drill presses and bolt threaders using a facing, boring or turning head or milling apparatus, and all other work generally recognized as machinists' work.

Clause 8.—Rates of pay shall be as follows: Minimum rate for machinists, 80 cents per hour. Operators now at the trade shall receive 55, 60, 65, and 70 cents per hour for first, second, third and fourth years respectively. No operators shall be taken on after December 31st, 1918, and those already in the trade shall receive the minimum rate for machinists after four years' service as operators. Minimum rate for helpers, 55 cents per hour. The above rates apply to all employees, male and female. Employees engaged on night shifts shall be paid 10 cents per hour in excess of the above rates. In cases where a machinist cannot be supplied

within 14 days the most experienced helper may be advanced, provided the minimum rate for machinists is paid.

Clause 9.—No employee shall suffer a reduction through the adoption of the foregoing rates.

Clause 10.—Employees shall be paid weekly in currency rather than by cheque.

Clause 11.—Before there is any reduction in working staff the working hours shall be reduced to six, or four per day, if necessary. Full working hours shall not be restored until staff is brought up to its original strength.

Clause 12.—Apprentices shall be between 16 and 21 years of age. They shall serve four years at the trade, and be given every opportunity of acquiring general proficiency. They shall not be retained longer than six months in any branch of the trade. The ratio of apprentices shall be one for every five machinists employed.

Clause 13.—Apprentices shall receive the following rates of pay: First six months, 25 cents per hour, and an increase of 5 cents per hour for each succeeding six months. After the expiration of apprenticeship the standard rate of wages shall be paid.

Clause 14.—No machinist or apprentice shall be required to operate more than one machine at any one time.

Clause 15.—No applicant for employment shall be required to submit to the personal record and physical examination.

Clause 16.—If any grievance arises between the parties to this schedule, the company agrees to receive a committee of their employees and, if possible, to adjust such grievance. In case of a disagreement over the interpretation of this schedule, there shall be no cessation of work until the highest representatives of both parties have failed to come to an understanding.

Clause 17.—Any employee who after investigation is found to have been unjustly suspended or dismissed shall be reinstated and paid for full loss of time. During the period of investigation no overtime shall be worked.

Clause 18.—No discrimination shall be shown against shop committees elected by the employees to transact their business.

Clause 19.—This schedule shall remain in effect until terminated by either party giving thirty days' notice in writing of a desired change.

FURTHER PROGRESS IN THE CO-ORDINATION OF EMPLOYMENT - OFFICES IN CANADA

THE December issue of the LABOUR GAZETTE contained an account of the progress that had been made up to the early part of the month in the administration of the Employment Offices Co-ordination Act, 1918.* The further progress that has since been made forms the subject of the present article.

Labour research and employment service

In view of the labour conditions in Canada incident to military demobilization and the sudden cessation of the production of war munitions, the Government has provided for the appointment of a Director of Employment Service,

under the Minister of Labour, whose duties, as outlined in an order-in-council passed on December 16, shall be:

1. To treat with the provincial governments as to the establishment and development of employment offices, the standardization of such offices and their co-ordination into a national system.
2. To supervise the clearing houses established under the Act.
3. To negotiate the annual agreements between the Dominion and provincial governments required under the Act.
4. To inspect provincial employment offices.
5. To study and report on unemployment and ways and means of lessening unemployment and on employment conditions, including accidents and diseases, and on ways and means of improving conditions of employment.
6. To perform such other duties as may be referred to such office from time to time by the Minister of Labour.

*For text of the Act see LABOUR GAZETTE, May, 1918, pp. 355-6.

Regulations governing the administration of the Act

As a result of the November conferences of provincial premiers and employment officials and representatives of the Department of Labour, regulations governing the establishment and administration of Dominion and provincial employment offices were embodied in an order-in-council which was passed on December 17. These regulations provide, among other things, for the establishment by the Minister of Labour of an advisory council, which shall be called the Employment Service Council of Canada, to assist in the administration of the Act and to recommend ways of preventing unemployment. It is also provided that the provincial governments shall have direction of their own employment offices, subject to the terms of the agreement with the Minister of Labour under the Act. Each province shall establish a clearing-house to provide for the distribution of labour within the province and to co-operate with the Dominion clearing-house for the interprovincial distribution of labour. The full text of the order-in-council is as follows:

P. C. 3111.

His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under and by virtue of the provisions of The Employment Offices Co-ordination Act, chapter 21, Statutes of Canada of 1918, is pleased to make and enact the following regulations, and the same are hereby made and enacted accordingly:

THE DEPARTMENT OF LABOUR.

1. It shall be the duty of the Department of Labour under The Employment Offices Co-ordination Act:

- (a) To encourage the provincial governments to open new employment offices, to develop those already in operation and to establish provincial clearing-houses which shall endeavour to meet any unsatisfied demand for employment by drawing upon any supply within the province, or if such is not available, by securing labour through the Dominion Clearing-House from any surplus in other provinces.

- (b) To maintain one or more Dominion Clearing-Houses for the interprovincial distribution of labour.
- (c) To provide for the co-operation of provincial employment offices and provincial clearing-houses with existing non-commercial employment agencies, with a view to the gradual absorption of such agencies.
- (d) To promote uniformity of methods in provincial employment offices.
- (e) To establish a system of inspection of provincial employment offices.
- (f) To collect and publish information as to the condition of the labour market.
- (g) To exercise supervision over private advertising for labour.
- (h) To print at the expense of the Department of Labour all forms used by the employment offices.
- (i) To carry out, with the approval of the Minister, the recommendations of the Employment Service Council of Canada.
- (j) To pay to the provincial governments upon the compliance with these regulations amounts due them under The Employment Offices Co-ordination Act, as shown in the reports required of them by the Minister of Labour.

2. In the discharge of these duties the Department of Labour shall co-operate with the several departments of the Government in any matters requiring common or unified action and each Department of the Government and the officers thereof shall assist and co-operate with the Department of Labour and its officers.

THE EMPLOYMENT SERVICE COUNCIL OF CANADA.

1. To assist in the administration of The Employment Offices Co-ordination Act and to recommend ways of preventing unemployment, the Minister of Labour shall, with the approval of the Governor in Council, establish an Advisory Council to be known as the Employment Service Council of Canada. Such Council shall consist of:

1 member each appointed by the Provincial Governments.

2 members appointed by the Canadian Manufacturers' Association.

2 members appointed by the Trade and Labour Congress of Canada.

1 member appointed by the Railway War Board.

1 member appointed by the Railway Brotherhoods.

2 members appointed by the Canadian Council of Agriculture.

3 members appointed by the Department of Labour, two of whom shall be women.

1 member appointed by the Returned Soldiers.

1 member appointed by the Soldiers' Civil Re-Establishment Department.

2. The members of the Employment Service Council of Canada, including the chairman, shall hold office for three years and shall be eligible for re-appointment.

THE PROVINCIAL GOVERNMENTS.

1. The provincial governments shall have direction of their own employment offices, subject to the terms of the agreement with the Minister of Labour under The Employment Offices Co-ordination Act.

2. Each province shall establish a clearing-house to provide for the distribution of labour within the province and to co-operate with the Dominion Clearing-House for the interprovincial distribution of labour. The provincial clearing-house shall furnish such reports, as to employment conditions, as the Dominion Clearing-House may require.

3. In connection with the employment office administration of each province there shall be an advisory council equally representative of employers and employees, appointed by the Lieutenant Governor in Council. It shall be the duty of the advisory council to safeguard the interest of employers and employees of the province in the distribution of labour; to direct the policy of the local advisory committees and to co-operate with the Dominion Employment Service Council of Canada.

THE EMPLOYMENT OFFICES.

1. The employment offices shall endeavour to fill vacancies in all occupations and shall serve both male and female employees.

2. The provincial government shall establish for such employment offices as they deem advisable, local advisory committees consisting of equal number of persons representing employers and employees in the locality together with a chairman agreed upon by a majority both of the persons representing employers and of the persons representing employees or in default of such agreement appointed by the provincial government.

3. It shall be the duty of the local advisory committees to assist the superintendents of the employment offices in the discharge of their duties and to co-operate with the provincial advisory committees in the work of applying the national employment policy to the industry of the province.

4. As to wages and conditions, the following regulations shall be observed:

(a) The officer in charge of an employment office in notifying applications for employment and vacancies to employers and applicants, respectively, shall undertake no responsibility with regard to wages or other conditions, beyond supplying the employer or applicant, as the

case may be, with any information in his possession as to the rate of wages desired or offered.

(b) Copies or summaries of any agreements mutually arranged between associations of employers and workmen for the regulation of wages or other conditions of labour in any trade, may, with the consent of the various parties to such agreements, be filed at an employment office, and any published rule made by public authorities with regard to like matters may also be filed. Documents so filed may be open to inspection on application.

(c) No person shall suffer any disqualification or be otherwise prejudiced on account of refusing to accept employment found for him through an employment office where the ground of refusal is that a trade dispute exists or that the wages offered are lower than those current in the trade in the district where the employment is found.

5. In dealing with strikes and lockouts the employment offices shall observe the following regulations:

(a) Any employer or association of employers or group or association of workmen may file at an employment office a statement with regard to a strike or lockout existing or threatened, affecting their trade, or a branch of their trade, in the district. Any such statement shall be in the form provided for the purpose and shall be signed by a person authorized by the association for that purpose. Such statement shall be confidential except as hereunder provided, and shall only be in force for seven days from the date of filing, but may be renewed within that period for a like period and so on from time to time.

(b) If any employer who appears to be affected by a statement so filed notifies an employment office of a vacancy or vacancies for workmen of the class affected, the officer in charge shall inform him of the statement that has been filed and give him an opportunity of making a written statement thereon. The officer in charge in notifying any such vacancies to any applicant for employment, shall also inform him of the statements that have been received.

(c) The provinces may adopt any further regulations with regard to strikes and lockouts which they deem necessary.

RODOLPHE BOUDREAU,
Clerk of the Privy Council.

Dominion Government will temporarily maintain offices in certain provinces

In view of unemployment at present in Canada, which is bound to increase as the winter season advances, it was deemed necessary that there should be established without delay—a complete chain of government employment offices throughout the country whereby employers desiring labour and workmen seeking work can be brought together. Certain of the provinces, however, did not feel able at the present time, owing to war conditions and the greatly increased cost of public service, to assume financial responsibility in operating these necessary offices. To meet this difficulty it was suggested that in the meantime employment offices should be established in these provinces by the Dominion Government, and that at a later date, if thought advisable, their management could be taken over by the pro-

vincial governments. This suggestion having met with the approval of those concerned, an order-in-council (P.C. 3171) was accordingly passed on December 24, which provided that:

(a) The Minister of Labour may establish and maintain for a period of eighteen months from January 1, 1919, such employment bureaus as may be necessary, and not established under the provisions of the Employment Offices Co-ordination Act.

(b) The Minister of Labour may establish and maintain offices at such points as he may deem necessary, provided the municipality supply office space and equipment required.

Arrangements are now being completed, in conformity with the above provisions, for the opening by the Dominion Government of ten or twelve offices in the Maritime Provinces, where steps are also being taken for the establishment of a federal clearing-house in addition to those to be founded at Ottawa and Winnipeg.

EMPLOYMENT IN THE FISH INDUSTRIES OF CANADA DURING 1917

FISHERIES Statistics for 1917, recently published by the Dominion Bureau of Statistics in collaboration with the Dominion and Provincial Fisheries Department, contains much information in regard to rates of wages, hours of labour and number of workers engaged in fish canning and preserving establishments in Canada, and in regard to the number of men engaged in the primary operations of catching and landing fish during the year 1917.

According to the report, there were 95,122 persons engaged in all branches of the fish industry during 1917, of which 77,140 were engaged in catching and landing (66,029 in sea fisheries and 11,111 in inland fisheries), and 17,982 were employed in the canneries and preserving establishments. The following

table gives by provinces the number of persons engaged in all branches:

Province.	Persons employed	
	In catching and landing	In canneries and fish and smoke houses
Nova Scotia.....	22,881	3,676
Prince Edward Island...	3,461	2,427
New Brunswick.....	17,759	3,271
Quebec.....	10,737	984
Ontario.....	3,705	.....
Manitoba.....	2,374	.....
Saskatchewan.....	1,661	.....
Alberta.....	1,062	.....
Yukon Territories.....	241	.....
British Columbia.....	13,259	7,624
Total.....	77,140	17,982

The report gives considerable information in regard to employment in the

canning and preserving establishments, of which the following is a summary:—

Employees and Wages:

During 1917 the wage-earners numbered 12,494, of which 8,247 were male and 4,247 female. The total wages bill was \$2,808,277, to which \$668,987 must be added on account of salaries. These figures do not include labour under the contract system in force in British Col-

umbia, through which 3,431 male and 1,207 female workers received wages to the amount of \$732,587. There were also 214 persons employed as outside piece workers who were paid the sum of \$7,179. The number of employees, together with salaries and wages paid in the different branches of the fish canning and preserving industries during 1917, are given in the following table:

	No. of establishments	Superintendents and managers.	Clerks, stenographers, salesmen, etc.	Total salaries.	Wage Earners				Total Wages.	Contract Labour		
					16 years of age and over		Under 16 years of age			Male.	Female	Wages
					Male.	Female	Male.	Female				
Lobster canneries.....	610	151	43	\$ 118,102	4,055	3,161	348	339	\$ 897,250			\$
Salmon canneries.....	89	101	99	299,882	1,736	347	40	30	1,150,448	3,431	1,207	732,587
Whale oil factory.....	1	12	13	34,360	227	190		9	125,854			
Sardine canneries.....	2											
Clam & other canneries..	12											
Fish and smoke houses..	268	100	117	216,643	1,822	171	19		634,725			
Total.....	982	364	272	668,987	7,840	3,869	407	378	2,808,277	3,431	1,207	732,587

Time in Operation and Hours of Work:

The average number of hours worked per day was nine, and the average number per week 57. On an average each

of the establishments worked full time 111 days, worked part time 10 days, and was idle 183 working days. The number of employees by months in each of the branches is shown in the following table:

Month	Lobster Canneries		Salmon Canneries		Clam, Sardine and other Canneries		Fish and Smoke Houses		Total employees
	Male.	Female	Male.	Female	Male.	Female	Male.	Female	
January....	376	174	411	70	23	18	797	76	1,945
February....	236	85	410	33	34	18	814	76	1,706
March.....	284	133	932	31	108	65	648	57	2,258
April.....	1,905	915	1,744	182	152	134	672	51	5,755
May.....	4,687	3,995	1,166	237	209	174	1,221	76	11,765
June.....	4,493	3,788	2,313	378	230	230	1,453	115	13,000
July.....	1,954	1,416	2,848	566	214	231	1,449	102	8,780
August.....	1,511	1,103	2,668	489	217	197	1,416	88	7,689
September..	1,045	792	1,197	500	234	189	1,460	95	5,422
October....	327	76	1,775	329	182	169	1,619	125	4,602
November..	270	35	819	129	178	121	1,547	132	3,231
December...	268	57	399	21	132	89	1,274	115	2,355

Weekly Wages of Employees:

The following table gives a classification of wage-earners according to

weekly wages. It will be seen that the largest number of employees were paid at the rate of \$12 to under \$15 a week, followed by those in the class \$10 to \$12:

EMPLOYEES IN ALL FISH CANNING AND PRESERVING ESTABLISHMENTS, 1917,—CLASSIFIED BY WEEKLY WAGES.

	16 years of age and over		Under 16 years of age		Total employees
	Male	Female	Male.	Female	
Under \$3.....	39	64	14	19	136
\$3 but under \$4.....	221	503	160	196	1,080
\$4 but under \$5.....	193	671	54	49	967
\$5 but under \$6.....	249	483	23	22	777
\$6 but under \$7.....	348	469	27	18	862
\$7 but under \$8.....	386	300	28	20	734
\$8 but under \$9.....	524	235	22	30	811
\$9 but under \$10.....	656	510	25	8	1,199
\$10 but under \$12.....	1,128	294	32	6	1,460
\$12 but under \$15.....	1,521	200	18	1	1,740
\$15 but under \$20.....	1,359	78	3	6	1,446
\$20 but under \$25.....	772	45	1	3	821
\$25 and over.....	444	17	....	....	461
	7,840	3,869	407	378	12,494

In regard to the housing of employees some 325 establishments were reported as having provided housing accommodation. The total number of houses provided in this way was 1,175, with an average of four rooms, and valued at \$451,455, or an average of \$384 each.

In a note on Canadian fisheries, the report says: "Canada possesses perhaps

the most extensive fisheries in the world, those of Norway and the British Isles alone disputing the supremacy, whether for the excellence or the abundance and variety of their product. The fertility of Canadian waters is indicated by the lobsters, herring, mackerel, and sardines, nearly all the haddock, and many of the cod, hake, and pollock landed are taken within ten or twelve miles from shore."

REPORTS OF EMPLOYMENT OFFICES

DURING November there was a decrease of over 19 per cent in the demand for labour as compared with October, on the basis of the daily average of vacancies notified to 110 employment agencies (80 commercial, 18 public, and 12 philanthropic). As com-

pared with the demand reported for November, 1917, by practically identical offices, there was an increase of about 8 per cent. The total number of vacancies notified to all offices in November was 39,824, a daily average of 1,575.7, as compared with 1,956.0 in October,

1918, and with 1,452.9 in November, 1917. The number of persons placed was 17,565, a daily average of 690.7, as compared with averages of 848.2 and 708.3 in the preceding month and in November, 1917. The proportion of the total vacancies filled to the total vacancies notified was 43.8 per cent, as compared with 43.4 per cent in October, and with 48.7 per cent in November, 1917.

As to employment for woman and girl workers, the number of vacancies notified was 6,081, a daily average of 253.6, as compared with 308.6 in October, and with 224.7 in November, 1917. The number of such workers placed was 1,946, a daily average of 75.2, as compared with 133.6 in October, and with 84.5 in November of 1917. The proportion of vacancies filled to vacancies notified for men and boys was 56.3 per cent, and for women and girls 32.0 per cent, as compared with 39.4 per cent and 43.3 per cent, respectively, for October, and with 50.7 per cent and 37.8 per cent, respectively, for November, 1917.

The five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—all showed declines in the demand for labour as compared with October, 1918, while Montreal, Toronto and Winnipeg reported increases in comparison with November, 1917. Of the smaller centres, Halifax, Ottawa, Hamilton and Brandon all showed increases in both comparisons.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Chris-

tian Association and other agencies was 2,762, a daily average of 106.5, as compared with averages of 44.3 in October, 1918, and 71.5 in November, 1917. The number of casual jobs secured was 5,314, a daily average of 173.6, as compared with averages of 144.4 in the preceding month and 177.1 in November, 1917.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES
DURING THE MONTH ENDED NOVEMBER 30, 1918.

OFFICE	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvatio Army...	298	30	1		329	1039	111	2	8	1160
Halifax...	4				4	7				7
St. John...	25				25	25				25
Quebec...	40				40	42				42
Montreal...	92				92	613				613
Ottawa...	12				12	81				81
Toronto...	80				80	146				146
Hamilton...	7	2			9	13	7			20
Winnipeg...	11	17			28	55	37			92
Calgary...	21	10	1		32	42	55	2	2	101
Edmonton...	6	1			7	15	12	6		33
Y.W.C.A.	49	2			51	290	5			290
Ottawa...	2				2	8				8
Winnipeg...	5				5	8				8
Saskatoon...	17				17	116				116
Calgary...	20				20	152				152
Edmonton...	3				3	3				3
New Westminster...	2				2	6				6
Miscellaneous	601	1767	10	6	2384	1154	2694	10	6	3864
Montreal Catholic Social Service Guild	4	50			54	6	80			86
Montreal Directorate of Female Immigration		6			6		9			9
Toronto Municipal	70				70	141				141
Toronto Provincial	16	1056			1072	29	1080			1109
Brantford Provincial	20	22	10	6	58	20	22	10	6	58
London Provincial	5	128			133	5	43			48
Hamilton Provincial	5	16			21	15	16			31
St. Thomas Provincial		3			3		5			5
Winnipeg Girls' Home of Welcome		4			4		10			10
Winnipeg Municipal	133				253	573	755			1328
Saskatoon Provincial	2				2	2				2
Vancouver Municipal	112	360			472	129	670			799
Vancouver Provincial	234	2			236	234	4			238
Total	889	1845	10	7	2762	2193	3095	12	14	5314
Daily Average:—										
October, 1918...					44.3					144.4
November, 1918...					106.5					173.6
November, 1917...					71.5					177.1

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED NOVEMBER 30, 1918

OFFICE	Vacancies notified								Individuals placed							
	Men	Women	Boys	Girls	Total	Daily Average			Men	Women	Boys	Girls	Total	Daily Average		
						Oct., 1918	Nov., 1918	Nov., 1917						Oct., 1918	Nov., 1918	Nov., 1917
Halifax-Commercial (3).....	259	33	..	2	294	.97	11.46	2.27	60	19	....	2	81	.69	3.21	2.04
St. John-Commercial (2).....	56	6	3	8	73	2.0	2.78	1.63	8	2	1	3	14	.38	.54	.83
Quebec-Provincial.....	255	3	....	....	258	7.04	10.32	4.96	62	2	2	....	66	1.85	2.64	4.96
Sherbrooke-Provincial.....	303	....	....	48	351	1.41	14.04	3.88	112	....	....	35	147	1.19	5.88	2.44
Montreal.....	4379	232	3	17	4631	194.69	182.68	139.95	2496	55	3	4	2558	74.71	100.94	78.92
Provincial.....	426	46	....	....	472	23.92	19.67	22.71	266	19	....	....	285	8.28	11.83	16.54
Catholic Social Service Guild.	8	47	3	17	75	2.67	2.88	1.64	6	16	3	4	29	.83	1.12	1.16
Directorate of Female Immi- gration.....	....	139	....	....	139	4.0	5.35	2.96	....	20	....	....	20	.73	.77	.69
Commercial (10).....	3945	....	....	....	3945	164.10	154.78	112.64	2224	....	....	....	2224	64.87	87.22	60.53
Ottawa.....	2146	100	....	2	2248	50.17	87.10	63.32	989	63	5	....	1057	22.14	40.80	41.74
Provincial.....	859	53	....	....	912	9.73	35.08	25.92	332	53	....	....	385	9.73	14.81	25.92
Y.W.C.A.....	47	....	2	....	49	1.77	1.88	1.27	....	10	....	....	10	.38	.35	.38
Commercial (5).....	1287	....	....	....	1287	38.67	50.14	36.13	657	....	5	....	662	12.03	25.64	15.44
Toronto.....	5431	1522	8	8	6969	315.29	269.81	156.32	2642	732	2	8	3384	185.57	131.09	101.40
Provincial.....	1244	1013	....	....	2257	156.84	86.81	28.77	77	443	....	....	520	81.08	20.00	16.31
Municipal.....	617	....	....	....	617	44.62	24.68	35.00	558	....	....	....	558	29.73	22.32	31.15
Y.W.C.A.....	....	200	....	....	200	10.00	8.51	8.70	....	15	....	....	15	1.08	.64	1.52
Commercial (7).....	3570	309	8	8	3895	103.83	149.81	83.85	2007	274	2	8	2291	73.68	88.13	52.42
Hamilton-Provincial.....	794	183	....	....	977	28.35	37.58	9.58	71	53	....	....	124	7.58	4.77	5.04
London-Provincial.....	273	89	....	....	362	14.50	17.77	9.15	216	63	....	....	279	11.62	10.73	6.69
Brantford-Provincial.....	182	16	....	20	218	11.04	8.38	5.00	127	11	....	7	145	7.58	5.58	5.00
Kitchener-Provincial.....	34	....	25	....	59	3.04	2.27	1.04	25	....	2	....	27	1.23	1.04	.64
St. Thomas-Provincial.....	57	13	....	....	70	11.20	2.80	2.23	30	6	....	....	36	2.48	1.44	1.38
Walkerville-Provincial.....	18	....	....	....	18	.65	.64	1.15	16	....	....	....	16	.62	.57	1.12
Fort William and Port Arthur.....	2160	38	....	....	2198	156.16	84.52	133.27	782	6	....	....	788	49.16	30.31	29.98
Provincials.....	552	18	....	....	570	74.50	21.92	....	283	5	....	....	288	30.50	11.08	....
Commercial (5).....	1608	20	....	....	1628	81.66	62.60	133.27	499	1	....	....	500	18.66	19.23	28.98
Winnipeg.....	7564	1966	353	58	9971	535.95	362.57	300.85	2328	351	81	11	2771	198.27	107.70	120.16
Municipal.....	106	188	1	8	303	9.54	11.65	14.81	46	57	1	1	105	5.31	4.04	6.73
Girls' Home of Welcome.....	51	....	....	....	51	1.81	1.96	4.88	....	7	....	....	7	.52	.27	.73
Y.W.C.A.....	92	....	....	....	92	3.70	3.54	6.04	....	15	....	....	15	.67	.58	.85
Commercial (10).....	7458	1665	352	50	9525	520.90	365.42	275.12	2282	272	80	10	2644	191.77	102.71	111.85
Brandon.....	1300	....	....	....	1300	32.69	50.00	33.16	114	....	....	....	114	7.73	4.38	5.31
Commercial (2).....	1300	....	....	....	1300	32.69	50.00	33.16	114	....	....	....	114	7.73	4.38	5.31
Regina.....	622	104	11	48	785	119.71	31.08	33.48	595	41	10	20	666	24.63	26.36	21.13
Y.W.C.A.....	....	....	....	2	2	.19	.08	.62	....	....	....	2	2	.19	.08	.15
Commercial (4).....	622	104	11	46	783	119.52	31.00	32.86	595	41	10	18	664	24.44	26.28	20.98
Saskatoon.....	736	120	....	....	856	59.35	33.17	93.92	348	18	....	....	366	25.76	14.28	27.35
Provincial.....	151	11	....	....	162	15.38	6.48	8.23	133	1	....	....	134	10.35	5.36	6.65
Y.W.C.A.....	....	109	....	....	109	4.63	4.19	4.92	....	17	....	....	17	1.15	.65	1.28
Commercial (2).....	585	....	....	....	585	39.34	22.50	80.77	215	....	....	....	215	14.26	8.27	19.42
Calgary.....	1206	240	3	15	1464	86.28	56.42	92.88	849	34	....	....	883	51.64	34.21	64.31
Y.W.C.A.....	215	....	....	....	215	7.96	8.27	3.38	....	27	....	....	27	3.30	1.04	.62
Commercial (5).....	1206	25	3	15	1249	78.32	48.15	89.50	849	7	....	....	856	48.34	33.17	63.69
Edmonton.....	2802	307	19	35	3163	163.58	151.20	201.78	1268	71	2	2	1341	64.44	58.71	80.59
Y.W.C.A.....	25	....	....	....	25	2.29	1.28	2.12	....	4	....	....	4	.57	.20	.54
Commercial (9).....	2802	282	19	35	3138	161.39	149.92	199.66	1266	67	2	2	1337	63.87	58.51	80.05
New Westminster.....	6	15	....	3	24	1.45	.98	1.38	2	6	....	....	2	.56	.40	.59
Municipal.....	6	9	....	....	15	1.33	.63	.42	2	4	....	....	6	.44	.25	.35
Y.W.C.A.....	....	6	....	3	9	.12	.35	.96	....	2	....	2	4	.12	.15	.24
Vancouver.....	2632	377	13	223	3245	148.93	126.96	149.89	2305	135	6	116	2562	104.21	100.16	103.13
Municipal.....	51	....	....	....	51	1.56	1.96	7.96	51	....	....	....	51	1.56	1.96	5.28
Commercial (10).....	2581	377	13	223	3194	147.37	125.00	141.93	2254	135	6	116	2511	102.65	98.20	97.85
Victoria.....	90	177	....	23	290	11.45	11.17	11.76	62	57	....	....	113	4.19	5.01	4.53
Y.W.C.A.....	....	35	....	....	6	4.1	1.50	1.58	....	35	....	6	4	1.12	1.58	.24
Commercial (6).....	90	142	....	17	249	9.95	9.59	9.40	62	....	5	89	4	4.07	3.43	4.29
Total (23 centres).....	33305	5571	438	510	39824	1956.00	1575.70	1452.85	15505	1725	114	221	17565	848.23	690.65	708.28

EMPLOYMENT IN THE BUILDING TRADES AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in 35 cities, showed a decline during December, 1918, as compared with the preceding month, the total value of building permits falling from \$2,387,045 in November to \$1,640,727 in December, a decrease of \$746,318, or 31.3 per cent.

Saskatchewan, British Columbia and Ontario (where the gain was very considerable) reported increases in comparison with the previous month. As compared with the corresponding month in 1917, there was an increase of 87.6 per cent, the value for December, 1917, being \$874,689. All the provinces recorded gains in this comparison.

ESTIMATE COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

CITY	November, 1918	December, 1918	December, 1917	December, 1918, compared with November, 1918		December, 1918, compared with December, 1917	
				Increase (+)	Decrease (-)	Increase (+)	Decrease (-)
				Amount	Per cent	Amount	Per cent
Nova Scotia.....	\$345,597	\$98,706	\$24,390	— \$256,891	— 74.27	+ \$64,316	+ 263.69
Halifax.....	326,907	74,390	13,255	— 252,517	— 77.24	+	61,135
Sydney.....	18,690	14,316	11,135	— 4,374	— 23.40	+	3,181
New Brunswick.....	25,050	5,825	2,625	— 19,225	— 76.75	+ 3,200	+ 121.90
Moncton.....	22,550	5,825	1,125	— 16,725	— 74.17	+	4,700
St. John.....	2,500		1,500	— 2,500		—	1,500
Quebec.....	635,375	192,420	132,610	— 442,955	— 69.71	+ 59,810	+ 45.10
Montreal-Maisonneuve.....	339,475	176,045	56,270	— 163,430	— 48.14	+	119,775
Quebec.....	69,055	5,575	8,440	— 63,475	— 91.92	—	2,865
Sherbrooke.....	10,000			— 10,000			
Three Rivers.....	209,600	5,600	50,000	— 204,000	— 97.33	—	44,400
Westmount.....	7,250	5,200	17,900	— 2,050	— 28.28	—	12,700
Ontario.....	1,132,664	1,140,533	620,485	+ 7,869	+ .69	+ 520,048	+ 83.81
Brantford.....	129,945	1,565	149,915	— 128,380	— 98.79	+	148,350
Port William.....	525	54,365	850	— 53,840	— 10,255.24	+	53,515
Guelph.....	5,830	350	150	— 5,480	— 93.99	+	200
Hamilton.....	356,000	309,900	26,450	— 46,100	— 12.95	+	283,450
Kingston.....	18,355	8,548	9,607	— 9,807	— 53.43	—	1,059
Kitchener.....	1,265	400		— 865	— 68.38	+	400
London.....	110,680	27,980	34,590	— 82,710	— 74.72	—	6,610
Ottawa.....	41,600	58,163	11,100	— 16,563	— 39.82	+	47,063
Peterborough.....	2,532	3,175	335	— 643	— 25.39	+	2,840
Port Arthur.....	3,240	4,721	2,740	— 1,481	— 45.71	+	1,981
Saratford.....	1,153	35	790	— 1,118	— 96.96	—	755
St. Catharines.....	13,319	15,945	8,215	— 2,226	— 16.71	+	7,330
St. Thomas.....	9,025	4,500	800	— 5,225	— 58.2	+	7,700
Toronto.....	396,385	610,451	370,358	— 214,066	— 54.00	+	240,093
Windsor.....	42,800	36,835	4,585	— 5,965	— 13.94	+	32,250
Manitoba.....	60,096	10,150	9,600	— 49,946	— 83.11	+ 550	+ 5.73
Brandon.....	17,046	300		— 16,746	— 92.37	+	300
Winnipeg.....	43,050	9,850	9,600	— 33,200	— 77.12	+	250
Saskatchewan.....	41,400	62,160	12,584	+ 20,760	+ 50.14	+ 49,576	+ 39.39
Moose Jaw.....	3,200	47,950	800	— 44,750	— 1,398.44	+	47,150
Regina.....	29,850	5,160	7,050	— 24,690	— 82.71	—	1,890
Saskatoon.....	8,350	9,050	4,734	— 700	— 8.38	+	4,316
Alberta.....	61,100	37,100	10,200	— 24,000	— 39.28	+ 26,900	+ 263.72
Calgary.....	42,500	27,300	10,200	— 15,200	— 35.76	+	17,100
Edmonton.....	18,600	9,800		— 8,800	— 47.31	+	9,800
British Columbia.....	85,763	103,833	62,195	+ 18,070	+ 21.07	+ 41,638	+ 66.95
New Westminster.....	3,800	11,440	1,600	— 7,640	— 201.05	+	9,840
Vancouver.....	70,798	81,653	56,295	— 10,855	— 15.33	+	25,358
Victoria.....	11,165	10,740	4,300	— 425	— 3.81	+	6,440
Total—35 cities.....	\$2,387,045	\$1,640,727	\$874,689	— \$746,318	— 31.27	+ \$763,931	+ 87.57

Of the larger cities, Toronto and Vancouver showed increases both as compared with the preceding month and with December, 1917, while Montreal and Winnipeg reported declines in com-

parison with November, but increases over December, 1917. Of the smaller centres, Fort William, Ottawa, Moose Jaw and New Westminster all showed increases in both comparisons.

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES

REPORTS from 15 cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in December, showed a decline of slightly over 8 per cent in the number of employees and of 14 per cent in the wages paid, in comparison with November. In December, 1918, 6,558 persons were temporarily engaged in the two weeks, and the pay-rolls amounted to \$243,352.70, as compared with 7,144 employees and an aggregate pay-roll of \$283,485.95 in November. In comparison with the same period of 1917, a decrease of almost 28 per cent in the number of workers, and an increase of nearly 10

per cent in the wages paid, are indicated, there being 9,067 employees with a total pay-roll of \$222,227.18 in the first two weeks in December, 1917.

Ottawa and Moosejaw reported increases in the number of employees both as compared with November, 1918, and with December, 1917. Toronto, London, Regina, Saskatoon and Edmonton showed increases over the preceding month, while Winnipeg recorded a gain as compared with December, 1917. As to wages, Regina, Moosejaw and Vancouver reported increases in both comparisons, Edmonton showed a gain over November, 1918, while Toronto, Saskatoon and Edmonton were the only cities to record declines as compared with December, 1917.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS—DECEMBER, 1918, COMPARED WITH NOVEMBER, 1918, AND WITH DECEMBER, 1917.

CITY	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	November, 1918	December, 1918	December, 1917	November, 1918	December, 1918	December, 1917
St. Johna.....	242	231	233	\$7,978.90	\$7,972.21	\$6,200.67
Montreal.....	2,661	2,173	3,702	101,478.22	69,922.55	48,308.08
Ottawa.....	440	528	292	18,361.56	17,239.58	11,524.87
Toronto.....	958	990	1,906	37,318.01	36,559.11	50,729.80
Hamilton.....	361	307	353	13,251.36	11,354.26	11,188.63
London.....	170	176	198	6,207.12	6,119.63	6,074.05
Winnipeg.....	540	460	371	22,125.35	17,818.00	14,695.25
Brandon.....	44	40	42	1,550.78	1,119.85	1,077.70
Regina.....	274	275	307	11,946.08	12,453.98	10,889.68
Moose Jaw.....	77	96	72	3,167.10	4,288.80	2,606.45
Saskatoon.....	196	219	296	11,433.95	9,582.01	10,486.23
Calgary.....	370	292	305	14,167.73	10,052.40	9,972.40
Edmonton.....	262	290	361	11,564.45	13,077.95	14,062.89
Vancouver.....	393	336	460	14,652.52	18,422.72	17,996.24
Victoria.....	156	145	169	8,282.82	7,369.65	6,414.24
Total.....	7,144	6,558	9,067	\$283,485.95	\$243,352.70	\$222,227.18

MINIMUM WAGES FOR FEMALE EMPLOYEES IN MANITOBA

THE December issue of the LABOUR GAZETTE* contained an account of the regulations of the Manitoba Minimum Wage Board affecting female employees in eleven groups of occupations. A number of new regulations which have since been issued form the subject of the present article. These new regulations, published in the *Manitoba Gazette* of November 30th, cover the following industries, which are numbered continuously with those already noted: (12) bag factories; (13) glove factories; (14) auto top factories; (15) casket factories; (16) leather goods factories; (17) tent and awning factories; (18) paint factories; (19) rag factories; (20) broom factories; (21) seed-packing factories; (22) drug factories; (23) jewellery factories; (24) bedding factories; and (25) cigar factories. The industries numbered from (14) to (21) inclusive are grouped together and covered by one set of regulations. Each of the remaining industries is treated separately, although the orders differ very slightly from each other.

The requirements of the new regulations concerning the health, safety and comfort of employees; weekly payment of wages; Sunday, overtime, and night labour, etc., are practically identical with those of the previous orders. A typical set of these orders was reproduced at the end of last month's article, which included also a table of the wages and hours fixed by the Board for the

various industries. A similar table summarizing the provisions of the recent regulations will be found at the end of the present article.

Nine hours per day is fixed as the maximum for all the industries affected by the new orders. Saturday is to be a half-holiday and the maximum hours of labour per week must not exceed forty-nine in bag, drug or jewellery factories, and fifty in the other industries.

As in the earlier awards, the Board has fixed different wage rates in each industry for the following classes of female employees: (1) experienced adult workers; (2) adult learners; (3) minors. In bag factories and in cigar factories experienced adult employees are sub-divided into skilled and unskilled workers. In the former industry skilled workers, who comprise press feeders and sewing-machine operators, must be paid a minimum weekly wage of \$12.00 as compared to the minimum of \$11.00 for unskilled workers. Learners of the skilled group are chosen from the unskilled operators. In the cigar-making industry it was found that there were only 12 female workers, most of whom were highly skilled and earning high wages. For this reason no minimum was set for skilled workers, including cigar makers, bunch makers, rollers and packers. Unskilled employees receive a minimum of \$10.00 per week with a three months' learning period at \$8.00. In cigar, bedding, jewellery and drug factories, minors are

*See page 1121.

classed as adult learners. In rag factories the employment of minors is forbidden. In all the other industries, the minimum weekly wage for a minor entering a factory varies according to the age of the employee. In each case, however, the minor is to have an increase of \$1.00 per week at the end of each six months' period, and at the end of eighteen months she shall receive the full adult minimum. The adult learning period is three months in cigar fac-

tories; six months in bag, bedding and drug factories; one year in jewellery factories; and eighteen months in the remaining industries, with the exception of rag factories in which no adult learning period is permitted.

The regulations referred to above became effective on December 27, 1918. The following is a summary of the various sections dealing with wages and hours:

TABLE OF WAGES AND HOURS FOR FEMALE EMPLOYEES IN MANITOBA.

Industry	Maximum Hours		MINIMUM WEEKLY WAGE.						
	Per day	Per wk	Experienced Adults	Adult Learners			Minors.		
				(1st period)	(2nd period)	(3rd period)	(1st period)	(2nd period)	(3rd period)
(12) Bag factories.	9	49	Skilled \$12.00	\$11.00 for 1st 3 mos	\$11.50 for 2nd 3 mos	.....	If 15 years of age \$8.00	\$ 9.00	\$10.00
			Unskilled \$11.00	10.00 for 1st 3 mos.	10.50 for 2nd 3 mos.		If 16 years 9.00	10.00	
							If 17 years 9.75	10.75	
							for 1st 6 mos.	for 2nd 6 mos.	for 3rd 6 mos.
(13) Glove factories.	9	50	12.00	9.00 for 1st 6 mos.	10.00 for 2nd 6 mos.	11.00 for 3rd 6 mos.	If 15 years 7.00	8.00	9.00
							If 16 years 8.00	9.00	10.00
							If 17 years 8.75	9.75	10.75
							for 1st 6 mos.	for 2nd 6 mos.	for 3rd 6 mos.
(14) Auto top factories.	9	50	12.00	9.00 for 1st 6 mos.	10.00 for 2nd 6 mos.	11.00 for 3rd 6 mos.	If 15 years 7.00	8.00	9.00
(15) Casket factories.							If 16 years 8.00	9.00	10.00
(16) Leather goods factories							If 17 years 8.75	9.75	10.75
(17) Tent and awning factories.							for 1st 6 mos.	for 2nd 6 mos.	for 3rd 6 mos.
(18) Paint factories.									
(19) Rag factories*									
(20) Broom factories									
(21) Seed-packing factories									
(22) Drug factories.	9	49	11.00	9.00 for 1st 3 mos.	10.00 for 2nd 3 mos.	.....	9.00 for 1st 3 mos.	10.00 for 2nd 3 mos.	
(23) Jewellery factories.	9	49	12.00	8.00 for 1st 6 mos.	9.00 for next 3 mos	10.00 for 2nd 3 mos.	8.00 for 1st 6 mos.	9.00 for next 3 mos	10.00 for 2nd 3 mos.
(24) Bedding factories.	9	50	12.00	9.00 for 1st 3 mos.	10.00 for 2nd 3 mos.	.....	9.00 for 1st 3 mos.	10.00 for 2nd 3 mos.	
(25) Cigar factories.	9	50	Skilled. No minimum set Unskilled 10.00	8.00 for 1st 3 mos.	.....	.....	8.00 for 1st 3 mos.		

*No minor shall be employed nor shall there be any period of adult learning in rag factories.

FURTHER REGULATIONS AFFECTING WESTERN COAL MINES*

AMONG the orders recently issued by the Director of Coal Operations for Alberta and southeastern British Columbia which are summarized below, the most important was the granting of an increase in wages amounting to thirteen cents per day to all employees of the mines in District 18. The general increase was due to the finding of the Commission appointed to inquire every four months into the cost of living in western coal fields, which was to the effect that from August 1 to December 1 the cost of living in this area for an average miner's family of five had risen 76.95 cents per week, or 12.83 cents per day. The increased cost of production led to the authorization of a corresponding advance in the selling price of coal amounting to 8, 10 and 15 cents per ton according to the kind of coal and locality of the mine. The other orders dealt chiefly with interpretations of existing agreements and adjustments to meet special cases.

ORDER No. 87.—In Drumheller and the vicinity the maximum prices per net ton of all coal sold at the mines were declared to be \$4.76 for lump coal and \$3.86 for stove coal.

ORDER No. 88.—This order, referring to the Acme Mines at Wayne, Alberta, was subsequently cancelled and replaced by Order No. 99, which is given elsewhere in this article.

ORDER No. 89.—The following rates of wages were declared in force at the mines of the Sturgeon Consolidated Collieries, Limited, at Carbondale, Alberta, to be in effect until March 31, 1919:

Outside wages for a day of 9 hours: teamsters, \$3.66; carpenters, \$4.72; carpenters' helpers, \$3.67; hoisting engineer, \$4.63; top cagers, \$3.33; car repairers, \$4.19; box car shovellers, \$3.66;

dirt bank men, \$3.16; labour not classified, \$3.16.

Inside wages for a day of 8 hours: timbermen, \$4.08; timbermen's helpers, \$3.47; tracklayers, \$4.08; tracklayers' helpers, \$3.47; drivers, \$3.79; couplers, men, \$3.47; couplers, boys, \$2.13; main and tail rope riders, \$4.08; pushers, \$3.79; miners, \$4.08; cagers, shaft, \$4.08; labour not classified, \$3.47. Men working in wet places to receive 50c per day extra.

Contract work: Miners, 55c per car. Timbering, 50c per set of timbers, consisting of two props and crossbar, all posts on the gob side to be 5c per post, the company to supply cap pieces. All narrow work holding up clay, \$1 per yard. Taking down clay, 60c per yard. Laying track on 2x4's with strap iron, 6c per foot; no charge for laying 2x4's without strap iron.

The above wages are all subject to war bonus. If the selling price of lump coal advances beyond \$4.91 per ton, the company agrees to make a proportionate advance in wages so long as the increased price is in effect.

In consideration of the company agreeing to this schedule, the employees undertake to continue to work without making any further demands on the company until the expiration of the agreement, and under no conditions will they lay down tools or strike. Should any minor matter require adjustment, it shall be settled amicably by the company and the employees.

ORDER No. 90.—The following machine mine rates were fixed for the Monarch mine of the North American Collieries, Ltd., at Drumheller, Alberta: Rooms and pillars, per ton: loaders, 78c; machine miner, 14½c; machine scraper, 12½c. Entries and entry cross-cuts, per ton: loaders, 97c; machine miner, 18½c; machine scraper, 13½c. Room necks and room cross-cuts, per ton: loader,

*For previous regulations see LABOUR GAZETTE, November, 1918, p. 1,004, and various preceding issues.

83c; machine miner, 18½c; machine scraper, 13½c. Where it is necessary on account of roof conditions to erect temporary props at the working face, an extra rate of 4½ cents per ton will be allowed. Machine dirt shall be paid at the rate of 50 cents per cut. Where necessary dirt will be loaded out in cars or thrown into the gob. Timbering, \$1.21 per set; bridge sticks, \$2.42. Tracklaying, if required to be done by the miner, 18c per lineal yard. Lifting clay and laying track in entries and rooms, if done by miner, to be paid 30 cents per yard. Where the miner is required by the company to shovel coal over twelve feet, the miner shall be paid at the rate of 60 cents per lineal yard. Bone: 12 cents per inch per lineal yard in all narrow places up to 10 feet wide; in rooms 12c per inch per lineal yard for 16 feet wide, and wider than 16 feet to be paid in proportion. Bone in rooms and pillars to be placed in the gob, and bone in entries to be loaded out in cars if required. Where it is necessary to remove cap rock or clay (other than that mentioned in the clause beginning "lifting clay and laying track") the same shall be paid at the same rate as bone. Filling water: the company will pay 42 cents per tank, all cars to be delivered and taken from the working face. The general conditions and day wage rates as set out in the tentative agreement shall apply. Local conditions: Powder, fuse and supplies, coal prices and house rents to remain unchanged. Wash-house per month, \$1; tool sharpening, per month, 50 cents. Dockages: for impurities or excessive slack coal, dockage shall be 25 cents for first offence; after third offence within two weeks the miner will be liable to dismissal.

ORDER No. 91.—A controversy arose at Midlandvale, Alberta, between the drivers of the Midland Collieries, Ltd., and the company. It was claimed by the company that one day the drivers refused to work unless the management would pay them 50 cents a day more than the schedule rates. The men claim-

ed they made this request on account of wet places, but the company contended that the extra fifty cents was demanded whether a place was wet or dry. The company felt compelled to pay the additional sum demanded in order to keep the mines in operation. It was pointed out by the Director of Coal Operations that the action of the miners was contrary to the tentative agreement, and the question should have been handled as a dispute as provided in the agreement. In his opinion it was perfectly proper that the drivers working in the wet places should be paid as for wet work, and that the others should receive the specified rate. He therefore directed that the drivers working in wet places should receive \$4.29 per eight-hour shift, and those working in others should receive \$3.79 per day of eight hours, together with the cost of living increases; and he further directed that should any dispute arise as to whether or not a place is wet, the matter should be taken up as a dispute as provided for by the agreement. The order was declared in effect from November 1, 1918.

ORDER No. 92.—A dispute arose between certain employees of the West Canadian Collieries, Ltd., at the Greenhill Mines, Alberta, and the company, regarding the needling in of the collar of the breast sets on one rib and hitching in the collar of the opposite rib, the men claiming that this work was in excess of that provided in the tentative agreement for the erection of timber at \$1.21 per set. The Director upheld the contention of the men, and directed that a price of 84 cents be paid where the company requires that the collar be needled and hitched in the rib of the breast sets, this rate to be in force from October 1, 1918.

ORDER No. 93.—A dispute arose at the Belleville Mine of the West Canadian Collieries, Ltd., at Bellevue, Alberta. It appears that the company had been paying an excess rate for work in certain places in the mine up to October 1, 1918, and then discontinued it. The men claimed that the excess rate should be

paid from October 1, until the places in which they worked were finished. The Director held that the men's contention was well founded, and ordered the company to pay the excess rate to the twenty-five employees affected from October 1, during the time they worked in these places.

ORDER No. 94.—A complaint was made regarding pay for "wet places" to certain employees hauling water in the mine of the Western Commercial Company at Wayne, Alta. After an investigation regarding this complaint, the Director of Coal Operations expressed the opinion that these men were engaged in wet work, and should be so paid as long as the places continued to be "wet places." An order was therefore issued to this effect to date from October 1, 1918.

ORDER No. 95.—An order was issued putting into force the following rates and conditions at No. 2 North Mine of the Blue Diamond Coal Company at Brulé Lake, Alta., to be in effect until March 31, 1919:

Angles and back angles to be driven not less than 6 feet high.

Yardage where the width of place driven varies: from 4 feet to 6 feet, both inclusive, \$1.50 per yard; from 6 feet to 7 feet, \$1.00 per yard; over 7 feet, no yardage.

Where thickness of seam is under 4 feet, to be done by day wage.

Tonnage, 85c per ton; braces, 30c; sills, 50c; lagging, 30c per yard.

ORDER No. 96.—Certain alterations in a previous order affecting the Cado-min Coal Company at Coalspur, Alta., having been agreed upon by the company and representatives of the men, were ratified and declared to be in effect from December 12, 1918. These alterations are as follows:

The clause relating to corners, which reads, "If not sufficient lagging done, work to be done by company; if done by the miner, \$2.42," is amended by adding "Lagging in excess of three pieces to be paid for according to rate." The

clause relating to counter work is amended by adding the words "Timbering in excess of nine inches to be paid for in proportion." The clause relating to pillars, which reads "55c per gross ton of 2,240 lbs., including all timbering and looking after bulkhead" is amended by eliminating the words "including all timbering."

ORDER No. 97.—The Commission appointed to inquire every four months into the cost of living in western coal fields, having found an increase for the period of August 1 to December 1, 1918, amounting to 76.95 cents per week or 12.83 cents per day, an order was issued directing that all employees of the mines in District 18 shall receive an increase in wages of thirteen cents per day, dating from December 1, 1918.

ORDER No. 98.—A dispute arose at the mines of the Western Commercial Company at Wayne, Alta., regarding payment for the removal of bone in the seam. In the opinion of the Director of Coal Operations the payment for the removal of refuse is contained in the tonnage rate, but the men claimed that the conditions regarding thickness of bone had become abnormal, and they claimed they should be paid for the abnormality. Last June a verbal arrangement was made between the management of the company and the men that a certain rate be paid for the removal of this refuse. There was, however, a difference of opinion as to what this arrangement was. An order was accordingly issued that where the bone is in excess of four inches in thickness in entries and rooms, the men shall be paid for it at the rate of twelve cents per lineal yard. This rate was directed to be in force from June 15, 1918.

ORDER No. 99.—This order, which has reference to the Drumheller Field in Alberta, cancels Order No. 88 referring to the Acme Mine at Wayne, Alta. In this mine all coal produced is to be paid for on the basis of 2,000 pounds to the ton, run-of-mine. The pick mining rates are as follows:

Main and counter entries, 9 feet and under, 97c per ton; yardage \$3.25 per lineal yard.

Entry cross-cuts and room necks, 97c per ton; yardage, \$3.25 per lineal yard.

Room cross-cuts, 97c per ton; yardage, \$1.21 per lineal yard.

Rooms and pillars, 97c per ton.

The miners are to be paid company work for removing large nigger-heads. The company will at all times deliver an adequate supply of suitable timber, etc., to or at the working face, whether room entries or cross-cuts. Miners when given a place shall retain same until the place is finished and shall have first claim to the drawing of the pillars. The company shall supply each miner with an equal turn of cars delivered at the working face. Where abnormal conditions prevent a miner from earning \$4.08 per day, the company shall make his wages up to \$4.08 averaged not longer than one week during the continuance of abnormal conditions. All tools are to be sold to the miners by the company and allowed for when returned in usable condition, less a reduction of 10 per cent. Stove coal is to be sold to employees at \$2 per ton, and other screened coal at \$1 less than carload rates at the mine. The employees are to have the right to choose their own doctor and to make arrangements with him as to the amount of deductions from their wages for medical attendance, such deductions to be made by the company and handed over to the doctor chosen. Dockages for impurities or excessive slack coal shall be twenty-five cents for the first offence, and after the third offence within two weeks the miner shall be liable to dismissal. Where there is a wash-house containing lockers that can be locked securely, heating arrangements for drying wet clothes overnight, and sprays for washing, the men will pay \$1 a month for the use of it, after the wash-house has been passed upon by the union committee as satisfactory.

Where a miner is ordered to cut across a pillar with one fast end ten feet wide for drawing pillar, entry tonnage price

shall prevail, and in mines having entry yardage, half entry yardage shall be paid. When a miner drives through a pillar with two fast ends, the same shall be regarded as a cross-cut.

Powder, caps, and other supplies shall be furnished at old rates. The company is requested to mark all shifts on all pay statements.

These rates and conditions are to be operative from July 22, 1918, to March 31, 1919.

ORDER No. 100.—Consequent upon the increased cost of production, the following advances in the selling price of coal at the mines in Alberta and Southeastern British Columbia were authorized:

Bituminous coal, in areas east and west of Crow's Nest Pass, west of Edmonton, Brazeau and Cammore, ten cents per ton.

Lignite coal, in the Drumheller and Edmonton areas, eight cents per ton; in the Lethbridge area, ten cents per ton.

Anthracite coal and coke, fifteen cents per ton.

ORDER No. 101.—A dispute arose at the mines of the Blue Diamond Coal Company at Brulé Lake, Alta., regarding the tonnage basis. The men contended that the present contract read "83 cents per ton" and referred to a short ton, and claimed that the matter was taken up as a dispute when the contract was made. The company stated that the present contract was a renewal of the old one with an advance of 21 per cent. The Director of Coal Operations stated that practically all the contract rates in District 18 were based upon an advance of 21 per cent over the rates of 1916, and it had been demonstrated to him that the old contract rates were based upon the long ton. He therefore expressed the opinion that the present contract referred to a long ton and should stand on this basis.

ORDER No. 102.—The following rates and conditions were declared to be in effect as from July 1, 1918, to March 31, 1919, in No. 6 Mine of the Yellowhead Coal Company at Coalspur, Alta.

All outside and inside day wages to be same as in the wage schedule of the tentative agreement. In addition, the rate for tippie oiler shall be \$3.66 for a ten-hour day.

Contract Rates:

All coal to be paid for on the basis of 2,240 lbs. to the ton.

Main entries: \$18.50 per lineal yard; these entries to be driven 8 ft. collar between notches, 10 ft. spread, 7 ft. 6 in. clear above rail to bottom of timber, diameter of timber to be 12 in. sets, 5 ft. centres tight lagged top and sides, track laid with 30 lb. rails, clay and refuse to be loaded into separate cars from the coal.

Counters: \$13.50 per lineal yard; to be driven 7 ft. collar between notches, 9 in. spread, 7 ft. clear above rail, timber 9 in. in diameter, including timber, lagging and buggy track, centre prop and gobbing clay. Brushing, 12c per inch, 6 ft. wide per lineal yard.

Raises: 4 ft. by 6 ft., including timber and scaling down, \$5 per lineal yard; 7 ft. by 8 ft., including timber, \$8 per lineal yard. Chutes, \$1.50 per lineal yard with $7\frac{1}{2}$ per cent increase. It shall be optional for the company to build these chutes by company work.

Rooms across the pitch: rate, \$1 per cu. yd. Timbers, \$1 per set of 3 pieces. Centre props, 25c each. This price includes tracklaying, lagging and gobbing of clay.

Pillars: 75c per cu. yd., or 22 per cent on 50c per cu. yd. and 6c per foot for timber.

Room necks: \$10, to be driven for a distance of 10 feet, not larger than 7 ft. by 8 ft.

Pushing cars: From 50 to 150 feet to increase one-half cent per ton for each 25 feet, over 150 feet to increase at the rate of one cent for each 25 feet.

Bone: If the coal is to be weighed, the rate per cubic yard shall apply for one ton of 2,240 lbs. of coal, and the clay and bone shall be paid for at the rate of 12 cents per inch in thickness per lineal yard.

Doekage: Twenty-eight pounds to be added to the tare of every car to offset refuse in the coal. Any man loading more than fifty pounds of rock or bone in a car to lose one hundred pounds of coal; one hundred pounds of rock or bone to lose four hundred pounds of coal; one hundred and fifty pounds of rock or bone to lose the whole car. The mine manager shall give warning of offence and cause a record to be kept.

ORDER No. 103.—A dispute arose at the Galt Mines of the Canadian Pacific Railway Company regarding the acknowledgment of the check-off concerning certain employees working as sectionmen on the railway between Lethbridge and the mines. These men were not employed by the mine, but by the railway company as maintenance of way men. The Director was therefore of the opinion that the Coal Mines Branch were within the terms of the tentative agreement in refusing to accept the check-off from these men.

A claim was made for the payment of 39½ cents per hour for lamp men. Under the old agreement these men were paid 29 cents per hour for a 10-hour day. Under the present agreement an increase of 21 per cent was added, making the rate 35 cents per hour, and a reduction of one hour per day was granted to all day wage men, but the reduction in hours was apparently not granted to these lamp men. It was accordingly directed that such an allowance should be made, and that the rate should be 39 cents an hour. The order was made effective from October 1, 1918, to March 31, 1919.

ORDER No. 104.—The following rates and conditions were declared to be in effect at the mines of the Humberstone Coal Company, Edmonton, Alta:

All coal to be paid for on a run-of-mine basis of 1,400 lbs. to the car.

Pick mining: Rooms and pillars, 47 cents per car; to include mining, boring, shooting, loading, handling car to and from entry to face, unloading timber, hauling rock and other waste or loading

in cars if ordered, post timbering, laying track beyond switch or turnout, and lifting track when retreating. Rooms to be from 14 to 20 feet wide by height of seam. Narrow work, 47 cents per car, 75 cents per lineal yard; to include mining, boring, shooting, loading, handling car, unloading timber, handling rock and other waste, laying track. Narrow work to be 8 feet and under by height of seam. Setting three piece set in entries, 6 feet between legs, 9 inches in diameter, to be paid for at 50 cents per set.

Machine mining: Rooms and pillars, 31 cents per car. Work included similar to that in pick mining, and size of rooms to be the same. Narrow work, 31 cents per car, yardage 25 cents per lineal yard. Work included similar to that in pick mining, and definition of "narrow work" the same as given above. The loaders are required to furnish their

own explosives in both pick and machine mining.

The price of monobel powder is fixed at 35 cents per pound; caps, 1 cent per foot, and carbide, 5 cents per day. Tools bought from the company are charged at cost, and when returned the charges are refunded less 10 per cent. Coal is to be sold to the miners at 25 cents per ton less than retail price at the mine. The men are to pay \$1 per month for use of wash-house.

In the west side, where the bottom bench of coal is under 5 feet in height, an extra payment of 2 cents per car is to be made. In wet places, where loaders are required to look after suction and make small sump holes, an extra payment of 65 cents per lineal yard is to be made. Where turntables are ordered to be put in by contract men, the same are to be paid for at 75 cents per turntable, including first length of rails.

AMENDMENTS TO THE McADOO AWARD AFFECTING TELEGRAPH OPERATORS AND STATION AGENTS IN THE UNITED STATES

THE *Official U. S. Bulletin* for November 18, 1918, prints a summary of a supplementary order to General Order No. 27 respecting the wages and hours of telegraph operators on all federal railroads. The order covers telegraphers, telephone operators, excepting switchboard operators, agent-telegraphers, agent-telephoners, towermen, levermen, tower and train directors, block operators, and staffmen. It affects between sixty and seventy thousand railroad employees, and involves increases approximating \$30,000,000 per annum.

Contrary to the usual practice, the text of the order, which is presumably Supplement No. 10, has not been printed in the *Bulletin*.

Supplement No. 10 (?)

The *Bulletin* summarizes the order as follows:

METHOD OF FIXING RATES.

All rates of wages paid as of January 1, 1918, prior to the application of General Order No. 27, and exclusive of all compensation for extra services, are first reduced to an hourly basis, which is arrived at in case of monthly paid employees by dividing the annual compensation by the number of regularly assigned working days for the year 1918, and then dividing the daily rate thus obtained by the regularly assigned or established number of hours constituting a day's work, exclusive of the meal hour. The hourly rate for weekly and daily paid employees is arrived at similarly.

Rates thus obtained, where less, are first advanced to a basic minimum of 35 cents per hour, and to this basic minimum and to hourly rates which are above the minimum 13 cents per hour is added.

EIGHT HOURS A DAY'S WORK.

Eight consecutive hours, exclusive of the meal hour, constitutes a day's work, and overtime will be paid at the rate of time and one-half. There has been no consistent practice on the several railroads with respect to this item. On the majority of railroads there have been in effect, however, varying rates for overtime, some of which were less, and in some instances more, than the time and one-half rate.

The award does not apply to cases where individuals are paid \$30 per month or less for special service which only takes a portion of their time from outside employment or business, and in the case of employees who are paid upon a commission basis or upon a combination of salary and commission, not including express or outside commissions, the Board of Railroad Wages and Working Conditions are instructed to make individual recommendations when properly presented.

Supplement No. 11

A supplementary order has also been made with respect to the rates of pay, rules for overtime, and working conditions of those whose regular assignment does not require the sending or receiving of railroad train orders by telegraph or telephone. The order applies to approximately 2,500 employees.

There is established, first, a basic minimum rate of \$70 per month, and to this basic minimum and to all rates of \$70 and above in effect as of January 1, 1918, prior the application of General Order No. 27, there is added \$25 per month. The only exceptions to this basis are to those individuals who are paid \$30 per month or less for special service which only takes a portion of their time from outside employment or business, and also all agents receiving \$50 per month or less, to whom a straight advance of \$25 per month is granted.

Eight consecutive hours exclusive of the meal hour constitutes a day's work. Overtime for the ninth and tenth hour

of continuous service to be paid *pro rata*. All after the tenth hour to be paid for at the rate of time and one-half. The usual provisions with respect to right of appeal in cases of individual grievances are established.

The text of the order follows:

Effective October 1, 1918, superseding General Order No. 27, and in lieu thereof as to the employees herein named, the following rates of pay, rules for overtime, and working conditions upon railroads under Federal control are hereby ordered:

Article I. Rates of Pay:

For agents, except as provided for in Article IV, whose regular assignment does not require the sending or receiving of railroad train orders or messages by telephone or telegraph, establish a basic minimum rate of seventy (\$70) dollars per month, and to this basic minimum rate and all rates of seventy (\$70) dollars and above, in effect as of January 1, 1918, prior to the application of General Order No. 27, add twenty-five (\$25) dollars per month, establishing a minimum rate of ninety-five (\$95) dollars per month.

Article II. Maximum Monthly Wage:

No part of the increase provided for in this order shall be applied to establish a salary in excess of two hundred and fifty (\$250) dollars per month.

Article III. Preservation of Rates:

(a) The minimum rates and all rates in excess thereof as herein established, and higher rates which have been authorized since January 1, 1918, except by General Order No. 27, shall be preserved.

(b) Employees temporarily or permanently assigned to higher rated positions shall receive the higher rates while occupying such positions; employees temporarily assigned to lower rated positions shall not have their rates reduced.

Article IV. Exceptions:

(a) The provisions of this order will not apply in cases where amounts less than thirty (\$30) dollars per month are paid to individuals for special service which only takes a portion of their time from outside employment or business.

(b) For agents (except those provided for in Article I, and in section (a), Article IV) whose compensation as of January 1, 1918, was upon a commission basis, or upon a combination of salary and commission (not including express or outside commissions), and for agents at the smaller stations where the salary as of January 1, 1918, prior to the application of General Order No. 27, was \$50 per month or less, add \$25 per month to the rates in effect

January 1, 1918, prior to the application of General Order No. 27.

Article V. Hours of Service:

Eight (8) consecutive hours, exclusive of the meal period, shall constitute a day's work.

Article VI. Overtime and Calls:

(a) Where there is no existing agreement or practice more favourable to the employees, overtime shall be computed for the ninth and tenth hour of continuous service *pro rata* on the actual minute basis, and thereafter at the rate of time and one-half time. Even hours will be paid for at the end of each day period. Fractions thereof will be carried forward.

(b) Employees who are notified or called to work outside the eight consecutive hours, exclusive of the meal period and continuous service constituting their regular assignment, shall be paid a minimum allowance of three hours for two hours' work or less; if held over two hours, time and one-half time will be paid, computed on the minute basis.

(c) Exclusive of employees whose regular assignment includes Sundays and (or) holidays, employees notified or called to work on Sundays and (or) holidays will be paid not less than the minimum allowance of three hours, and where no existing agreement or practice is more favourable such employees will be paid at their regular rates.

(d) Employees will not be required to suspend work during regular hours to absorb overtime.

(Articles VII, VIII and IX, which relate to discipline and grievances, and to the application and interpretation of the order, are the same as Articles XIII, XIV and XV of Supplement No. 7, which are printed on pages 863-4 in the October, 1918, issue of the LABOUR GAZETTE.)

FAIR WAGES CONTRACTS, DECEMBER, 1918

DURING December the Department of

Labour received for insertion in the LABOUR GAZETTE the following information relative to 15 fair wage contracts, 10 of which were awarded by the Department of Public Works, and 5 by the Department of Railways and Canals. These contracts all contained the usual fair wage clause.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Boiler House, Vocational Building, Disinfecting Plant and Alterations to Old Government House and Ward in connection with Military Hospital, Fredericton, N.B. Name of contractors, W. J. Scott and R. D. Forbes, Fredericton, N.B. Date of contract, November 25, 1918. Amount of contract, \$32,327.50.

Construction of two Barrack Build-

ings and one Mess Building for 400 men in connection with Seaplane Station, North Sydney, N. S. Name of contractor, Elbridge M. Dickson, Louisburg, N.S. Date of contract, November 28, 1918. Amount of contract, total fee not to exceed \$7,000.00.

Construction of Vehicle Shed, Ordnance Store Compound, London, Ont. Name of contractor, A. B. Coleman, Toronto, Ont. Date of contract, December 4, 1918. Amount of contract, \$7,970.00.

Protective Works to existing Jetty, Steveston, (mouth of Fraser River, B. C.). Name of contractors, J. P. Hodgson & F. T. King, Vancouver, B.C. Date of contract, November 28, 1918. Amount of contract, schedule of prices.

Supply of winter sash for Military Hospital Buildings, Ste. Anne de Bellevue, Que. Name of contractor, J. T. Schell Co., Alexandria, Ont. Date of contract, December 6, 1918. Amount of contract, \$6,849.00.

Breakwater, skidway and boat shed, Lower Kingsbury, N.S. Name of contractor, Donald Sutherland, Halifax, N.

S. Date of contract, December 7, 1918. Amount of contract, Unit prices.

Two Barrack Buildings, one Mess and Recreation Hall Building, one Operating Station for Wireless Apparatus, — a water supply pump, etc., Dartmouth, (Halifax Harbour) N.S. Name of contractors, Bate, McMahon Maritime Co. Ltd., Ottawa, Ont. Date of contract, December 17, 1918. Amount of contract, Cost plus percentage.

Airship Station and a Seaplane Station, North Sydney, N.S. Name of contractors, Bate, McMahon Maritime Co., Limited, Ottawa, Ont. Date of contract, December 17, 1918. Amount of contract, Cost plus percentage.

Lathing and plastering at Orthopaedic Hospital (Christie St.), Toronto, Ont. Name of contractor, A. D. Grant, Toronto, Ont. Date of contract, December 30, 1918. Amount of contract, \$15,985.00.

Construction of Public Building, Grande Prairie, Alta. Name of contractor, Norman Cuthbertson, Strathcona, Alta. Date of contract, December 9, 1918. Amount of contract, \$6,270.00.

DEPARTMENT OF RAILWAYS AND CANALS.

Erection of a two-stall extension to the enginehouse at Port Borden, P.E.I., Canadian Government Railways. Name of contractors, Lynch, Peckham and Gorman. Date of contract, December 7, 1918. Amount of contract, \$3,250.00.

Grading of proposed passing siding at Mileage 21.3, Truro Sub-Div., extension of present masonry box culvert pipe at Mileage 21.24, and excavating material from cutting near centre of proposed siding, Canadian Government Railways. Name of contractors, Lynch, Peckham and Gorman. Date of contract, December 7, 1918. Amount of contract, schedule rates.

Erection of a Stores Building at Campbellton, N.B., Canadian Govern-

ment Railways. Name of contractor, Arthur L. Landry, St. Octave de Metis, County of Matane, Que. Date of contract, December 16, 1918. Amount of contract, \$11,650.00.

Installation of water pipe and sewer systems and the grading of Lower Water and Fawson Streets, Halifax, N.S., Canadian Government Railways. Name of contractors, Bate, McMahon Maritime Company, Limited, Ottawa, Ont. Date of contract, December 16, 1918. Amount of contract, \$112,574.00.

Delivery of one standard 85' through plate girder turntable at Mulgrave, N.S., f.o.b. cars, Canadian Government Railways. Name of contractors, Dominion Bridge Company, Limited, Montreal, Que. Date of contract, December 16, 1918. Amount of contract, 10.5 cents per pound weight of turntable plus actual cost to company of tractor.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in December for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of Orders.	Amount of Orders
Making metal dating stamps and type and making other hand stamps and brass crown seals.....	\$ 528.25
Making rubber stamps.....	25.40
Supplying stamping material and repairing stamping pads.....	1,257.95
Repairing parcel scales and beam scales.....	15.40
Repairing satchels and mail bags.....	211.94
Supplying mail bag fittings.....	13,308.00
Supplying new mail bags.....	989.04
Making and repairing miscellaneous articles of postal stores.....	25.35
Repairing railway mail clerks' tin travelling boxes and steel portable boxes.....	240.00
Repairing parcel post hampers.....	9.50

NEW ORDER-IN-COUNCIL RESCINDING PREVIOUS ORDERS RESPECTING PRICES OF THE NECESSARIES OF LIFE

THE October, 1918, issue of the LABOUR GAZETTE, pages 879-81, contained the text of Order-in-Council P.C. 2461, which was designed to remedy certain defects in previous orders-in-council respecting the high cost of living. Section 6 of the order provided that any municipality might appoint two or more civic officials to act as a Fair Price Committee with authority to investigate the amount of any necessary of life held for sale in the municipality, the time when acquired, the original cost and the price at which it was held for sale. Such a committee was also authorized to determine reasonable sale prices for commodities, and fair rental values for dwellings offered for rental in the municipality.

In the administration of the above order, however, certain defects in its provisions were disclosed, with the result that on December 11, the Government, acting on the recommendation of the Minister of Labour, passed Order-in-Council P.C. 3069 containing new regulations designed to overcome the difficulties that had become apparent.

Section 6 of the new order provides that any municipality may appoint, not a Fair Price Committee consisting of civic officials, but a "Fair Price Inquiry Committee" consisting of three resident taxpayers with power to make preliminary inquiry into the cost of any necessary of life and the price at which it is held for sale within the municipality. The committee shall have the authority to take evidence under oath, but its proceedings shall be held in camera. If this committee as a result of its inquiry decides that in the public interest a fuller investigation is necessary, then the council of the municipality may appoint a commission of three persons, one of whom shall be a judge of the County or District Court, one a representative of labour or of consumers, and

one a representative of the trade dealing in the commodity under investigation. The new regulations provide that this commission shall have all the authority to conduct an investigation that was formerly vested in the fair price committee, and along the same lines as in the previous order now rescinded. The full text of the new order follows:

Text of the Order

P.C. 3069.

Whereas, with the view of preventing undue enhancement of the cost of living, Order-in-Council P.C. 2461, (of the 4th of October, 1918) was enacted, but in the administration thereof certain defects therein have been disclosed—

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under and by virtue of the powers conferred by The War Measures Act, 1914, or otherwise vested in the Governor General in Council, is pleased to rescind and doth hereby rescind the above mentioned Order-in-Council, P.C. 2461, and is further pleased to make the following regulations, and the same are hereby made and established accordingly:

REGULATIONS.

1. For the purpose of these regulations the expression "Council" means the governing body of a municipality. "Minister" means the Minister of Labour. "Necessary of Life" means a staple and ordinary article of food (whether fresh, preserved, canned or otherwise treated), clothing, fuel, including the products, materials and ingredients into, from or of which any thereof are in whole or in part manufactured, composed, derived, or made, and any other item of common or ordinary household expenditure. "Municipality" means any county, district, township, parish, city, town, village or other area within a province, which is governed municipally or by council or similar body. "Person" includes natural persons and bodies corporate.

2. (1) No person shall conspire, combine, agree or arrange with any other person

- (a) to limit the facilities for transporting, producing, manufacturing, supplying, storing, or dealing in any necessary of life, or

- (b) to restrain or injure trade or commerce in relation to any necessary of life, or
- (c) to prevent, limit, or lessen the manufacture or production of any necessary of life or to enhance or maintain the price thereof, or
- (d) to prevent or lessen competition in the production, manufacture, purchase, barter, sale, transportation, insurance or supply of any necessary of life.

(2) Nothing in this section shall be construed to apply to combinations of workmen, or employees, for their own reasonable protection as such workmen or employees.

(3) Section 498 of the Criminal Code shall as respects necessities of life only, until the repeal of this section of these regulations, be deemed to have been repealed.

3. (1) No person shall accumulate or withhold from sale any necessary of life beyond an amount thereof reasonably required for the use or consumption of his household or for the ordinary purposes of his business.

(2) Every person who holds or offers for sale, or sells or provides or furnishes for consumption at a price whether upon the premises which he occupies or not, any necessary of life, shall sell it or provide or furnish the same for consumption as aforesaid, at a price not higher than is reasonable and just; and any person who leases or holds or offers for rental any property shall lease the same at a rental not higher than is reasonable and just.

(3) Provided, however, that this section shall not apply or extend to any accumulating or withholding by any farmer, gardener, or other person, of the products of any farm, garden, or other land cultivated by him; nor shall any manufacturer, wholesaler, or jobber because of anything herein contained, be under obligation to sell to other than such classes of persons as are accustomed to purchase from manufacturers, wholesalers or jobbers respectively.

The above proviso shall not relieve any person from liability for waste under Order of His Excellency the Governor General in Council, P.C. 597, of 12th March, 1918.

4. The Minister may, by notice in writing under his hand or that of his Deputy, require any person who produces, stores, or deals in any necessary of life to make and render unto the Minister, within the time set in such notice, and such persons shall make and render unto the Minister a written return under oath or affirmation containing any information that the said Minister may require, with respect to the production, purchase, sale, shipment, origin, destination or price of any necessary of life, produced, stored, or dealt in by such person.

5. The Minister shall have power to investigate the business and to examine the premises, books, papers, and records of any person respecting any necessary of life or rental value of any real estate, and for this purpose the Minister may appoint an examiner or examiners, and may authorize in writing any exam-

iner so appointed to enter and examine the premises, books, records and papers of such person, and to take evidence under oath or affirmation of any person whom such examiner or examiners may believe has knowledge relating to the matters under investigation, and for such purposes the said examiner or examiners shall have the power of a Commissioner appointed under the provisions of Part I of The Inquiries Act.

6. The council of any municipality may appoint a committee of three resident taxpayers thereof to be known as "The Fair Price Inquiry Committee," who shall have power to make a preliminary inquiry into the cost of any necessary of life specified by such council and the price at which such necessary of life is held for sale or is being sold within such municipality.

In every case in which such committee is authorized by such council to inquire into any matter, it may take evidence under oath, and for such purpose shall have the power of a Commissioner appointed under Part I of The Inquiries Act.

Such inquiry shall be held in camera.

Immediately upon the close of the inquiry the Committee shall report to such council, whether in its opinion and in the interest of the public the council should order an investigation as is hereinafter provided.

7. (1) Upon receipt of the report of the Fair Price Inquiry Committee recommending further investigation the council of such municipality may appoint a commission, composed of three persons, one of whom shall be a Judge of the County or District Court of the county or district in which the municipality is situated, who shall be chairman of the commission, one a representative of labour or of consumers, and one a representative of the trade dealing in the necessary of life under investigation, to investigate:

- (a) The amount of any necessary of life reported on by the Fair Price Inquiry Committee and held by any person for sale or disposition within such municipality.
- (b) The time when any or all of such necessary of life was acquired, produced or brought within or into such municipality.
- (c) The cost of such necessary of life, including all charges of an overhead or other nature affecting such cost.
- (d) The price at which such necessary of life is held in such municipality for sale.
- (e) The price which, in the opinion of such Commission, would be a just and reasonable one at which to hold such necessary of life for sale within such municipality.
- (f) The amount of wastage or destruction in such municipality of any such necessary of life and the reason for the same.

(g) The fair rental value of any dwelling within such municipality held or offered for rental.

(2) For all such purposes the Commission shall have the powers of a Commissioner appointed under the provisions of Part I of The Inquiries Act.

8. All lawful expenses incurred by the said Fair Price Inquiry Committee, or by such Commission, shall be payable by the municipality.

9. Immediately upon the close of the investigation the said Commission shall report its findings to the Minister and to such council, and shall publish over their signatures in the paper or papers published in the said municipality, or, where there is no such paper, in a paper published at the nearest point thereto, a fair price to the consumers in that municipality of the necessities of life investigated.

10. Whenever, in the opinion of the council, there is evidence disclosing any offence against these regulations, the council may take such proceedings thereunder as they may deem proper, or may have the Commission remit the evidence to the Attorney General of the Province within which such offence shall have been committed for such action as such Attorney General may be pleased to institute.

Except in investigations made by such Commissions whenever in the opinion of the Minister there is evidence disclosing any offence against these regulations, the Minister shall take such proceedings as he may deem necessary, or shall remit the evidence to the Attorney General of the Province within which such offence shall have been committed for such action as such Attorney General shall be pleased to institute.

11. Prosecutions under these regulations shall be commenced only in the county or municipality in which some or all of the necessities of life with respect to which the alleged offence was committed were situated at the time of the commission of the offence, or in the county in which the person charged resides or carries on business.

12. (1) Any person who contravenes or fails to observe any of the provisions of these regulations shall be guilty of an indictable offence and liable upon indictment or upon summary conviction under Part XV of the Criminal Code to a penalty not exceeding five thousand dollars, or to imprisonment for a term not exceeding two years, or to both fine and imprisonment as specified; and any director or officer of any company or corporation who assents to or acquiesces in the contravention or non-observance by such company or corporation of any of the provisions of these regulations shall be guilty personally and cumulatively with his company or corporation and with his co-directors or associate officers.

(2) For the purpose of the trial of and indictment of any offence against these regulations, section 581 of the Criminal Code authorizing speedy trials without jury shall apply.

(3) Where the proceedings in any case in which a fine is imposed under the authority of these regulations are instituted at the instance of any municipality or any officer of a municipality the fine shall be paid to the treasurer of such municipality, to be disposed of as the municipality may direct from time to time.

RODOLPHE BOUDREAU,
Clerk of the Privy Council.

COST OF LIVING, WAGES, AND COAL PRICES IN WESTERN CANADA DURING 1918

BY an arrangement made in 1917,* following a general strike of coal miners in Alberta and Eastern British Columbia, it was agreed that the wages of the miners should be adjusted every four months in accordance with changes in the cost of living as ascertained by a commission appointed for the purpose. It was found by the commission that during 1918 there was a continued advance in the cost of living in this district, and wages were accordingly increased to a corresponding degree by

order of the Director of Coal Operations. Owing to the enhancement in the cost of mining through the various advances in wages, the price of coal at the mines was also raised from time to time.

In estimating the cost of living, a miner's family of five members was taken as a basis, and family budgets, in which were included all the principal necessities of life, were compiled for all the chief mining centres in the district, and an average of all the budgets was struck. The average daily increases shown by these budgets during each of the four-month periods as compared with the preceding period were as follows:

*See LABOUR GAZETTE, August, 1917, pp. 613-616.

For four months prior to April 1,
19.93 cents.

For four months prior to August 1,
25.28 cents.

For four months prior to December 1,
12.83 cents.

It was thus shown that to maintain his standard of living it cost a miner with a family of five to support about 58 cents a day more from August to December, 1918, than during the corresponding period in the previous year. This rise in living expenses was

exactly counterbalanced by similar increases in wages, authorized by the Director of Coal Operations in accordance with the agreement.

In order to prevent loss to the mining companies through increased cost of production the following advances in the selling price of coal per ton at the mines were permitted: April 1, 15 cents; August 1, lignite, 16 and 20 cents; bituminous, 18 cents; anthracite, 25 cents; and coke, 36 cents. December 1, lignite, 8 and 10 cents; bituminous, 10 cents; anthracite, 15 cents; and coke, 15 cents.

PRICES, RETAIL AND WHOLESALE, IN CANADA, DECEMBER, 1918, AND IN OTHER COUNTRIES

SEASONAL changes in several of the commodities caused some movement in the general level, but this was very slight both in retail and wholesale prices. The markets for some foods and also some materials were considerably affected by the change from war conditions but comparatively little change in the general level of prices had appeared. In retail prices, meats were lower but potatoes and dairy products were higher, while in wholesale prices grains were down and also metals and some building materials.

In retail prices the average cost of a budget of 29 staple foods for a family of five averaged \$13.63 in some 60 cities as compared with \$13.49 in November, \$12.24 in December, 1917, and \$7.95 in December, 1914. The rise for the month was due to the higher prices for potatoes, eggs, butter, and cheese, while there were declines in meats, beans and evaporated apples. Anthracite coal and wood were higher. Rent averaged slightly lower owing to a decline in one city in Ontario.

In wholesale prices the index number was 288.8 as compared with 290.9 for

November, 253.5 for December, 1917, and 137.6 for December, 1914. The slight decrease for the month was due to lower prices in metals, grains, and hides although there were some decreases in building materials, in textiles, and in other materials. The markets in all these were somewhat affected by the cessation of hostilities. There were also some seasonal changes, particularly in foods: meats, dairy products, and fish being high, while grains were lower.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables

**COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT,
IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA †**

Commodities.	Quantity	1900*	1905*	1910	1911	1912	1913	1916	1917	Dec. 1914	Dec. 1915	Dec. 1916	Dec. 1917	Nov.\$ 1918	Dec.\$ 1918
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	50.2	47.4	46.6	51.6	62.4	75.2	78.4
Beef, shoulder, roast....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	41.3	33.4	32.2	33.8	43.4	53.2	56.8
Veal, roast, forequarter..	1 "	19.0	11.3	12.8	14.0	14.4	15.7	19.7	22.7	17.6	17.5	19.3	24.7	27.6	27.5
Mutton, roast, hindq'r..	1 "	11.8	12.2	18.8	18.0	17.8	19.1	23.3	28.1	20.7	20.8	24.2	30.4	35.2	34.2
Pork, fresh, roast, ham..	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	29.6	19.3	19.7	23.7	32.7	37.3	36.7
Pork, salt, mess.....	2 "	21.8	25.0	34.4	33.0	33.2	35.2	39.7	63.5	36.8	36.0	41.2	62.4	70.0	69.6
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.8	22.5	24.7	28.8	39.5	25.5	26.3	30.9	44.6	51.4	51.3
Lard, pure leaf.....	2 "	26.2	28.2	40.6	36.0	35.6	38.4	40.4	59.4	36.2	36.2	47.6	65.8	74.2	73.8
Eggs, fresh.....	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	48.9	45.1	45.4	56.7	60.8	67.1	71.3
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	29.1	32.7	42.4	34.5	35.4	44.9	50.7	58.5	59.7
Milk.....	6 qts.	36.6	39.6	48.0	49.2	49.8	51.6	52.6	62.2	52.8	52.2	59.4	70.8	81.0	82.2
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	58.4	58.0	68.7	96.4	60.0	65.4	84.2	94.8	104.2	104.4
Butter, creamery, prints.	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	48.0	34.9	37.4	49.0	51.3	57.2	58.1
Cheese, old.....	1 "	16.1	17.6	18.5	19.2	20.1	20.5	26.0	33.0	22.1	24.3	29.9	33.2	32.4	34.8
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	30.4	20.3	22.0	28.2	30.3	32.3	32.8
Bread, plain, white.....	15 "	55.5	58.5	68.0	64.5	60.0	61.5	74.8	104.4	67.5	66.0	91.5	112.5	118.5	118.5
Flour, family.....	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	64.2	37.0	35.0	54.0	65.0	69.0	69.0
Rolled oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	30.5	24.5	23.5	27.0	33.5	41.0	40.5
Rice, good, medium.....	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	16.2	13.2	12.2	13.6	19.2	25.2	25.2
Beans, handpicked.....	2 "	8.6	9.4	10.8	10.4	11.6	12.4	19.5	29.8	13.4	16.6	23.8	32.6	33.0	32.0
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	15.6	12.2	12.2	13.8	17.5	23.5	22.8
Prunes, medium size.....	1 "	11.6	9.6	9.9	12.2	12.9	11.9	13.1	15.4	12.8	12.7	13.3	16.6	19.2	19.4
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.9	39.9	31.2	30.8	37.2	43.2	49.2	49.6
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	16.0	18.5	14.4	14.2	17.6	20.0	22.6	22.6
Tea, black, medium.....	½ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	11.5	9.7	9.7	9.9	12.5	15.6	13.1
Tea, green, medium.....	½ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	11.3	9.7	10.0	9.7	11.9	15.0	15.1
Coffee, medium.....	½ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	10.1	9.9	9.8	9.9	10.1	11.6	11.6
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	58.7	89.2	32.0	42.0	64.0	70.7	48.0	62.0
Vinegar, white wine.....	½ pt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.7	.8	.8	.9	.9
All foods.....		\$5.48	\$5.96	\$6.95	\$7.14	\$7.34	\$7.34	\$8.79	\$11.42	\$7.95	\$8.13	\$10.10	12.24	\$13.49	\$13.63
Starch, laundry.....	½ lbs.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	4.6	3.2	3.2	3.4	4.5	4.8	4.8
Coal, anthracite.....	1½ ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	67.0	54.1	53.0	63.1	77.9	78.4	81.8
Coal, bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	52.7	37.2	37.0	47.3	55.6	63.6	63.6
Wood, hard.....	" cord	32.5	35.3	38.8	41.4	41.4	42.5	42.9	52.9	42.2	41.5	44.5	60.8	79.0	79.8
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.6	30.8	38.9	31.1	30.2	32.2	44.0	57.3	57.7
Coal oil.....	1 gal.	24.9	24.5	24.4	23.1	21.0	23.7	23.0	26.0	23.4	23.0	23.1	25.6	27.8	27.8
Fuel and lighting.....		\$1.59	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$1.92	\$2.37	\$1.88	\$1.85	\$2.10	\$2.64	\$3.06	\$3.11
Rent.....		\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.04	\$4.32	\$4.39	\$3.97	\$4.09	\$4.45†	\$4.85	\$4.83
Grand total.....		\$9.87	\$10.50	\$12.79	\$13.00	\$13.78	\$14.02	\$14.78	\$18.15	\$14.26	\$13.98	\$16.33	19.38†	\$21.45	\$21.61

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$6.78	\$7.17	\$7.29	\$8.71	\$11.39	\$7.81	\$8.24	\$9.98	\$12.36	\$13.54	\$13.92
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	7.57	9.78	6.89	6.95	8.29	10.81	12.02	12.00
New Brunswick.....	5.38	5.83	6.55	6.84	7.13	7.94	8.70	11.22	7.76	8.11	9.87	12.24	13.52	13.58
Quebec.....	5.15	5.64	6.33	6.46	6.97	6.87	8.48	11.15	7.31	7.76	9.74	11.83	13.16	13.07
Ontario.....	5.01	5.60	6.50	6.67	7.25	7.20	8.84	11.00	7.74	8.11	10.27	12.39	13.61	13.62
Manitoba.....	6.85	6.19	7.46	7.41	7.88	7.87	8.88	10.73	8.27	8.43	9.98	11.67	13.05	13.20
Saskatchewan.....	6.86	6.92	7.88	8.08	8.16	8.25	8.88	11.11	8.81	8.32	10.34	12.05	13.70	13.86
Alberta.....	6.02	6.50	8.00	8.08	8.15	8.33	8.73	11.55	8.47	8.36	10.35	12.25	13.51	13.80
British Columbia.....	6.90	7.74	8.32	8.79	9.93	9.13	9.25	11.83	8.80	8.65	10.66	12.67	14.19	14.54

*December only. †Halifax and Saskatoon omitted. \$Newcastle and Nanaimo omitted.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick				Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sharnbrook	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steaklb.	38	30	35	40	40	36.6	25-28	35	40	35	36.7	29-31	35	32	35-38
2-Beef, round steak"	35	30	35	38	37	35.0	25-28	30-32	35	30	32.0	29-31	30	27	35-38
3-Beef, rib roast prime."	35	25	28	35	35	31.6	23	24-28	35	25	28.7	29	35	27	30
4-Beef, shoulder roast."	25-35	25	25	28	32	28.0	20-22	18-24	25	25	23.7	22-24	30	25	28
5-Veal, roast, forequarter"	18-20	20	22	22	22	21.0	18-20	22	16	19.0	24-29	25	23	28	28
6-Mutton, leg roast, h'q."	25-35	18-20	30	35	35	28.5	25-30	35	35	25	31.7	22-25	30	30	30
7-Pork, fresh, roast, ham"	38	35	32	35	33	34.6	30	35	35	30	33.3	33-35	30	32	35
8-Pork, fresh chops"	38	35	35	35	35	35.6	32	35	35	35	35.0	33	30	34	35
9-Pork, salt, mess."	22	40	37	35	35	33.8	30-32	35	35	35	35.0	32-34	30	34	34
10-Bacon, br'fast, not sli'd"	50	48	50	45	45	47.6	43	48	55	45	49.3	50	50	50	55-6
11-Fish, fresh, g. quality."	7	14	30	10-14	15	15.6	17-18	12	10-15	14	12.8	13	15-35	15	12-15
12-Fish, salt, herrings.doz.	60	70	60	60	60	62.0	80	60	60	60	60.0	75	60	60	60
13-Salmon, canned, med. lb."	35	35	30	40	35	35.0	35	35	40	32	35.7	30	25-40	30-40	30
14-Lard, pure leaf, best."	40	38	37	38	40	38.6	35	36	40	38	38.0	36	35	38	35
15-Eggs, new laid.doz.	67	65	60	75	70	67.4	62	60	65	65	63.3	75	70	75	70
16-Eggs, storage."	55	65	65	65	65	60.0	45-52	50	50	50	50.0	65	60	60	60
17-Milk, delivered.qt.	14-16	14	12	15	13	13.8	10-11	11	14	13	12.7	14	14	12.5	12
18-Butter, dairy solids.lb.	58	55	52	55-58	55	55.3	47	50	55	50	51.7	47-49	53	50	50
19- "creamey prints""	63	62	60	60	65	62.0	50	55	60	57	57.3	51-53	55	58	55
20-Cheese, old."	30	30	30	30	30	30.0	30	30	30	30	30.0	31-33	35	35	30
21-Cheese, new."	35	32	32	32	35	32.6	30	32	35	32	33.0	31-33	35	35	30
22-Bread, plain white."	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7-9.3	8.7-9.3	8	8.7	8	7.3	8.3	4
23-Flour, family."	7.5-7.7	7.9	7.3	7.3	7.7	7.6	6.9	7.3	7.3	7.3	7.3	7.5	7.3	7.3	7.3
24-Rolled oats, standard."	9	9	8	10	8	8.8	8	8.5	9	8	8.5	8	8	9	10
25-Rice, medium."	14	15	12	12	12	13.0	10	12	15	13	13.3	11	10	12.5	11
26-Rice, Patna."	13	12	18	12	12	13.8	12	18	15	16.5	12	15	15	15	15
27-Tapioca, medium pearl"	22-25	20	25	25	20	22.7	20	20	22	21.0	18	20	22	20	20
28-Tomatoes, canned 3's can."	30	28	25	25	25	26.6	20-25	25	25	25	25.0	20	25	25	23
29-Peas, canned 2's."	20	20	20	20	18	19.6	20	20	25	18	21.0	20	20	22	23
30-Corn, canned 2's."	25	25	25	25	25	25.0	25	24	25	25	24.7	22	25	25	23
31-Beans, common.lb.	20	20	20	18	18	19.2	15	20	18	18	18.7	16	20	20	15
32-Apples, evaporated."	23	23	25	24.0	25	24.0	25	23	23	23.0	16	30	25	25	25
33-Prunes, medium."	20	18	18	18	18.5	18	18	20	18	18.7	20	20	18	18	18
34-Sugar, granulated."	13	12	12.5	12	12.5	12.4	12	11	12.5	11.8	11.8	12	12	12.5	13
35-Sugar, yellow."	12	11.5	11.1	11	11.8	11.5	11	11	11.5	10	10.8	11	11	11	12
36-Tea, black, medium."	65-75	65	65	65	60	65.0	60	75	60	65	66.7	65	45	65-75	45-50
37-Tea, green, medium."	65	65	65	65	65.0	65.0	70	70	70	70	70.0	65	45	65-75	40-50
38-Coffee, medium."	50-55	55	60	50	45	52.5	50	50	50	50	50.0	55-60	45	50	35-40
39-Potatoes, local, per bag of 1½ bu., 90 lbs."	\$ 2.10	\$ 1.80	\$ 1.50	\$ 2.00	\$ 1.80	\$ 1.84	\$ 1.20	\$ 1.80	\$ 2.25	\$ 2.15	\$ 2.07	\$ 1.50	\$ 1.75	\$ 1.88	\$ 1.50
40-Vinegar, white wine, XXX, per quart."	.12	.12	.12	.15	.13	.128	.18	.12	.13	.10	.117	.18	.15	.15	.13
41-Starch, laundry, per pound."	.15	.15	.15	.15	.15	.150	.15	.15	.16	.14	.150	.14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs."	7.50	15.00	17.75	14.25	13.63	17.40	17.75	14.00	15.88	14.00	12.00	13.00	13.50	13.50	13.50
43-Coal, bituminous, domestic, per ton, 2,000 lbs."	6.30	9.50	10.75	10.00	8.90	10.40	10.00	12.75	10.50	10.34	12.00	11.00	11.50	11.00	11.00
44-Wood, hard, best, per long cord. (128 cu. ft.)"	6.00	6.00	10.00	14.00	9.00	9.00	9.00	10.00	18.00	14.00	13.67	14.67	12.0	13.50	13.00
45-Wood, soft, best per long cord. (128 cu. ft.)"	5.00	5.00	5.00	8.00	5.00	5.60	7.50	6.00	9.00	6.00	7.00	12.67	8.00	11.00	8.00
46-Coal oil, prime white, per gallon."	.28	.28	.27	.28	.28	.278	.25	.26	.24	.22	.24	.22	.25	.25	.25
47-Rent, house, 6 roomed san. conveniences, mon."	14.00-18.00	14.00	16.00	25.00	20.00	18.00	12.00	25.00	13.00	16.00	17.17	20.00	12.00	16.00	14.00
48-Rent, house, 6-roomed, no san. con., per month."	8.00-12.00	9.00	7.00	20.00	15.00	11.70	9.50	16.00	10.00	12.00	12.33	8.00	14.00	7.00	7.00

a Dairy prints. b From price per load. c Slabs, etc.

* Newcastle and Nanaimo omitted.

IN CANADA, AT THE MIDDLE OF DECEMBER, 1918

Quebec (Continued)						Ontario																
St. Hyacinthe	St. John	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener				
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
25	35	28	35	32.1	38	30-35	32	35	40	38	30	45	35	45	43	35	40	35	1			
25	35	26	32-35	30.4	35	28-30	30	32	40	33-35	27	38	30	40	40	30	38	35	2			
15	28	20-22	28-30	26.8	32	25-30	25-30	28	30	25-30	25-30	30	30	35	30	28	32	28	3			
20	24	18-20	22-25	24.1	25	22-25	22-25	26	28	25	20-25	28	25	28	28	25	28	28	4			
15	30	15	20-22	22.9	24	25	25-30	28	28	25	20-25	35	32	30	30	20	32	30	5			
30	30	35	30	29.8	.....	33	40-42	32	35	25	30	40	30	35	38	35	35	.....	6			
24	32	32	33	31.5	32	32-35	38-40	32	40	33	40	40	42	37	45	35	35	42	7			
24	32	38	33	32.4	38	35	38-42	33	42	33-35	38-45	45	42	40	48	40	42	42-44	8			
30	35	35	30	32.6	35	30-35	33-35	.....	35	.....	40	38	35	33	40	25	34	.....	9			
50	50	48	46	50.2	48-55	45-52	45	57	56	53	45	55	45-47	48-50	50	44	45	48	10			
12-18	20-25	12.5	15-18	16.3	12.5-30	15-30	13-30	15	12	20	11	15	20-25	18-20	15-20	12.5-15	12.5-30	22	11			
.....	96	90	60	73.5	65	.....	.....	.....	.....	.....	50	.....	.....	50	.....	.....	35	100	12			
25	35-40	25	32	30.9	25-50	25-40	28-40	25	40	30	25	40	35-40	30	35	25-50	40	40	13			
35	36	32	37-40	35.7	38	37	30-35	37	39	38	40	40	35-37	35	38	35	37	38	14			
65	70	65	75	70.6	65-70	70	75-80	65	70	65	90	75	75	75-80	75	70	75	75	15			
.....	60	.....	58-60	61.0	58	55	60	.....	60	60	80	.....	60	60	65	.....	60	60	16			
12	12	14	13	12.9	13	13-14	12	12	11.1	12.5-13.8	16	15	14.0	12.5	12	11.8	12	12.5	17			
.....	50	45	50	49.4	52	50	50	58	55	53	.....	58	55	55	58	55	55	58	18			
57	55	56	55	55.4	57	55-60	50-55	57	57	58	58	63	60	59	58	60	59	58	19			
30	33	36	.....	34.2	38	32-35	35	.....	38	35	35	35	34	30	.....	35	40	35	20			
.....	28	32	30-32	31.9	35	32-35	30	32	35	33	32	32	32	28	35	28	35	35	21			
6.3-6.7	6.7	8	7.3	7.1	8	6.7-7.1	6.9	6.9	6.7	6.3	7.3	7.3	7.3	7.3	8	7.3	7.3	7.3	22			
6.9	7.3	7.3	7.5	7.3	8	6.7-7.1	6.9	6.9	6.7	6.3	6.9	6.7	6.7	6.6	6.7	6.5	6.5	6.3	23			
8	10	7	7.5	8.4	8	8-9	7	8	8	6.5	8	8	7.1	7	9	8.3	8.3	8	24			
12	12	14	11	11.7	15	12.5	10-12	13	12.5	12.5	.....	13	13	10	12.5	12.5	12.5	15	25			
15	15	15	15	14.0	15	15	12	15	15	15	15	15	15-16	13-14	13	15	15	12.5	26			
20	20	25	18-20	20.5	20	20	18	20	18	18	20	20	20	20	20	20	20	20	27			
32	25	20	20	23.8	20	23-25	25	20	20	25	20	25	25	23	25	25-30	25	25	28			
25	25	15-18	15-20	21.1	20	15-20	18	15	17	20	15	15	15-20	18	18	20	20	15	29			
25	25	20	22	23.4	25	23-25	23	25	23	25	25	20	22-25	23	25	25	25	22	30			
12	18	15	15	16.4	18	12.5-15	15	15	15	15	15	15	15-18	15	15	18	12.5	15	31			
25	25	25	23-25	24.4	25	20	25	.....	20	22	.....	.....	.....	15	.....	25	.....	10	32			
13	25	18-20	20	19.6	25	20	18	25	20	18	15	20	20	15-18	18	20-30	20-25	18	33			
12	12	13-15	12	12.4	13	11.8	12	11.1	12.5	12.5	13	11.9	12.5	11.1	12.5	12.5	12.5	12.5	34			
10	10	13	11	11.1	12	11.8	11	10.5	11.8	11.1	12	11.1	11.1	10	10.5	11.1	11.5	12.5	35			
50	70	65	60	59.1	60-70	65	50-60	70	70	60	60	60	65-70	60	70	60-70	65	60	36			
50	70	50	.....	56.4	.....	65	50-60	65-70	70	50-60	60	50	60-65	60	70	60	60	60	37			
50	70	45	50	50.6	50	45-50	50	40	50	40-50	45	40	50-55	35	45	30-50	45	35	38			
\$	\$	\$	\$	\$	\$	\$2.40	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	39			
1.50	1.75	2.25	2.00	1.75	2.10	2.70	2.25	1.75	1.85	1.25	1.90	2.25	2.10	1.75	1.75	1.75	1.70	2.00	40			
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	41			
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	42			
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	43			
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	44			
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	45			
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	46			
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	47			
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	48			
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	49			
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	50			

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity	Ontario (Continued)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin, steak.....lb.	35-38	36	39-40	35	38	38	38	40	40	40	40	37.7	30	35	32.5
2-Beef, round steak....."	33	34	35-38	32	35	35	35	38	35	35	35	34.6	25	30	27.5
3-Beef, rib, roast, prime....."	28	28	30-35	25-28	30	33	30	32	32	35	35	30.2	26	30	28.0
4-Beef, shoulder roast....."	25	26	28-30	23-25	28	30	25-28	30	25	30	30-32.5	25.6	23	25	24.0
5-Veal, roast, forequarter....."	35	30	28-30	30	32	35	30	32	35	35	35	29.9	25	30	27.5
6-Mutton, leg roast, hind q'ter....."	25	38	35-38	30	40	36	35	35	30	40	40	34.5	.....	40	40.0
7-Pork, fresh, roast, ham....."	45	40	37-40	40	42	50	35	40	35	40	40-42.5	38.9	40	40	40.0
8-Pork, fresh, chops....."	45	38	42-45	42	42	48	33-35	40	35	42.5	42.5	40.6	.....	45	45.0
9-Pork, salt, mess....."	20	36	40	.....	40	.....	.....	35	35	40	40	35.1	.....	.....	.....
10-Bacon, breakfast, not sliced....."	50	54	50-55	47	45	55	50	50	50	55-60	55-60	50.5	52	60	56.0
11-Fish, fresh, good quality....."	12.5-20	20	10	15	12-15	15-30	18	20	14	15-18	15-18	17.5	16	30-35	24.3
12-Fish, salt, herrings.....doz	50	.....	.....	30	.....	40	.....	70	.....	.....	.....	54.5	60-120	.....	90.0
13-Salmon, canned, medium.....lb.	35	35	35	25-45	35	36	30	35	35	35-40	35-40	34.8	35	35	35.0
14-Lard, pure leaf, best....."	37	36	37	36	38	38	30	37	35	40	40	37.0	38	35	38.5
15-Eggs, new laid.....doz.	65	65	75	60	65	72	60	70	85	70	65-75	71.4	75	55	65.0
16-Eggs, storage....."	60	55	60	.....	.....	.....	.....	.....	65	60	60-65	60.0	65	.....	65.0
17-Milk, delivered.....qt.	1.2	1.1	1.2	1.2	1.4	13-15	12	15	14.3	14.3	14.3	121.9	14	12.5	13.3
18-Butter, dairy solids.....lb.	55	48a	54	55	56	58	52	55	50	52.5	52.5	54.0	.....	50	50.0
19-Butter, creamery prints....."	60	.....	57	58	58	60	55	58	55-60	55-60	55-60	58.0	53-58	60	57.8
20-Cheese, old....."	35	33	35	32-35	35	38	35	35	30	35	35	34.9	38	35	36.5
21-Cheese, new....."	35	30	32	30-32	32	36	.....	.....	.....	35	35	32.8	32	.....	32.0
22-Bread, plain, white....."	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	7a5	7.5	7.3	7.4
23-Flour, family....."	6.3	6.3	6.7	6.7	6.9	6.7	6.3	7.1	7.3	6.5	6.5	6.7	6.7	6.9	6.8
24-Rolled oats, standard....."	7	8	9	8	8	8.3	8.3	9	8	7.5	7.5	7.9	8	7.5	7.8
25-Rice, medium....."	12.5	13	13	10-12.5	13	12.5	10-12.5	12.5	12	15	12.5	12.6	14	10	12.0
26-Rice, Patna....."	15	15	15	15	15	15	12.5	16	14	20	18	13.5	12	12.5	12.3
27-Tapioca, medium pearl....."	20	20	20	25	20	20	18	20	20	20	20	19.8	17.5	17.5	17.5
28-Tomatoes, canned 3's.....can	20	25	20	20	20	20	25	27	30	25-30	25	23.6	23	25	24.0
29-Peas, canned 2's....."	15	10	18	20	17	14	20	23	20	20	20	17.7	17	23	20.0
30-Corn, canned 2's....."	22	15	23	25	23	16	20	25	25	25	25	23.1	25	23	24.0
31-Beans, common....."	15	15	17	18	18	12.5	12.5	20	15	15-20	15-20	15.7	13	12.5	12.8
32-Apples, evaporated....."	20	.....	.....	.....	.....	25	.....	28	20	25	25	21.8	22	20	21.0
33-Prunes, medium....."	20	20	20	25	20	22	15-18	20	18	20	20	20.9	22	18	20.0
34-Sugar, granulated....."	12.5	12.5	11.8	12.5	11.1	11	12.5	12.5	12.5	12.5	12.5	12.2	12.5	14.3	13.4
35-Sugar, yellow....."	11.1	10	10.5	11.1	11.1	10	11.1	12.5	11.8	11.1	11.1	11.2	12	12.5	12.3
36-Tea, black, medium....."	60	60	70	70	65-75	60-80	60	65	65	60-70	60-70	64.5	55	60	57.5
37-Tea, green, medium....."	50	60	65	70	55-65	60-80	60	65	50	55-70	55-75	61.4	60	50	55.0
38-Coffee, medium....."	45	45	50	45	45	35-50	45	55	40	40-50	40-50	44.9	35	45	40.0
39-Potatoes, local, per bag of 1½ bushels, 90 lbs....."	8	8	8	8	8	8	8	8	8	\$1.50-	\$1.50-	8	8	8	8
40-Vinegar, white wine, XXX, per quart....."	1.85	1.75	1.70	2.10	2.00	1.75	1.60	2.50	1.90	1.75	1.75	1.89	1.35	.90	1.13
41-Starch, laundry, per pound....."	.10	.14	.13	.125	.12	.12	.125	.12	.15	.15	.15	.123	.12	.15	.135
42-Coal, anthracite, stove size, per ton of 2,000 lbs....."	13.00	11.50	12.00	13.00	13.00	11.50	13.00	14.00	12.00	14.00	12.50	12.21	15.25	16.75	16.00
43-Coal, bituminous, domestic, per ton of 2,000 lbs....."	10.00	11.50	10.00	10.00	10.00	9.50	9.50	.....	12.00	11.00	10.00	10.56	12.75	12.00	12.25
44-Wood, hard, best, per long cord (128 cu. ft.)....."	11.00	16.00	19.00	9.00	12.00	.....	15.00	12.50	12.00	10.50	9.50	14.14	.....	11.50	11.50
45-Wood, soft, best, per long cord (128 cu. ft.)....."	8.00	14.0	.....	.....	8.00	.....	10.00	11.50	10.0	8.75	9.00	11.06	9.50	9.50	9.25
46-Coal oil, prime white, per gallon....."	.25	.23	.21	.25	.25	.22	.25	.30	.25	.25	.25	.234	.25	.30	.275
47-Rent, house, 6 roomed, san. conveniences, per month....."	15.00	15.00	25.00	23.00	20.00	28.00	13.00	22.00	35.00	25.00	25.00	19.46	30.00	20.00	22.00
48-Rent, house, 6-roomed, no san. conveniences, per mo....."	10.00	10.00	17.00	13.00	12.00	20.00	10.00	14.00	20.00	15.00	15.00	13.88	20.00	15.00	15.50

aDairy prints. bFrom price per load. cSaba, etc. dNatural gas used. eLignite, \$8.25-\$10.75.

CANADA, AT THE MIDDLE OF DECEMBER, 1918—Concluded

Saskatchewan					Alberta				British Columbia									
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Average	Dominion Average (all cities)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
40	35	35	35	36.3	40	38	40	40	39.5	40	43	43	37.5	40	39	40.4	36.7	
30	30	30-32	30	30.3	35	32	35	35	34.3	35	40	40	30	32-35	35	35.6	33.3	
28	30	32	30	30.0	30	32	35	38	33.8	33	35	35	30	35	32	33.3	30.2	
23	30	20-25	28	25.9	22	22	25	28	24.3	30	25-28	25-28	25	22-25	25	26.1	25.4	
25	30	25-28	30	27.9	25	25	32	35	29.3	25-33	30	30	30	30	32	30.3	27.5	
35	35	38	35	35.8	40	38	40	40	39.5	40	40	40	37.5	35	40	38.8	34.2	
35	30	35-38	35	34.1	40	35	45	35	38.8	36-40	42	42	40	32-35	35	38.4	36.7	
40	35	40	40	38.8	40	42	45	35	40.5	38	45-50	45-50	40-45	40-50	40	43.4	38.8	
.....	30	40	30	33.3	35	35	38	.....	36.0	35	38	40	35	45	38	38.5	34.8
60	55	50-60	60	57.5	50	52	53	55	52.5	50-55	60	58	55	55	52	55.4	51.3	
30	15-30	15-30	20	23.8	30	25	10-25	30	25.6	11-28	15-28	30	10	25	15	20.2	18.4	
100	.....	75	87.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	65.4
40-45	35	40	35	38.1	25	30-35	40	45	35.6	25	20-35	20-35	40	30	28	29.7	34.1	
40	40	35	40	38.8	35	35	40	35	36.3	35	35	35	40	32	37	35.7	36.9	
65	55	60	70	62.5	75	75	70	80	75.0	65	95	95	85	90	90	86.7	71.3	
55	.....	60	.....	57.5	.....	50	.....	60	55.0	.....	65	65	70	50-60	63	63.6	59.7
15	15	14.3	18	15.6	15	14.3	14	16.7	15.0	16.7	20	20	14.3	15	16	17.0	13.7	
50	45a	50	50	48.8	50	45	50	50	48.8	47.5a	50	48	60	50	55	51.8	52.2	
60	55	60	57.5	58.1	60	55	60	60	58.8	55-60	60	60	65	55	65	60.4	58.1	
.....	35	30	.....	32.5	35	.....	35	35	35.0	.....	35	34	35	35	35	34.8	34.8
35	.....	35	35	35.0	30	35	35	35	33.8	35	.....	.....	32	31	.....	32.6	32.8
10	8	10	10	9.5	7	8	7.3	8	7.6	9.9	8.9	8.9	8.9	8.9	8.9	9.1	7.9	
6.5	6.5	7.1	6.3	6.6	6.7	6	6.5	6.7	6.5	6.9	6.7	6.7	6.3	7.1	6.5	6.7	6.9	
8.1	7	7.5-8.1	7.5	7.6	8	6.5	8	8	7.6	8.1	9	8	8	9	9	8.5	8.1	
12.5	10	12.5	12.5	11.9	12.5	10	12	18	13.1	15	11	12.5	15	12	15	13.4	12.6	
17.5	12.5	15	.....	15.0	.....	12.5	15	.....	13.8	.....	12.5	.....	.....	.....	10	11.3	13.6
20	20	20	20	20.0	20	17.5	18	18	18.4	.....	20	16	17.5	18	17	17.7	19.8
25	25	25	25	25.0	20	20	22	25	21.8	17.5	20	19	22.5	20	20	20.7	23.6	
20-25	20	20	20	20.6	20	20	20	20	20.0	22.5	20	19	17.5	18	30	19.1	19.1	
25-30	20	.....	25	24.2	25	25	25	25	25.0	20	25	21	25	30	25	25.6	23.9
15	20	15	15	16.3	15	12	16.7	18	15.4	15	15	15	17.5	12.5	12.5	14.6	16.0	
20	15	25	15	18.8	25	25	27	28	26.3	27.5	.....	21	20	25	.....	23.4	22.8
20	20	17.5	15	18.1	20	17.5	19	18	18.6	17.5	15	19	20	20	21	18.8	19.4	
12.5	12.5	13.3	14.3	13.2	11.8	13.3	13.0	15	13.3	13.3	12.3	12.3	11.1	11.1	11.1	11.9	12.4	
12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12	12.4	10	11.1	12.5	10	10	11.1	10.8	11.3	
65-75	65	75	65	68.8	40	55	60-65	65	55.6	55	60	60	60	55	55	57.5	62.5	
65-75	65	50	55	60.0	50	55	60-70	65	58.8	55	60	50	60	55	55	55.8	60.2	
45-55	50	40-45	55	49.4	40	40	35-40	45	40.6	40	50	46-50	45	40	45	44.7	46.5	
\$	\$	\$1.80	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
1.88	1.90	2.10	1.75	1.87	2.25	1.90	1.95	1.80	1.98	f2.25	2.25	2.50	h2.00	f1.67	2.10	2.13	1.86	
.15	.15	.20	.15	.163	.20	.15	.15	.20	.175	.30	.30	.22	.20	.30	.30	.27	.149	
.15	.15	.18	.15	.156	.15	.15	.15	.18	.158	.15	.15	.16	.15	.125	.15	.148	.144	
18.00	.....	18.00	.....	18.00	d	.....	.....	.....	.....	h13.00	.....	.....	.....	.....	.....	13.00	13.08
10.75	8.25-	10.50	10.50	10.44	d	5.50-	7.75-	6.50	6.87	3.25-	6.00	10.50	10.80	10.75	10.15	9.75	9.37	
12.00g	g8.50	.....	.....	g19.25	d	g4.00	.....	g7.00	g5.50	.....	.....	.....	.....	.....	.....	.....	12.77
11.00	7.00	11.00	12.00	10.00	d	4.00	.....	9.75	6.88	9.00	7.50	7.50	7.00	b5.81	7.00	7.24	9.23
.30	.30	.30	.35	.313	.35	.30	.40	.35	.35	.40	.55	.40	.30	.35	.50	.417	.278	
35.00	15.00	35.00	20.00	26.25	22.50	22.00	35.00	18.00	23.13	20.00	15.00	30.00	18.00	25.00	18.00	20.62	19.32	
10.00-	10.00-	15.00	.....	13.17	15.00	12.00	25.00	10.00	14.25	18.00	.....	20.00	12.00	20.00-	.....	17.50	14.92

fFrom price per 100 lbs. gPoplar, etc. hBankhead Furnace.

somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

Beef was slightly lower, being down in several of the cities throughout the Dominion. In shoulder roast there was

less fall than in the other cuts. In mutton there were some decreases in price, but there were some increases also. In fresh pork, prices were comparatively steady, there being few decreases. Salt pork was also fairly steady. Bacon showed very few changes. Lard was steady. Eggs showed considerable advances, being as high as 75c per dozen in many of the cities, and even up to 85c and 95c in the West. Storage eggs were also high, being up to 65c in many cities. Milk advanced in several of the cities. Butter was changed very little, being slightly higher in some of the cities but lower in others. Cheese showed some advances.

Bread was steady. Flour and rolled oats changed very little. Rice and tapioca were steady. In canned vegetables there were some decreases in tomatoes. Prunes showed some advances. Sugar was slightly higher. Potatoes were lower in several of the cities in the eastern provinces and also in Ontario, but advances occurred in several of the cities in the West.

Anthracite coal was slightly higher, having risen in several of the cities in the eastern provinces and in Ontario. Hard wood showed several advances. Rent declined in Ottawa.

Wholesale Prices

GRAINS AND FODDER.—Wheat was unchanged. Barley tended lower, falling from \$1.05 per bu. to 97c at Winnipeg and from \$1.05 to 95c at Toronto. Oats declined from 81c to 75c at Winnipeg and from 78c to 73c at Toronto. Corn advanced from \$1.65 at the end of November at Toronto to \$1.75 and after falling to \$1.67 reached \$1.83 at the end of the month. Flaxseed was down

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR DECEMBER, 1918, NOVEMBER, 1918, AND DECEMBER, 1917, 1916, 1915, 1914 AND 1913.

(Average price 1890-1899=100.)

	Number of commodities	INDEX NUMBERS						
		Dec.* 1918	Nov.* 1918	Dec. 1917*	Dec. 1916	Dec. 1915	Dec. 1914	Dec. 1913
I.—GRAINS AND FODDERS—								
Grains, Ontario.....	6	307.0	313.6	392.6	276.0	184.2	189.6	142.7
Grains, Western.....	4	292.8	309.3	312.3	241.1	165.0	162.3	116.0
Fodder.....	5	247.6	263.5	221.3	191.3	166.9	178.1	159.1
All.....	15	283.4	295.7	314.1	238.4	173.3	178.5	141.0
II.—ANIMALS AND MEATS—								
Cattle and beef.....	6	354.8	343.6	301.4	229.7	203.6	213.3	219.1
Hogs and hog products.....	6	363.6	356.9	338.6	236.1	175.2	154.1	174.4
Sheep and mutton.....	3	250.5	256.9	238.8	220.2	172.1	147.3	150.2
Poultry.....	2	387.2	390.6	327.1	234.2	206.3	158.1	195.1
All.....	17	343.3	338.8	311.8	234.5	188.3	174.2	188.4
III.—DAIRY PRODUCTS.....								
	9	293.0	286.1	253.9	245.7	189.6	180.1	185.5
IV.—FISH—								
Prepared fish.....	6	264.9	264.9	241.6	180.6	151.8	160.7	151.7
Fresh fish.....	3	274.9	238.8	234.0	178.7	162.0	158.7	168.1
All.....	9	268.3	256.2	239.1	180.0	155.2	160.0	157.2
V.—OTHER FOODS—								
(a) Fruits and Vegetables—								
Fresh fruits, native.....	1	239.0	193.0	254.0	220.6	169.3	103.5	141.1
Fresh fruits, foreign.....	3	180.2	195.3	146.8	114.5	100.7	93.7	100.5
Dried fruits.....	4	248.7	275.6	250.5	203.6	163.6	115.9	116.9
Fresh vegetables.....	5	297.1	304.7	329.3	357.6	211.1	135.1	179.0
Canned vegetables.....	3	244.4	225.7	246.9	181.6	168.1	101.2	95.9
All.....	16	249.6	255.1	255.2	230.1	156.6	114.2	130.8
(b) Miscellaneous groceries—								
Breadstuffs.....	10	264.4	263.3	260.9	194.9	140.2	146.5	122.8
Tea, coffee, etc.....	4	193.9	192.6	153.9	133.9	121.9	123.5	110.3
Sugar, etc.....	6	310.5	309.5	240.5	181.6	147.5	126.0	107.7
Condiments.....	5	253.4	253.2	199.1	155.3	132.3	118.3	96.4
All.....	25	262.0	261.4	226.5	174.1	137.4	132.2	111.9
VI.—TEXTILES—								
Woolens.....	5	430.1	429.4	369.2	236.7	200.7	151.1	138.6
Cottons.....	4	357.4	359.9	272.0	191.0	141.9	119.1	147.9
Silks.....	3	145.9	149.5	130.0	120.9	96.1	85.2	96.3
Jutes.....	2	609.5	609.5	615.9	381.4	250.9	147.8	243.5
Flax products.....	4	469.0	469.0	388.4	243.3	166.9	126.7	115.5
Oilcloths.....	2	238.7	238.7	173.7	139.8	118.7	101.1	104.7
All.....	20	379.5	380.4	322.8	216.3	163.3	124.6	136.6
VII.—HIDES, LEATHER, BOOTS AND SHOES—								
Hides and tallow.....	4	338.7	373.5	307.9	416.0	207.4	202.2	189.0
Leather.....	4	265.0	265.0	271.5	268.5	174.3	161.8	151.4
Boots and shoes.....	3	224.2	224.6	229.0	220.3	162.4	158.3	155.7
All.....	11	280.7	293.4	273.1	309.0	183.1	175.6	166.2
VIII.—METAL AND IMPLEMENTS—								
Iron and steel.....	11	273.6	281.0	281.1	180.9	120.2	99.9	101.4
Other metals.....	12	244.9	267.3	241.5	233.4	207.0	124.8	128.4
Implements.....	10	243.7	243.7	199.1	151.5	114.8	108.2	106.9
All.....	33	254.1	264.7	241.8	191.1	150.1	111.9	113.3
IX.—FUEL AND LIGHTING—								
Fuel.....	6	258.2	256.5	207.4	211.6	129.9	120.3	129.2
Lighting.....	4	236.8	236.8	114.0	91.0	94.7	92.4	92.2
All.....	10	249.6	248.6	170.0	163.4	115.6	109.1	114.4
X.—BUILDING MATERIALS—								
Lumber.....	14	279.9	279.1	231.9	185.3	174.5	179.5	184.2
Miscellaneous materials.....	20	237.0	237.7	209.1	181.6	123.9	108.6	112.8
Paints, oils and glass.....	14	341.0	348.1	261.2	222.6	169.7	142.9	140.0
All.....	48	279.8	282.0	230.9	194.6	152.0	139.3	141.7
XI.—HOUSE FURNISHINGS—								
Furniture.....	6	311.8	311.8	207.3	171.5	145.9	146.6	147.2
Crockery and glassware.....	4	367.7	367.7	237.5	208.4	170.3	144.8	130.9
Table cutlery.....	2	155.1	155.1	150.7	132.2	87.3	78.4	72.4
Kitchen furnishings.....	4	272.3	272.3	208.5	155.4	129.3	123.4	124.6
All.....	16	296.3	296.3	208.1	171.8	140.5	131.9	128.1
XII.—DRUGS AND CHEMICALS.....								
	16	276.8	276.8	276.1	238.5	238.1	134.9	111.5
XIII.—MISCELLANEOUS—								
Raw furs.....	4	742.3	725.8	465.4	351.0	279.1	96.1	236.6
Liquors and tobaccos.....	6	218.1	218.3	186.5	169.1	134.0	138.3	134.6
Sundries.....	7	219.1	227.1	196.8	154.8	123.5	111.5	110.7
All.....	17	341.8	340.1	250.5	198.8	163.8	117.3	148.8
All commodities.....	262†	288.8	290.9	253.5	207.4	161.1	137.6	137.1

*Preliminary figures. †Nine commodities of the market fruits vegetables, etc. One line of spelter was dropped in 1915

to \$3.50 at the end of November, falling to \$3.25, but rose to \$3.33. Peas declined from \$2.10 per bushel to \$2.00. Rye declined from \$1.65 per bushel to \$1.58 and then to \$1.54. Hay declined at Montreal from \$25.00-26.00 per ton to \$21.00-22.00. At Toronto the price was also down from \$24.00-26.00 to \$23.00-24.00. The cessation of government buying was an important factor in lowering the market. Baled straw declined to \$10.00-11.00 at Toronto. Bran and shorts were steady.

ANIMALS AND MEATS.—At Winnipeg, butcher cattle declined from \$11.00-12.00 to \$10.50-11.50. At Toronto the best cattle rose from \$14.50 to \$15.00 and a lighter grade of butcher cattle from \$12.00 to \$14.00. Dressed beef hind-quarters advanced from 22-24c per pound to 23-26c., and forequarters from 22-24c per pound to 23-26c., and fore-quarters from 16-17c to 17-19c. Veal was steady at 19-24c per pound. Live hogs at Toronto were steady at \$17.50 from the middle of November to the middle of December and then fell 25c per hundred pounds. Dressed hogs were steady at 23-24c per pound. Bacon and ham were steady. Salt pork in barrels was higher. Lard was 1c lower at 30-30½c per pound. Sheep declined \$1.00 to \$9.00-10.00 per hundred. Mutton and lamb were steady. Fowl at Montreal rose to 25c-29c per pound at the beginning of December, but declined 1c the following week. Turkeys rose to 38-41c early in December, but eased off later for the lower grades.

DAIRY PRODUCTS.—Butter rose from 51-51½c per pound to 52½-53½c at Montreal. Cheese was steady at 25c at Montreal. Strictly fresh eggs rose to 70-75c per doz. in Montreal and fresh eggs in cartons at Toronto rose to 75-78c per doz. Select storage eggs at Toronto rose from 53-55c to 58-60c.

FISH.—Lake trout and whitefish were higher at 16-18c and 15-17c respectively for frozen stock at Toronto.

FRUITS AND VEGETABLES.—Apples were up to \$5.50-7.50 per barrel. Oranges, lemons and bananas were slightly easier. Evaporated apples were lower at 16-17½c per pound. Prunes were up to 15-16c for medium size. Potatoes at Toronto were lower at \$1.60-1.65, but at Montreal were slightly higher at \$1.80 per bag. Onions and turnips were unchanged. Canned peas were easier at \$1.50-1.95.

MISCELLANEOUS FOODS.—Flour, bread and rolled oats were steady. Rice was easier at \$8.75-9.25 per hundred pounds for Rangoon at Montreal. Tapioca was firmer at 14-18c. Coffee was again firmer. Sugar was steady. Molasses was lower at 95c-\$1.00 per gallon. Maple sugar was higher at 33-35c per pound. Salt advanced.

TEXTILES.—A line of woollen underwear advanced slightly. Raw cotton was lower. Coloured cottons and prints averaged higher. Raw silk, Japan, declined to \$6.87½ per pound for Kansai No. 1 at New York.

HIDES, LEATHERS, BOOTS AND SHOES.—Beef hides were lower at 18c per pound at Toronto, and calf skins at 30c. In boots, men's split were lower, but box calfs were higher.

METALS AND IMPLEMENTS.—In iron, black sheets, iron bar, and wrought iron scrap were lower. The pig iron market was also reported very weak, and declines were reported in the United States. Antimony was down to 10c per pound. Copper was easier. Lead, quicksilver, spelter, solder and tin showed substantial declines.

FUEL AND LIGHTING.—Coal and coke averaged higher in the Crow's Nest Pass district.

BUILDING MATERIALS.—Spruce deals were up to \$32.00 per thousand at St. John. Shingles were higher at \$4.50-5.00. Lead pipe and copper wire were easier. Linseed oil and turpentine declined considerably.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	CANADA 29 foods 60 cities	UNITED KINGDOM 21 foods 600 towns	AUSTRALIA 46 foods & groceries 30 towns	NEW ZEALAND 59 foods 25 towns	AUSTRIA ^b 18 foods Vienna	GERMANY ^b 19 foods Berlin	ITALY 7 foods 40 cities	HOLLAND 29 articles 40 cities	NORWAY 24 articles 20 towns	SWEDEN 21 articles 44 towns	UNITED STATES 17 foods 45 cities
1910...	\$6.95			991				113			93
1914...	7.73		1155	1098				116	115		102
1917...	11.42		1294	1370							146
1914											
Jan...	7.73		1099				95.7		112		104
April...	7.50		1162				96.2	113c	111		107
July...	7.42	100	1164	1070	100	100	94.3		113	100	102
Oct...	7.99	112	1156	1096	104.2	116.4	97.6	121c	115	103	105
1915											
Jan...	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	103
April...	7.70	124	1318	1212	165.5	165.4	106.5	139	128	121*	99
July...	7.60	132½	1522	1200	178.6	169.6	113.6	148	135	124*	100
Oct...	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	103
1916											
Jan...	8.23	145	1504	1236		188.5	125.1	153	159	130*	107
April...	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	109
July...	8.45	161	1516	1276		217.6	124.6	170	199d	142*	111
Oct...	9.30	168	1544	1289		209.4	124.2	179	206d	152*	121
1917											
Jan...	10.27	137	1453	1359	271.7		136.0	186		160	128
April...	10.77	194	1473	1367			154.6	192	240d	175	145
July...	11.62	204	1470	1367	296.1			212		177	146
Oct...	11.81	202	1506	1392					309d	192	157
1918											
Jan...	11.42	206	1505	1427						221	160
Feb...	12.54	208	1510	1430			208.8			227	161
March...	12.65	207	1519	1434			223.3		333.6d	235	154
April...	12.57	206	1528	1464			222.8			247	154
May...	12.66	207	1539	1484						258	158
June...	12.77	209	1541	1485						261	162
July...	13.00	210		1491						268	167
Aug...	13.41	218		1507					372d	284	171
Sept...	13.31	216		1509							178
Oct...	13.54	229									
Nov...	13.49	233									
Dec...	13.63	229									

a January-March, 1914. b British Labour Gazette. c January-July, '13; August-December, 121.

d. Basis changed; calculate to previous basis. * Quarter beginning that month.

Wholesale Prices.

	CANADA	UNITED KINGDOM		UNITED STATES				AUSTRALIA		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales	Commonwealth
	172	44	45	204	256	96	200	226		92 92
1890...	110.3	102.2	72		100.252		91.56a	43.4		1053
1895...	95.6	87.6	62		94.604	6.4346	81.51	42.0		760
1900...	108.2	110.5	75		99.388	7.8889	91.41	44.2	1000c	894
1905...	113.8	103.2	72		110.655	8.0087	98.31	47.3		910
1910...	124.2	113.2	78		137.132	8.9881	119.17	59.3	1205	1008
1914...	136.1	120.8	86	99	146.069	8.9035	119.71	60.8	1303	1140
1917...	237.0	210.6	174	175	261.796	15.6381	204.12	110.8		1662
1914										
Jan...	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	1085
April...	136.7	117.5	82.3	93	141.120	8.7562	119.791	57.7	1389	1118
July...	134.6	116.6	82.4	99	144.879	8.6566	119.708	58.9	1378	1185
Oct...	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1303	1229
1915										
Jan...	138.9	136.5	96.4	98	149.80	9.1431	124.168	64.7	1382	1162 1387*
April...	146.4	151.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362 1660*
July...	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1573	1640 1822*
Oct...	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494 1544*
1916										
Jan...	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300 1502*
April...	179.1	190.5	134.2	116	164.61	11.7550	145.690	71.3	1878	1297 1493*
July...	178.8	191.1	130.5	119	180.71	11.5294	145.142	71.9	1838	1331 1505*
Oct...	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330 1514*
1917										
Jan...	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330 1525*
April...	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361 1587*
July...	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483 1715*
Oct...	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	2014	1550 1804*
1918										
Jan...	258.1	262.9	186.2	185	278.696	17.9366	222.175	118.9	2201	1635 1877*
Feb...	263.5	264.4	187.3	187	286.844	18.0776	227.020	121.9	2253	1633
March...	269.2	266.6	188.0	187	286.430	18.0732	227.077	126.1	2139	1668
April...	269.4	270.0	189.8	191	291.404	18.4656	230.313	130.5	2114	
May...	275.8	273.4	191.1	191	288.030	18.0133	226.665	125.7	2246	
June...	280.6	277.5	192.3	193	281.758	19.0091	224.843	122.7	2226	
July...	284.0	278.5	193.1	198	285.744	19.1849	232.575	123.3	2185	
Aug...	284.3	284.9	195.9	202	287.376	19.1162	232.058	122.2		
Sept...	285.3	283.5	197.1	207†	294.276	19.0485	232.882	123.2		
Oct...	289.6	282.6	197.8		284.213	19.0167	233.227	119.0		
Nov...	290.9	282.6	195.3		288.625	18.9110	230.529	118.8		
Dec...	288.8				291.220	19.0376				

a July of each year. b Foods. c 1901-1900-. * Quarter beginning that month. † Preliminary.

HOUSE FURNISHINGS. — No changes were reported.

DRUGS AND CHEMICALS.—The markets were somewhat uncertain, but few changes were being made. Carbohc acid and glycerine were on the decline.

MISCELLANEOUS.—In raw furs, mink skins were higher at \$8.00-9.00 each. Hops were higher at 30c per pound. Malt was lower at \$1.65 per bushel. Wrapping paper, Manilla No. 1, was higher at \$7.35 per hundred pounds. Ground wood pulp was easier at \$29.00-30.00 per ton. Sulphite pulp was also easier at \$150.00-160.00 per ton. Binder twine and Manilla rope were lower nearly 2c per pound.

Prices in Other Countries

In the United Kingdom in wholesale prices the Sauerbeck index number issued now by the *Statist*, for the first time in over a year, showed a decline at the end of November, falling 1.3 per cent, the level at the end of October being 6.7 per cent higher than a year before, at 197.8 as compared with 191.1 in October, 1917, 81.2 in June, 1914, and 85 for each year 1912, 1913 and 1914, a rise of 140 per cent during the war. The decrease in November occurred chiefly in minerals, textiles and sundries, while foods averaged higher. The index number of the *Economist* was almost unchanged, but there were movements in several of the groups. In retail prices in the United Kingdom the report in the *Labour Gazette* of the Ministry of Labour showed retail prices at the beginning of December to be lower than at the first of November, the general level being the same as at Oct. 1st. The principal declines during November were in margarine, 14 per cent, fresh eggs, 12 per cent, but there was a rise in milk of 4 per cent. The level of the prices of the principal articles of food was therefore 129 per cent higher than before the war, but owing to changes in consumption the expenditure on

foods was calculated to have increased only 90 per cent. Rents having risen only slightly (as a result of increases in local taxes) the increase in all items in a workingman's family budget was estimated to be about 120 per cent, allowing for the same commodities, quantities, and qualities as before the war. Seven per cent of this increase was estimated to be due to increased taxation. Allowing for changes in consumption of food but not other items, the average increase in family expenditure was calculated to be 95 per cent.

In the United States the index number of *Bradstreet* was slightly higher at the first of December than a month before owing chiefly to higher prices for provisions. Livestock, breadstuffs, fruit, hides, and leather, textiles, metals and chemicals were lower, while provisions, building materials and the miscellaneous group were higher.

In Italy, the monthly journal of the city of Milan reported the cost of maintaining a family on the pre-war standard to be 241 per cent greater in September than in the first half of 1914, food being up 278 per cent, clothing 274 per cent, heat and lighting 120 per cent, while rent was unchanged. Economies in consumption, however, were reported to have reduced this increase to only 149 per cent in the whole budget and 130 per cent in food.

In South Africa the Cost of Living Commission reported the cost of living for a family of five in Capetown in July to be 43.7 per cent higher than before the war, not including rent, and 36.4 per cent if rent were included. The latter figure was 25.3 per cent for Kimberley, 26.8 per cent for Pretoria, 27.1 per cent for Johannesburg, 28.2 per cent for Bloemfontein, 33.5 per cent for East London, 34.9 per cent for Port Elizabeth, 37.0 per cent for Durban, and 38.5 per cent for Pietermaritzburg.

In Switzerland the League for Reducing the Cost of Living reported the level of prices of necessaries on Sept. 1st to be 151 per cent higher than in June, 1914.

MEASURES FOR REDUCTION OF HAZARDS IN PENNSYLVANIA COAL MINES

ACCORDING to the 1916 report of the Pennsylvania Department of Mines, the number of fatalities per thousand employees in the anthracite coal region was 3.55 in 1916, as compared with 3.32 in 1915 and 3.32 in 1914. In the bituminous region the number was 2.50 in 1916, as compared with 2.35 and 2.11 in 1915 and 1914 respectively.

The record for 1916 was very disappointing to the authorities in view of the great efforts that had been made during the year to reduce accidents of all kinds. According to the report, the number of officials in charge of the mines had been increased, more frequent inspections of working places had been made, haulage ways were kept clear of refuse, and greater space was allowed for the movement of cars, while machinery generally was better protected than ever before, and the practice of posting signals at the mines had greatly increased. The number of mine inspectors also had been increased, and closer inspections had been made by insurance companies. In addition, the Compensation Law which went into effect at the beginning of the year also had the effect of preventing accidents, inasmuch as it made employers realize the need of more careful operation in order to keep as low as possible the cost of compensation. All the mining interests, therefore, were united in their desire to make mining conditions safe; and it seemed that about everything possible had been done to reduce the hazards and lessen the number of casualties.

In explanation of the apparently illogical state of affairs, that with the modern safety appliances and improved methods of mining there should be no reduction in the percentage of accidents, the report gives two important reasons. These are: (1) the increasing difficulties and hazards in the mining of coal, and

(2) ignorance and the resultant carelessness on the part of the workers. The following paragraphs from the report bearing upon these points are of interest:

"Years ago bituminous coal was extracted chiefly by the use of the pick and without any particular rush. To-day machines are largely used and a feverish haste characterizes nearly all operations. The coal then lay easy of access and easy to mine. To-day the veins are deeper in the earth and the coal is much more difficult to extract. In the early days of mining the Pennsylvania miner was a graduate from the mines of Great Britain, with small percentages from Germany, Belgium and France. He was intelligent and skilful, and his ability as a workman was equalled by his appreciation of the dangers that surrounded the occupation. To-day most of the new miners come from Southern Europe, many from the agricultural regions populated by the Slavic race, and are without any knowledge of mining and possess very little knowledge in other directions.

"It is evident, therefore, that outside aid, practical suggestions and legal provisions can accomplish but little more in the way of reducing accidents. Unquestionably the existing measures protecting the mine workers are sufficient to make the industry much safer than it is, but the individual worker must exert himself if he is to hope for greater immunity. The personal equation enters very largely into the subject and it is this phase that must be considered in any further effort made to lessen the number of accidents. The individual must be educated and impressed with the necessity for looking after his own safety and the safety of his fellow workers.

"There exists a pressing need, there-

fore, for more thorough education of the workers. The more intelligent the worker the more careful, other things being equal, is he in his work."

A realization of the fact contained in the last paragraph has since led to a great increase in the number of night schools, mining institutes and vocational schools in the Pennsylvania mining districts. The purpose of these schools is to afford opportunity for education to all classes of employees in and about the mines. Considerable emphasis is placed on the teaching of the English language,

a knowledge of which makes it possible for the pupils to study mine law, mine gases, ventilation, haulage, drainage, timbering and pumping. The education of foreign-born workers in one branch of English is said to increase their efficiency about twenty per cent. To what extent a knowledge of these problems increases the conditions of safety is hard to determine, but it is thought that at least as many accidents have been prevented through the education of the workers as through the increased efficiency in the manner of operation.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Supreme Court sustains judgment declaring switch light not a "fixed signal"

IN the case of a locomotive engineer who was awarded damages by the Courts of Saskatchewan* for injuries in a collision, an appeal was taken by the company to the Supreme Court of Canada. This action, which was brought under common law, resulted in a verdict of \$15,820 awarded by the trial jury, and judgment was entered accordingly. The judgment was sustained by the Court of Appeal on an equal vote, and the case was taken by the defendants to the Supreme Court. It appears that the collision was due to the plaintiff's train running on the wrong track, he and his fireman having failed to see the light of the switch which caused the train to leave the proper track. The question at issue was whether the switch light was a fixed signal or not according to the company's rules, engineers being required by Rule 401 to know the indication of all fixed signals before passing them. It was held by the plaintiff that switch-stand signals

were not "fixed signals," and that even if they were, he had complied with the requirements of the rule, having received from the switch tender the signal that all the switches were set properly, and having instructed the fireman, on whose side the switch-stands were situated, to keep a careful watch for the signals. It was held by the defendant company that a switch light was a "fixed signal," and that the plaintiff was guilty of contributory negligence in failing to obey Rule 401. The majority of the Supreme Court sustained the claims of the plaintiff. It was pointed out in the judgment that if the switch stand lights were signals, then according to Rules 10 and 661 trains and engines would be required to stop when these lights showed red, which is not the case. It was further held that the words "must know" in Rule 401 do not necessarily imply knowledge acquired solely by the use of the engineer's own eyes to the entire exclusion of every other source of knowledge however reliable. The appeal was accordingly dismissed with costs. (*Canada—Walker v. Canadian Pacific Railway.*)

*See the LABOUR GAZETTE for June, 1918, p. 462.

A millwright, who had been injured when at work, brought action against his

**Method of
estimating
yearly wages
under Work-
men's Com-
pensation Law
of Quebec**

employer for damages under the Workmen's Compensation law of Quebec. He was awarded damages by the Superior Court at Three Rivers, but an appeal was taken and the case was heard in the Court

of King's Bench. The point in dispute was as to whether his yearly wages should be estimated at more or less than \$1,000, the law being applicable only to employees receiving not more than \$1,000 a year. It appears that the plaintiff was earning \$3.50 per day, but had only been at work for two months and a half, during which period he received \$230.38. For the complementary period to make up the twelve months the law requires that the average wages of workmen of the same category as the injured employee be taken. The Court found that there were fifteen millwrights in the appellant company's mill who had been employed for various periods during the nine months and a half prior to the entry of the respondent into their service. These men were paid at various rates from 25 cents to 45 cents an hour. In order to find the average wages the total earnings of these men were divided by the total hours worked, and the result showed an average rate of 39.08 cents per hour. Multiplying this by the number of working hours in nine and a half months, and adding the sum to the \$230.38 earned by the plaintiff, the result was a total of \$1,144.19, which represented the yearly wages of the plaintiff. The judgment of the Superior Court was therefore annulled and the action was dismissed with costs of the

two Courts. (*Quebec—Marcotte v. The St. Maurice Paper Company.*)

A workman engaged in erecting a temporary hoist in a building under construction fell backwards off a beam on the fifth floor through the light well to the ground floor of the building and sustained serious injuries. He brought action under the common law against his employer for

**Employer not
liable if acci-
dent due to
choice of
dangerous
way of doing
work**

personal injuries, with the usual alternative claim for compensation under the Workmen's Compensation Act of Alberta. The negligence complained of by the plaintiff lay in the failure of the defendant to fence or cover the openings through which he fell and to fence the outer edge of the beam. It appears that the plaintiff was placing a 2x4 scantling on the beam, and to do this he had the alternative of either standing on the beam at the risk of falling, or covering up the side openings with planks and standing on them to do his work, without any risk beyond falling through the opening in front of him, which risk he had to assume on account of the nature of his work. It appears there was abundant material at hand to cover the side openings, and the plaintiff admitted that he knew it was dangerous to do the work while standing on the beam, but he did not complain to his superintendent of the danger or ask to have the openings protected. The Court pointed out that the plaintiff had the choice of two methods of doing his work, one of which was dangerous and the other safe, and that he deliberately chose the dangerous one. In view of this the Court held that the accident did not arise out of the plaintiff's employment, since the method

of doing his work, which was unauthorized and improper, created a new and added peril which was not incidental to his employment. The plaintiff's action was therefore dismissed. (*Alberta—Powell v. Thomas, Jamieson & Mackenzie, Ltd.*)

A farm labourer was working on top of a silo, attaching ropes to a pulley in

**In suit for
damages, new
trial ordered—
jury not
adequately
charged**

preparation for filling it. In order to do this he was compelled to get on a loose plank, which slipped, causing him to fall to the ground inside the silo. He sued his employer for damages,

and upon the findings of a jury he was awarded \$4,000 with costs, the defendant being found guilty of negligence in not having the plank properly secured. An appeal was made by the defendant, and the case was heard by the Appellate Division of the Supreme Court of Ontario. The evidence showed that the plank had been placed in position by a

former employee of the defendant, but that the latter had not examined it to see if it was safe. The plaintiff, however, had tried the plank before the accident and was satisfied that it was secure, and the evidence did not show why, on an inspection by the defendant, more would probably have been discovered. In the judgment of the Court it was declared that the authorities showed that the master is not an insurer of his servant's safety, but is only required to exercise such ordinary care and diligence as may be reasonable in view of the work performed and the surrounding conditions and circumstances. It was held that the question as to whether the master did all that should be expected from a reasonably careful and prudent employer to avoid the danger, or to discover and remedy it, was not fully and adequately placed before the jury in the charge of the trial judge. For these reasons the appeal was allowed without costs and a new trial ordered. (*Ontario—Goodwin v. Taylor.*)

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MINISTER—THE HONOURABLE GIDEON D. ROBERTSON.
DEPUTY MINISTER—F. A. ACLAND.

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Number 2

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

The percentage of unemployment among the members of trade unions

at the beginning of January was 2.76, as compared with 2.42 at the same time last year and .72 at the beginning of October, 1918.

During January there was some unemployment in practically all the cities and towns with the exception of Halifax and Sydney, which, however, was mainly confined to unskilled and semi-skilled labour. In the mining industry there was a surplus of labour in the Calgary and Fernie coal regions, while some of the mines at Lethbridge closed down temporarily through lack of orders. Some of the nickel mines also closed down temporarily. In civic employment there was an increase in comparison with December, 1918, and a decline in comparison with January, 1918.

The time loss on account of industrial disputes during January was less than during December but greater than during January, 1918; and there were in existence during the month 13 strikes, involving approximately 1,000 work-people, and resulting in a time loss of 20,737 working days.

The cost of the weekly family budget of staple foods averaged \$13.78 at the middle of January as compared with \$13.65 in December, \$12.42 in January, 1918, and \$7.73 in January, 1914. The index number of wholesale prices stood at 286.5 for January, as compared with

288.8 for December, 258.7 for January, 1918, and 136.5 for January, 1914.

Proceedings under the Industrial Disputes Investigation Act

During the month of January the Department received reports from three Boards of Conciliation and Investigation appointed to inquire into disputes

affecting (1) the Steel Company of Canada, Gananoque, Ont., and certain of its employees; (2) Toronto Railway Company and certain of its employees; and (3) the Grand River and Lake Erie and Northern Railways and certain of their employees. Reports were received from the Labour Appeal Board to which had been referred the cases of (1) the Polson Iron Works, the Dominion Shipbuilding Company, and the Toronto Shipbuilding Company, all of Toronto, and their ship carpenters, caulkers, joiners, etc., and (2) various Toronto firms and certain of their employees, being patternmakers.

Two applications for the establishment of Boards were received, further appointments made to Board which had been established during the preceding month, two appointments made to fill temporary vacancies occurring on the Labour Appeal Board, and a Royal Commission appointed under the Inquiries Act to investigate with regard to unrest existing in the coal mining industry on Vancouver Island.

Orders-in-Council re non-employment in war time rescinded

Owing to changed condition resulting in the dislocation of industry following the signing of the armistice, the Government has rescinded Orders-in-Council P.C. 815 (April 4, 1918), P.C. 1925 (August 5, 1918), and P.C. 2252 (September 13, 1918), which related to non-employment in useful occupations in war time and which were passed at a time when it was possible for every person in Canada to be usefully employed.

Restrictions of Canada Food Board removed

At the end of January an announcement was made that all restrictions on the three classes of food purveyors, namely, retail dealers, wholesale grocers, and proprietors of public eating places, had been withdrawn by the Canada Food Board, and pre-war conditions were restored in these trades, licenses being no longer required. Previous orders of the Board affected by this announcement are Nos. 17, 21, 22, and 46. Order 63, which had been in force since September, fixing prices to be paid to fishermen for British Columbia salmon, was likewise repealed. The announcement added that all restrictions on bakers and confectioners had also been removed, to take effect on February 10.

Proposed Labour Legislation in Quebec

The third session of the fourteenth legislature of the province of Quebec opened on January 21. Among the subjects of legislation announced in the Speech from the Throne were the allotment of free farming lands for returned soldiers; the establishment of employment bureaus in the principal centres of the province; provisions for the better housing of the working classes; and the appointment of a Deputy Minister of Labour. A bill covering the last subject was introduced in the Legislative Assembly on January 24 by the Hon.

Mr. Taschereau, Minister of Public Works and Labour.

Child Labour in Alberta

At the annual convention of the Alberta Federation of Labour, which met at Medicine Hat on January 6, a committee was appointed to take action with regard to the alleged illegal employment of children in a factory situated in the adjacent town of Redcliffe. Proceedings were instituted by the committee against the management of the factory, but they were dropped after the convention had heard a report by a member of the committee who alleged that the justice of the peace before whom the information was laid was not only unsympathetic but was himself an employer of child labour, that the parents of the children themselves were acquiescent, and that the other workmen in the factory were so loath to give evidence that the committee anticipated great difficulty in securing justice in the event of bringing the case to court.

Codification of Child Labour Laws in the United States

According to a recent statement issued by the National Child Labour Committee, seventeen states of the Union are taking steps for the codification of all child labour laws. The Missouri Children's Code Commission has presented to the Legislature a plan for bringing the laws of the state into harmony and offering an opportunity for the enactment of new laws needed to complete the code. Oklahoma, North Carolina, Alabama, West Virginia and Nebraska are among the other states which will ask their legislatures for the appointment of code commissions this year. Miss Julia Lathrop, chief of the Children's Bureau of the United States Department of Labour, and Miss Grace Abbott, director of the Child Labour Division, are at present in Europe consulting with child welfare experts of England, France and Italy. Arrangements are being made for the attendance of European child

welfare authorities at a conference to be held in the United States under the auspices of the Secretary of Labour. The purpose of this conference will be the development on a working basis of the "irreducible minimum standard for the health, education and work of the American child," the need for which was stressed by President Wilson in his letter endorsing the Children's Year.

The Workers Educational Association of Toronto The Workers' Educational Association of Toronto and district is the subject of a special article in this issue by Professor R. M. McIver, of Toronto University. The necessity for such an Association is expressed by its secretary in these words, "the growing influence and power of the labour movement projects the necessity for more educational facilities, and the Association will endeavour to provide an opportunity for the workers to acquire the knowledge which is essential to their welfare as citizens." The object of the Association is to provide an opportunity for the workers to obtain the benefit of a university education, and assist them to acquire the knowledge which is essential to intelligent and effective citizenship. With this end in view, Political and Economic Science, History, English Literature and other kindred subjects may be taught. The constitution has been so devised that the trade organizations of Toronto will act as a corporate body and partially guarantee the existence of an association, the University of Toronto also assuming a part of the responsibility. The officers are: president, James Richards; vice-president, Professor R. McIver, and secretary, Jas. H. H. Ballantyne, 53 Pauline avenue, Toronto. An account of the movement in England, which was first inaugurated in 1907 by the University of Oxford, appeared in the LABOUR GAZETTE, 1918, page 823.

Proposed Instruction Course for pulp and paper workers

At the annual meeting of the Technical Section of the Canadian Pulp and Paper Association, on January 30, it was resolved as soon as possible to establish a course of instruction for employees in the pulp and paper industry. The step was taken on the recommendation of the joint executive committee on vocational education, which declared in its report that there was urgent need for a simple course of instruction for employees that each man might take up in his spare time, and that would result in a better product. This committee proposed that the course should be along the most successful lines followed by correspondence schools and university extension workers. It would comprise from 30 to 40 separate pamphlets, each dealing with one specified subject in the clearest language, and fully illustrated. The subjects would include arithmetic and mensuration, chemistry, mechanics and hydraulics, heat and ventilation, electricity, safety, sanitation and health, as well as many subjects particularly bearing on the making of pulp and paper. On the following day the scheme was endorsed by the Association as a whole, and the sum of \$30,000 was voted for this work. This amount is to be spread over several years, and during the coming year it was decided to expend \$5,000 for the technical training of employees along the lines suggested.

A new Soldiers' Settlement Act proposed

It has been stated by the Minister of the Interior that the existing Soldiers' Settlement Act, which was briefly discussed in the January issue of the LABOUR GAZETTE, will likely be superseded at the next session of Parliament by a new act which will empower the Soldiers' Settlement Board to acquire, by expropriation or otherwise, land in any province either directly or through provincially constituted boards. It is proposed that in the

case of land acquired provincially, the Federal Board will have first privilege for a limited time to take over same at cost price, thus giving soldiers preference of all land acquired under the general system. Land so acquired will be sold to soldiers on an amortization plan at twenty years or longer at 5 per cent interest. Each soldier's allotment of land is to be limited by value, not acreage, and the limit suggested is \$5,000. Each soldier shall be required to pay one-tenth down, but the Board shall have power in very special cases to relieve him of this obligation. The soldier is then provided with stock and equipment up to \$1,500 upon which no interest shall be payable for two years, and thereafter at 5 per cent short term. As the soldier improves the land, an additional \$1,000 may be advanced repayable on the amortization plan. Soldiers securing land privately on terms provided by the Board shall also be entitled to assistance for equipment and to additional assistance for improvements as outlined above.

The Saskatchewan Co-operative Creameries

The progress of the movement of co-operative production in Western Canada was strikingly shown at the second district convention of the Saskatchewan Co-operative Creameries which was held in January at Birch Hills, Sask. The organization grew from 213 patrons and shareholders in 1907 to over 10,000 in 1918, and in the same period its annual business turnover had increased from \$16,068 to \$1,887,318. The total paid up capital of the organization was only \$177,124, but it had a cash reserve of \$75,540, which in thirteen years had never been drawn upon for any contingency. The total assets, including buildings, equipment and produce on hand, were \$762,788. There were sufficient profits in 1918 to declare a dividend of eight per cent on the capital, to pay a bonus to patrons according to the extent of their patronage, and to

set aside a large cash reserve for depreciation. The growth of the organization was attributed to the rapidly increasing number of farmers who were shipping their cream to the Co-operative Creameries, and not to any growth in the number of cattle. Cold storage plants were established at Regina and Saskatoon, and the directors were considering the further enlargement of their plants and the opening of new ones, mostly in Northern Saskatchewan, in order to handle the business offering, thousands of dollars of which had to be turned away.

Proposed Industrial Research Bureau of Alberta

Steps are being taken to establish a research bureau in Alberta for the purpose of ascertaining what industries could be successfully operated in the province. The subject was first introduced at the Union of Alberta Municipalities at Medicine Hat last autumn. At this meeting a committee of eight, appointed to consider the matter, introduced the following resolution which was carried unanimously: "That this committee on industrial research in Alberta, appointed at the 1918 convention of Alberta Municipalities, having considered the suggestions made in Mayor Brown's (Medicine Hat) address at the convention, respectfully suggest that the Premier of Alberta, Mayor Crystal (Carstairs), chairman of the Alberta Union of Municipalities, and Mayor Brown call a conference at an early date at Edmonton, and that they should arrange to have presented at the conference a full statement of the connections already made in this direction with the Dominion Scientific Research Council, and also the work done at the University of Alberta. That there should be invited to the conference, which should be an open conference, the members of the legislature; the mayors and aldermen of the cities, and reeves of towns and municipalities; the industrial and labour interests of the

province; the president of the university and his staff; the boards of trade of the province." A meeting was held at Calgary on January 18th to urge upon the provincial government the necessity of establishing an industrial research bureau. Subsequently the Premier consented to act on the committee of three appointed at the Convention of the Union Municipalities, and it was decided to call a conference at Edmonton in the near future.

**National Civic
Federation
Commission
to visit Europe**

The Reconstruction Committee of the National Civic Federation of the United States recently adopted a resolution empowering the president of the Federation to name a commission to visit England, France and Italy for the purpose of reporting: (1) on the methods adopted with regard to the relations of employers and employees, with especial reference to collective bargaining, mediation and arbitration, the shop steward system, the Whitley Committee programme, profit-sharing, bonus and co-partnership, social insurance, and employment exchanges; (2) on the after-the-war policy of the governments of those countries with respect to government ownership and operation of public utilities and basic industries, and price-fixing affecting the essentials in production; and (3) on the methods in operation or under consideration for providing homes or cultivable lands either for the men released from war service or for citizens in general. In another resolution, the president was authorized to name a committee to enquire into and report upon the operation of the various war emergency measures adopted to secure co-operative measures between employers and employees, and to report also upon the effectiveness of the government operation of public utilities and basic industries, as well as of the regulations fixing the prices of essentials in the United States.

**Reconstruction
programme of
American Fed-
eration of
Labour**

A reconstruction programme of the American Federation of Labour has been submitted to the United States Senate Committee on Education and Labour, which are conducting an inquiry upon which to pass reconstruction legislation. The proposals of the Federation included legislation making an interference with the rights of employees to organize a criminal offence; to put an end to the exploitation of children; a referendum for legislation held unconstitutional by Supreme Courts; government ownership or control of public and semi-public utilities, including government ownership of wharves and docks; a graduated tax on agricultural lands not cultivated by the owners; the licensing of corporations organized for profit, and the regulation of their powers, privileges and activities; the amendment of workmen's compensation laws, and state insurance in the place of employers' liability insurance; the prohibition of immigration into the United States for two years after the proclamation of peace; an increase in taxes on incomes, inheritances and land values; abolition of private employment agencies; provision for a small standing army and voluntary state militia; free transportation of discharged soldiers and sailors to their homes, and the continuance of their pay for one year if they cannot find employment; the development of waterways and the sale of water power to consumers at actual cost; government supervision of public educational systems and maintenance of adequate educational facilities; government construction of workers' houses and a credit system to enable workmen to build their own homes. The programme also called for a working day of eight hours and a week of five and one-half days, with overtime prohibited except in emergencies; equal pay for women for equal work; and the development of the American merchant marine under government control.

**Social Welfare
Congress,
Toronto**

At the annual convention of the Social Welfare Congress held in Toronto on January 15, 16 and 17, the subjects of immigration, mental deficiency, child welfare, dependent mothers' allowances, and reconstruction in industrial life, were discussed. In regard to immigration, a more stringent examination at the port of entry was advocated. Dr. A. H. Desloges, general superintendent of insane asylums of the province of Quebec, in speaking of the increasing number of foreign-born patients in our asylums, condemned the practice of giving bonuses to immigration agents. He stated that the Federal Government should assume the responsibility for these patients. Dr. Bryce, in speaking on "Infant Mortality and Hygiene," drew attention to the necessity of prenatal hygiene. Dr. Helen MacMurchy, in her address on "Some Children," quoted Lloyd-George as saying, "You can't run an A1 empire on a C3 population." Dr. Dobson is reported to have said that in the prairie provinces there are 47,000 male and 45,000 female illiterates over ten years old—about 7½ per cent of the population. Of these illiterates 31½ per cent are Canadian born, 1 per cent British born, and 67½ per cent foreign born. He stated further that about 8 per cent of the total population of the western provinces do not speak English. The creation of a federal bureau of child welfare was advocated, although it was recognized that the State could not improve upon the training of good parents. Miss Charlotte Whitton, M.A., in her paper on "Child Labour," said there was an alarming increase in child labour in the

United States, and attributed this largely to the necessity of the parents, and to the fact that "poverty breeds child labour and child labour breeds poverty." As a remedy she recommended minimum wages, mothers' pensions, wider education, development of play, doing away with street trades, and education of the parents. Mr. J. H. T. Falk, director of the Social Service department, McGill University, has administered mothers' allowances for two years in Winnipeg, and expressed the belief that it would be "good business" to establish them in all provinces throughout the Dominion.

Jottings

The Ontario Government has announced its intention to give a war bonus to civil servants in its employ, the bonus to be \$200 for married men and \$100 for single men, but those with perquisites such as free houses, etc., will not be entitled to the bonus.

Elsewhere in this issue is an article on an Act recently passed in Great Britain prescribing minimum rates of wages in all industries for six months from November 21st.

John A. McClelland, vice-president of the International Association of Machinists, and H. I. Thomas, of Ottawa, have been appointed as temporary members of the Labour Appeal Board to act in the places of Gustave Francq and G. H. Duggan, who will both be absent for some time.

Complete figures of the work of the United States Employment Service for the year 1918 are as follows: Registrations for employment, 4,211,942. Of

these 3,931,560 (or 93.3 per cent) were referred to jobs, and 3,099,295 (or 73.8 per cent) were placed in jobs. The total number of applications from employers was 8,799,798.

Sir William Hearst, Premier of Ontario, recently declared that it was the intention of his government to go forward with the construction of the inter-provincial highway and county system of good roads, providing employment not only in the actual construction but also in allied industries, such as cement and bridge works, etc.

In order to ascertain the amount of employment in road construction and repair work available for returned soldiers and sailors, the United States Department of Agriculture has obtained reports from twenty-nine states, which indicate that during 1919 they could use for this work 11,600 skilled labourers and 91,900 unskilled.

An Employers' Commission, designated by the United States Secretary of Labour, has recently sailed for England to study labour conditions and governmental labour policies in Great Britain and report thereon to the Department. Its investigations will occupy several months.

A conference of coal operators and representatives of the miners of Nova Scotia was recently held in Montreal to consider a new wage agreement, an eight hour day, and the question of the amalgamation of the Amalgamated Mine Workers of Nova Scotia with the United Mine Workers of America. Representatives of the latter organization were present also. It was agreed to call a

further conference to be held at Sydney, N.S., about the third week in February.

A representative of the American Federation of Labour recently completed an investigation of conditions of waitresses in the restaurants and hotels of Toronto. Her report states that the highest rate paid in hotels is 69 cents a day if the waitress rooms in the hotel, and 83 cents a day if she rooms elsewhere. In the majority of the hotels they are expected to work seven days a week. In the Chinese and Greek restaurants the waitresses receive from \$12 to \$15 a week.

By a recent decree of the Italian government, private firms are ordered to grant a new bonus to their employees in order to meet the high cost of living. On the first 100 lires of salary this bonus will amount to 60 lires for married men and widows with children, and 50 lires for all other employees. On each additional 100 lires, 25 lires are to be paid.

The result of the Economic Essay Contest conducted by the Chicago firm of Hart, Schaffner & Marx, for 1918, has been announced. In Class A, open to all Americans except undergraduates of an American university, the first prize of \$1,000 was awarded to H. H. Hartman, LL.B., Illinois Public Utilities Commission, for a paper entitled "The Meaning and Application of 'Fair Valuations' as used by Utility Commissions"; and the second prize of \$500 to H. D. Dozier, M.A., of the University of Georgia, for an essay entitled "A History of the Atlantic Coast Line Railroad." In Class B, open to undergraduates, no prizes were awarded.

INDUSTRIAL CONDITIONS

INDUSTRIAL CONDITIONS DURING JANUARY, 1919

I.—General Review

With the exception of Halifax and Sydney unemployment was reported in most of the cities and towns in the Dominion. This was attributed partly to the return of soldiers, to the time necessary for the re-establishment of industry, to peace conditions, and the natural slackness that is always evident in the month of January, particularly in the West. The increase over December in unemployment was not so great as it might have been, owing to the amount of emigration of alien labour, mostly unskilled, during the month. The unemployment generally was confined to unskilled and semi-skilled labour, owing to the fact that, in many cases, employers in readjusting their working forces had released the semi-skilled and less efficient workers and replaced them by a better class of labour. The unemployment, however, was accompanied with little or no distress, and there appeared a tendency on the part of some branches of skilled labour to refuse work where the wages offered were less than those that had previously been received. In metals and machinery, employment, while varying, was generally good, although it was not possible to absorb all the skilled labour available. Shipyard workers were very active except at Sorel, Kingston and New Westminster, where there was some unemployment. In the food group, bakers and confectioners were active, but the abattoirs and packing-houses in many instances laid off several men. In the clothing group there was a slight demand for female help. Pulp and paper mills released a number of employees during the month.

All printers were very active and the paper box makers generally were very well employed. In the woodworking and furniture group conditions were quiet. In the tanneries employment was good and rubber workers were very active. In chemicals and explosives there was some unemployment, due to the cessation of the war. In transportation the railways were very busy with troop trains. Employment of train crews, however, was somewhat affected by the mild weather which made it possible to handle a maximum of cars with a minimum of men. In parts of the western provinces the railways were rather slack, owing to the exceptionally light movement of coal due to the mild weather and to the fact that much coal had been hauled during the summer. Employment was very good in all railway repair shops. In the mining industry there was a plentiful supply of labour, in consequence of which the Cobalt silver mines were operating at normal capacity. There was also increasing activity in the Porcupine gold district. Some development work was started in the Rossland district. Nickle mines, however, owing to changes in the metal market, temporarily closed down, putting hundreds of men out of employment. In coal mining there was a surplus of labour in the Calgary district, and the closing of the mines at Lethbridge caused considerable unemployment. At Fernie the number of miners engaged was below normal. The lumbering industry was very active, except in the Fernie and Vancouver districts, where unsettled conditions prevailed. There was a good demand for tie makers in the Port Arthur district. Logging operations gen-

erally were somewhat handicapped by the very light snowfalls. The building trades generally were dull except at Halifax and Sydney, where there was considerable activity. The value of building permits issued in 35 cities decreased from \$1,640,724 in December to \$1,096,974 in January, or 33.1 per cent. As compared with January, 1918, there was a decrease of 30 per cent.

The loss of time on account of industrial disputes during January was less than during December, and greater than during January,

Strikes

1918. There were in existence at some time or other during the month 13 strikes involving approximately 1,000 workpeople and resulting in a time loss of 20,737 working days, compared with 17 strikes, 5,384 workpeople and 64,079 working days in December, 1918; and 11 strikes, 760 workpeople and 7,898 working days in January, 1918. On January 1 there were on record 8 strikes, affecting 731 workpeople. Five strikes were reported as having commenced during January compared with the same number in December; four of the strikes commencing during

January were reported terminated, leaving nine unterminated strikes, affecting approximately 881 workpeople, on record at the end of January.

In wholesale prices the movement was slightly downward owing to declines in grains, fodder, fruits, vegetables, metals, metal products, and chemicals, and in the sundries group.

Prices

There were some increases in liquors and tobacco. In the animals and meats group cattle recovered the drop that was experienced towards the end of 1918, but there was a steep decline in hogs and a slight decline in hog products. The index number was slightly lower, being 286.5 for January, as compared with 288.8 in December and 290.9 in November, 1918. In retail food prices there were a number of slight increases in meats, dairy products and bread, with decreases in bacon, rolled oats, beans, evaporated apples and sugar. The weekly budget averaged \$13.78 as compared with \$13.65 in December, 1918, \$12.42 in January, 1918, and \$7.73 in January, 1914. In fuel there was a slight decrease owing to lower prices for wood, but anthracite coal averaged slightly higher.

II.—The Industries and Trades

The output of the Dominion Steel Company at Sydney for January was, in tons, as follows: pig iron, 27,500; rods, 10,000; billets and bars, 5,150; wire products, 4,410, as compared with 30,000 tons of pig iron and 13,300 tons of rails in December. Four blast furnaces and 485 coke ovens were in operation. The output of the Sydney Mines plant was 8,600 tons of steel and 6,700 tons of iron, as compared with 10,000 tons and 7,700 tons respectively in December. Coke ovens in operation, 187. Halifax reported that iron workers, boilermakers, ship carpenters, etc., were all very active, and that employment

was good in the rolling mills. Electrical workers and machinists were very busy, but there was a slight falling off in employment in the stove foundries. Westville reported that the steel plants were very dull. Amherst reported that the shops and rolling mills were fairly well employed, but that there was some shortage of material. At Charlottetown machinists, boilermakers and blacksmiths had a busy month. Fredericton reported the machine shops and foundries well employed. At St. John employment was good in both shipyards and among the tin and sheet-metal workers. At Moncton the machine shops were active, but the foundries were rather quiet. Montreal reported that employment was fair

in the steel industry and in the engine and boiler plants. Shipbuilders, automobile and agricultural implement workers were active, but sheet-metal workers were quiet. Quebec reported that the shipbuilding and repairing yards were busy and that the stove and furnace foundries were active, but that the rest of the group was very dull. Sherbrooke reported dullness. At Three Rivers the Canada Iron Foundries, Limited, employed about 500 men and the shipyards employed about 1,100. Ironworkers had a fair month at St. Johns and Iberville. Sorel reported some unemployment among machinists, ironworkers and shipyard workers. Toronto reported that structural steel plants were fairly active, notwithstanding the shortage of raw material. Shipbuilders were busy with largely increased working forces, with good prospects of steady work ahead. Engine, boiler and machinery workers were quieter than during last month. Agricultural implement, tractor and bicycle plants were busy, and sheet metal and electrical industries were in steady operation. Brass workers were fairly well employed. Hamilton reported the shipbuilding and repairing yards only fairly well employed, while the rest of the group was active. Niagara Falls reported that the metal working industries continued to be busy and that there was a slight demand for skilled machinists. At Welland a rolling mill shut down and released 200 men. St. Catharines reported some unemployment among metal workers, but boilermakers, electrical and brass workers had good employment. Toolmakers at Brockville were reported active. The shipyards at Kingston laid off a number of men. Belleville reported that the machine shops and foundries had reduced their staffs, while the steel company had practically suspended operations. Peterborough reported dullness in the metal group. Galt and Kitchener reported that the machine shops generally continued to be busy, but at Brantford they were inclined to be quiet. Guelph reported that the metal

trades continued to be active, although many munition workers continued to be out of employment. The automobile and threshing machine companies at Stratford were well employed. London reported that the rolling mills continued to be active, but that the other metal workers were quiet. The McClary Manufacturing Company reduced their hours from 55 to 45 per week in their moulding, mounting and polishing shops, which affected over 500 men. The Ford Automobile Co.'s plant continued to be closed. The ironworks and foundry at London were well employed. At Chat-ham the foundries and machine shops worked full time with full staffs, while the automobile company took on a few additional hands. At Windsor the Trussed Concrete Steel Company re-engaged a lot of their hands, and the tool companies were working overtime. The automobile companies ran full time and other firms in this group were well employed. Owen Sound reported fair employment in ocean machinery plants, but otherwise dullness in this group. The Algoma Construction and Engineering Company at Sault Ste. Marie considerably reduced their staff and much unemployment resulted. At the shipyard in Port Arthur 132 men were taken on during the month. Winnipeg reported that all branches of the metal and machinery trade were fairly well employed. At Brandon the machine shops and agricultural implement firms were busy, but at Regina they were very dull. Saskatoon reported normal conditions in the local foundry. At Medicine Hat the foundries were all quiet. The ironworks at Calgary were fully employed, also the automobile and motor engine firms. Farm implement makers were dull. Vancouver reported that both wooden and steel shipyards were working full time and that automobile repair and machine shops were busy. Electrical workers were fully employed. New Westminster reported that the shipyards and machine shops laid off a large number of men during the month. Victoria reported that about 100 foundrymen

were laid off, but that the wooden shipyards were very busy and that about 2,600 men were employed in the shipyards. Employment was fairly good in the stove foundry.

Halifax reported a general improvement in the fancy baking and confectionery houses due to the removal of restrictions. Aerated water manufacturers experienced the usual seasonal dullness.

Sydney reported that a flour mill began operations during the month. The milling and grinding firms at Westville were rather dull. The Borden milk factory at Truro worked full time. Charlottetown reported that the abattoirs and meat packing houses and tobacco factories were active. At Fredericton the packing houses and flour mills were busy. At St. John the sugar refinery ran day and night and the flour and feed mills were active. Bakers and confectioners reported an increase in business and the two breweries continued to be active. The flour mills at Moncton were steadily engaged. Montreal reported that the flour and feed plants were active, that bakers and confectioners were normally employed, but that brewers were quiet and cigarmakers dull. The William Davis Company, Limited, meat packers of Montreal, closed their premises about two days in each week during January, which affected about 3,000 employees. Quebec reported dullness in the abattoirs and packing houses. The creameries and dairies were active, but the tobacco factories were quiet and the breweries very dull. Toronto reported that the flour, feed and cereal industries were quiet and that the abattoirs and packing houses had laid off a number of men and were also working short time. Bakers and confectioners were well employed. The fruit canneries were busy in some departments. Cigarmakers and brewers were dull. The flour mills at St. Catharines were active. Kingston reported the flour and

feed mills well employed and the breweries active. Belleville reported the flour and feed mills quite active and the confectioneries and creameries well employed. The flour mills at Peterborough were active, but the cereal mills and packing house reduced their staffs. The condensed milk factory was active. Galt and Brantford reported activity in this group. Cigarworkers were well employed. The sugar factory at Kitchener released about 250 men during the month, but these were absorbed elsewhere. The wholesale sausage factories and meat packing houses were busy, and the breweries worked full time. The flour mills at Guelph were rather quiet, but feed mills were very active. The milling companies and packing houses at Stratford were steadily engaged. London reported that the flour and cereal mills were busy and that the biscuit firms were taking on female help. Some cigarworkers were taken on during the month, but the brewery workers were dull. The Empire flour mill at St. Thomas was well employed. Chatham reported that the flour mills were very quiet and that the sugar company had closed down at the middle of the month. The abattoir also closed down, releasing about 150 hands. Employment in the baking industry improved. Windsor reported some improvement in the cigar factories. At Winnipeg there was a demand for experienced help in the confectioneries and bakeries. The milling companies and abattoirs reported no change in conditions. Brandon reported that both the flour mills had closed down temporarily owing to the embargo, but that the employees had been retained. Bakers were busy, but cigarmakers and brewers were dull. The flour mills at Regina remained closed, but anticipated opening up shortly. The abattoir reported business fair and the soft drink establishments were well employed for the time of year. Moose Jaw reported employment good in the flour and rolled oats mills and in the abattoirs. At Prince Albert the flour mills were busy, but the abattoirs and packing

houses laid men off temporarily. The Quaker Oats Company at Saskatoon laid off its night shift. At Medicine Hat the flour mills worked full time, but at Calgary they worked in half shifts. The abattoirs and packing houses at Calgary considerably reduced their staffs. Brewers and soft drink workers and cigar-makers were very dull. Bakers at Fernie reported a dull month due to the recent importation of bread from Lethbridge; confectioners were also dull. The Swift Canadian Packing House Company at Edmonton had 550 hands, who they expected to employ for some months to come. The sugar refineries, abattoirs and packing houses at Vancouver were reported very busy. The vegetable evaporating plants were active and the cigar factories fairly well employed. The meat packing plant at New Westminster laid off several men during the month. Employment in the cigar factories improved and the brewery and distillery were working steadily though with small staffs. The breweries at Victoria were operating steadily, largely on orders from outside points.

St. John reported both cotton mills running steadily. At Moncton the Humphrey Woollen Mills and

**Textiles,
cordage and
carpets**

the Maritime Linen Co. were well employed. Montreal reported that the cotton mills had sufficient work to keep their staffs occupied, but that the woollen manufacturers in some cases had closed down temporarily due to the suspension of war orders. Quebec reported that the cotton mills were very busy. The woollen mills at Sherbrooke were fairly well employed. The Wabasso Cotton Co. at Three Rivers continued to employ over 1,200 hands. Toronto reported that the textile factories had a fair amount of work but were not so active as during last month, a few hands being laid off. Employment was steady in the carpet factory. Kingston reported that the tex-

tile workers were still on strike, although a small number had remained at their work. At the hosiery mill a slackening off was reported. There was some demand for textile workers at Peterborough. Galt reported the cotton, woollen and silk mills very busy. The Dominion Twine Co. at Kitchener cut their hours from 10 to 8½ without any reduction in wages, affecting 50 employees. The cotton and woollen spinning mills and knitted goods factories at Guelph were active. The Dominion Linen Mills were advertising for spinners, rulers, weavers, etc. At Stratford the woollen mill was steadily employed, but the knitting factories closed down although one opened up later with a full staff. Woodstock reported a shortage of girls in the textile factory. The Peerless Hosiery Co. at London took on considerable female help. The knitting company at St. Thomas worked day and night shifts. Chatham reported the woollen mills very busy with orders ahead. The Orillia Worsted Co. employed between 50 and 60 hands. Winnipeg reported the knitting concerns and bag companies were reducing their staffs. Vancouver reported the knitting goods factories and the tent, awning and sail factories busy.

Halifax reported a shortage of female help in the ready-made clothing establishments. The steam

**Clothing and
laundering**

laundries were busy, but the dyeing and cleaning establishments were rather quiet. The shirt company at Truro worked to capacity. The ready-made clothing establishments at St. John were fairly active and the steam laundries continued to be well employed. The Maritime Hat and Cap Co. at Moncton worked with a full staff, and the steam laundries were very busy. Ready-made clothing factories at Montreal were very quiet at the beginning of the month, but became more active later. Whitewear workers and laundry hands were well employed. Quebec reported that ready-made clothing workers were

active, but that glove and fur goods workers were dull. Steam laundries and dyeing establishments were quiet. The Cluett-Peabody Co. at St. Johns reported a very quiet month. The Popular Shirt Co. at Sorel employed about 120 workers. Toronto reported that ready-made clothing workers, hat and cap workers and furriers were steadily employed. The whitewear plants were very active and absorbed much of the female labour formerly employed doing munition work. The steam laundries were fairly active, but the dyeing and cleaning houses were quiet. Hamilton reported a shortage of help in the shirt, collar and button factories. The Deacon Shirt Co. at Belleville was steadily employed and the steam laundries and cleanign houses had a fairly good month. Peterborough reported that the women's whitewear factories were very busy. The shirt and overall company at Brantford was very active. The robe and clothing company at Kitchener closed down for two weeks for stock-taking. Boys and girls were wanted in the shirt, collar and button factories. Female help was wanted in the whitewear factories at Kitchener and Guelph. The ready-made clothing houses at London were very busy, but the furriers were slack. The laundries were increasingly busy. The overall company at Chatham employed the usual number of girls. The button factories at Windsor were quiet, but the Peabody Overall Co. was running to full capacity. Winnipeg reported normal conditions in this group except that the laundries had slightly increased their staffs. The Great Western Garment Co. at Edmonton had 275 employees working steadily. Vancouver reported a slight improvement in the ready-made clothing trade. The dyeing and cleaning establishments were active, but a number of laundry hands were out of employment. The steam laundry at New Westminster worked to full capacity. Victoria reported the shirt and overall factories steadily employed.

St. John reported that the pulp and paper mill still remained closed. Montreal reported that the pulp and paper mills were active, and that the beaver board, felt and tarred paper companies anticipated large orders shortly which would absorb about 2,500 hands. The pulp and paper mills at Sherbrooke were busy. Three Rivers reported that the St. Maurice Paper Co. discharged a few hundred men, but later re-employed about half of them. The Wayagamack Pulp and Paper Co. reduced the number of their employees to about 800. At St. Catharines employment was good in this group. The Lake Superior Pulp and Paper Co. at Sault Ste. Marie reduced their staff from 800 to a little over 600 hands. The pulp mill at Port Arthur took on about 20 additional hands. Vancouver and Victoria reported continued activity in this group.

Halifax reported that the printing plants were very short of help, that the binderies were very busy, and that lithographers and engravers were actively employed. Conditions were normal in the paper box factories. Truro reported that printers were very busy. At Charlottetown also they were busy. St. John reported paper box factories running to full capacity. Printers at Moncton were steadily employed. At Montreal printers, bookbinders, etc., were well employed, and additional hands were taken on in the paper box and bag factories. Quebec reported activity in this group. The printing firms at Three Rivers were active. Toronto reported that printers, bookbinders, engravers, etc., had plenty of work and that paper box and bag factories were operating steadily. Niagara Falls reported that the paper-using industries were busy. The job printing houses at Kingston and Belleville were active. Galt reported that the news-

Pulp, paper and fibre

Printing, publishing and paper goods

paper and job offices and paper box factories were very active. The Hampel box factory at Brantford had a good month. The paper box factory at Guelph was active. Woodstock reported a demand for job printers. The paper box company at London was busy. Job printers at St. Thomas and Chatham were very well employed. The paper box and card manufacturers at Windsor were rather dull, and the binderies were quiet. Winnipeg reported that the binderies were active and that there was some demand for experienced help. The box manufacturers were rather dull, but there was no change in employment. Newspaper and job printers were in demand at Regina, and employment was steady in the binderies and publishing houses. At Moose Jaw job printers had a very busy month. At Saskatoon printers were well employed, but at Medicine Hat they were inclined to be quiet. Printers at Calgary, Fernie and Edmonton were steadily engaged. At Vancouver the paper box makers were very dull. At New Westminster and Victoria there were no idle printers.

At Halifax the sash, door and planing mills continued to be active. At Am-

**Woodworking
and furniture** herst conditions were normal at the Victor woodworking plant, but rather quiet in the

Rhodes-Curry sash and door factory. Charlottetown reported some improvement over last month in this group. The woodworking plants at Fredericton ran full time to the end of the month, but then proposed to shut down for a short time. At St. John the sash, door and planing mills were very active and the wooden box and brush factories ran full

time. Moncton reported the usual seasonal reduction in the woodworking factory and the cooperage branch of the sugar refinery. Montreal reported that the wooden box, furniture and piano industries had a quiet month. At Quebec the sash, door and planing mills were dull, but the wooden box factories were busy. The sash, door and planing mills at Three Rivers were very active. At St. Johns and Iberville employment was good in the woodworking factories. Sorel reported quietness in this group. Toronto reported that the sash, door and planing mills had a fair month, that the furniture trade was steady, and that the piano and organ factories were active. The planing mills at Niagara Falls were quiet, but at St. Catharines they continued to be busy. The sash, door and planing mills and broom factories at Kingston were active. Peterborough reported the planing mills and box factories quiet. At Galt the planing mills were busy, but the wooden box factory was rather quiet. The piano case company at Brantford was rather quiet. Kitchener reported general activity throughout the group. The sash and door factories at Guelph were quiet, but the piano and sewing machine factories were active. The furniture factory at Stratford was busy. At Chatham the sash, door and planing mills were working short time but with their regular staffs. The box factories were idle. Windsor reported dullness in this group. At Orillia the furniture factory took on a few additional men. At Sault Ste. Marie the sash and door factories were dull. At Regina the planing mills ran short time with full staffs. The planing mills at Prince Albert were quiet, and at Saskatoon and Medicine Hat the

planing mills and box factories were practically idle. At Fernie the sash and door factories and planing mills were at a complete standstill. At Edmonton the sash and door factories reduced their staffs by more than half, this reduction being reported as seasonal. At Vancouver the sash and door factories and planing mills were fairly busy and a fair amount of cooperage work was done. At New Westminster the sash and door factories worked full time and the box factories continued to work in double shifts.

Amherst reported the boot and shoe factory working full time with the usual number of hands. At

**Leather,
boots, shoes
and rubber**

Fredericton the shoe factory and the tanneries had a fairly active month. At St. John the tannery reported a shortage of help. At Montreal employment was good in the shoe factories, tanneries and rubber factories. Quebec reported the shoe factories and tanneries busy. The shoe factories at Three Rivers had a good month. Toronto reported that boot and shoe workers had a rather quiet month, but that harness and horse goods workers and rubber workers were actively employed. The shoe factories at Hamilton had full staffs. The shoe-parts factory at Niagara Falls needed female help. St. Catharines reported the rubber factories active. Kingston reported the tanneries fairly well employed. At Peterborough boot and shoe workers were active, and harness makers, saddlers and other leather workers were busy. The tanneries at Kitchener took on several additional hands. The Dominion Tire Co. ran double and triple

shifts and all shoe, trunk and bag factories ran full time. At Stratford the tannery workers and harness repairers were busy. At London the tanneries and shoe factories were very busy. Windsor reported that the trunk and harness goods workers were quiet, but that shoe repair shops were working to full capacity. At Owen Sound the tannery ran with a reduced staff. Brandon reported employment only fair in this group. Calgary reported trunk, bag and harness workers were very dull. Vancouver reported that employment was fair in the boot and shoe plants. At New Westminster the tannery was working steadily.

Halifax and St. John reported that there was practically no employment in stone and granite cutting. Montreal reported that employment was normal in the glass fac-

**Clay, glass
and stone**

tories. Quebec reported that cut stone and granite workers were very dull. The brick yards at Sherbrooke were quiet. Hamilton reported that the porcelain and pottery plants were active. Brockville reported fair employment for cut stone and granite workers. The pottery at Belleville was well employed, chiefly on tile and sewer piping. Kitchener reported that stone and marble cutters were steadily employed. At Chatham the brick, tile, sewer pipe and cement plants were closed down during the whole month. Regina reported that cut stone and granite workers were fairly well employed. Medicine Hat reported fair employment in the stoneware industry. The lime-kilns at Victoria were producing large quantities of lime, chiefly for agricultural purposes.

Montreal reported that the paint and varnish industries were quiet, but that the chemical, drug and medicine plants were normal. Quebec reported that the cartridge factories were busy.

**Paints, oils,
chemicals,
explosives**

Employment was good in the paint mills at Three Rivers. Toronto reported that the paint and varnish manufacturers were active and that the chemical plants, with the exception of those lately engaged in producing war material, were busy and increasing their output. Employment was good in the drug and medicine trades. Niagara Falls reported that the electro-chemical plants generally were busy, but that the abrasives factory at Chippewa had discharged several hundred men. The National Manufacturing Co. at Brockville closed down owing to the cessation of the war. The soap factory at Galt was fairly active. Employment was good in the Scarfe Varnish Works at Brantford. The oil and grease companies at Kitchener were active. At Windsor the paint and varnish companies were quiet, but the drug and medicine department of the F. Sterns Co. was very active. Conditions were normal at the Winnipeg soap factories. At Regina the oil works ran full time with a full staff, and the soap works was fairly well employed. The linseed oil mills at Medicine Hat were working day and night. Vancouver reported that the Imperial Oil Company's plant at Ioco worked full time and that employment was fair at the soap and paint factories. The paint and soap factories at Victoria were steadily employed. Owing to the closing down of the explosives plant on James Island several hundred persons were out of employment.

The earnings of the Canadian Pacific Railway Co. during December were \$15,750,854, as compared

**Railways,
shipping and** with \$13,070,882 for the same month in 1917.

'longshore work Halifax reported that railway employees were

very busy during January, due to the great number of troop trains. Street and electric railway employees were busy. The previous shortage of labour was considerably reduced, although some women conductors continued to be employed. 'Longshoremen were well employed. Sydney reported that 'longshore work was quiet. At Westville the steam railways were quiet and the electric railway, owing to decreased passenger traffic, discontinued some of their runs. Truro reported that the railway employees were all busy and working eight-hour shifts. The railway shops at Charlottetown were active. The steam and electric railways at St. John were well employed, but 'longshore work was rather dull. Transfers, liveries and garages were busy. Considerable overtime was worked by the train crews operating out of Moncton. Normal conditions prevailed in the car shops. The Montreal street railway experienced a reduction in traffic owing to the closing of the munition plants. Quebec reported heavy passenger and freight traffic on the steam railways, and that the repair shops were busy. Ship labourers and 'longshoremen were very dull, although navigation was still open. Transfers, liveries and garages were dull. Three Rivers reported that the transportation companies were still very active. Sorel reported that steam railway workers had been well employed. Toronto reported that the month was exceptionally favourable for railway

traffic owing to the mild weather and that traffic was consequently very active. The repair shops were fully manned. The street railways also had an active month. At Brockville the railway repair shops were active, but there was no 'longshore work. At Kingston the railway repair shops were well employed. The railways at Brantford reported a fairly good month and the transfers and garages were very busy. The railway repair shops at Stratford were very busy and took on extra mechanics and labourers. London reported that the train crews were slack, but that the repair shops were busy. St. Thomas reported that the falling off in freight and the fine weather that prevailed throughout the month made it possible to handle the maximum of cars with a minimum of men and 60 brakemen and 30 firemen were laid off. The repair shop employees were fairly active. At Chatham the steam railway reported a falling off in freight traffic and the electric traffic was very quiet. The Algoma Central Railway car shops at Sault Ste. Marie laid off a few men. The car shops at Fort William also laid off a number of men. Winnipeg reported that the railway repair shops continued to be well employed with sufficient men available to fill all vacancies. Regina reported that the steam railways were fairly active. The street railway was only fairly active, due partly to the mild weather. The railway repair shops worked steadily with a full staff. The steam railways at Moose Jaw reported very little handling of freight. Saskatoon reported that the railways were rather slack, due to the mild weather which made the coal movement exceptionally light, and to the fact that much coal had been hauled

during the summer. Medicine Hat reported large shipments of live stock. The garages and liverys were rather quiet. The railway repair shops at Calgary were fully employed. Fernie reported that the usual seasonal dullness of the railways was accentuated during the month, due partly to apprehensions with regard to prices. Vancouver reported that the locomotive repair shops were fairly busy, the navigation was fair, but that 'longshore work was rather dull. Transfers and garages were fairly busy. New Westminster reported that the street railways continued to be very active and that the railway repair shops were working steadily. The railway repair shops at Victoria were fairly brisk.

Quebec reported that the stone quarries were nearly all closed down. Sher-

brooke reported that the asbestos mines of the district were still busy, but that the copper mines were quiet. The silver mines at Cobalt continued to operate at normal capacity, being well supplied with labour. During the month 25 cars containing approximately 1,915,128 pounds of ore were shipped, as compared with 28 cars containing approximately 1,998,584 pounds in December. Bullion shipments for the month amounted to 540 bars containing 576,370 fine ounces, as compared with 747 bars containing 833,408 ounces in December. There was increasing activity in the gold districts of Porcupine, Kirkland Lake and Boston Creek. Work was resumed at the Porcupine, Crown Mine and it was anticipated that other mines would reopen in the spring. The International Nickel Co. temporarily closed its Crean

Mining and quarrying

Hill Mine near Sudbury, which threw about 800 men out of employment. This was in accordance with the company's announced policy of a 40 per cent retrenchment temporarily, owing to the changes in the metal market during readjustment. Sault Ste. Marie reported that the Goudreau Mine closed down, throwing about 350 men out of employment, a large number of whom were later absorbed by the Magpie Mine. At the Rossland mines about 150 men were employed on development work. The Trail smelter and refineries were running but not to full capacity, about 1,200 men being employed. The Consolidated Mining and Smelting Co. anticipated a renewal of mining and smelting activity in the district. Sydney reported the output of the Dominion Coal Co. as 270,000 tons of coal and 47,000 tons of coke with 485 ovens in operation, as compared with 240,000 tons of coal, 53,000 tons of coke and 529 ovens in operation in December. The output of the Sydney mines was 41,000 tons of coal and 8,300 tons of coke with 187 ovens in operation, as compared with 39,000 tons of coal, 9,300 tons of coke with 185 ovens in operation in December. Westville reported that the coal mines in the vicinity worked full time and raised 46,000 tons during the month. No difficulty was experienced in procuring all the labour desired. Fredericton reported that the output of the Minto mines was well maintained. Calgary reported that the coal mines of the district were working at full capacity with a surplus of miners. The closing of the coal mines at Lethbridge threw a lot of men out of employment. Fernie reported that the number of employees engaged in the mines at Fernie and Michel was far below normal. Employment was given to all permanent residents of these camps, but of the large number of miners migrating from prairie camps none were employed. Those employed in the manufacture of coke worked about half time only.

Halifax reported that the building trades were absorbing all the labour available. Sydney reported that the building trades were fairly active during the month.

Building and construction

Truro reported that carpenters and painters were idle. At Charlottetown carpenters, joiners and plumbers were very busy, but bricklayers and masons were rather quiet. Though dullness prevailed at Moncton, future prospects in the building trades appeared bright. Quebec reported dullness in building and construction. Three Rivers reported that there was a fair amount of inside work in building. Plumbers and steamfitters were well employed at Sorel, but lathers, plasterers and builders' labourers were very dull. Toronto reported that the building trades were quiet, many projected undertakings being delayed in the expectation of a decrease in the cost of material and labour. A fairly large percentage of the members of the unions connected with the building trades were out of employment. Hamilton reported the building trades as fairly well employed, but at Niagara Falls they were quiet. About 1,200 men were reported to be employed on the Chippewa-Queenston Canal of the Hydro-Electric Commission. Re-commencement of work on the new Welland ship canal absorbed an amount of skilled and unskilled labour. Peterborough reported that the building tradesmen, with the exception of carpenters, were very dull. Brantford, Stratford and Guelph reported dullness. At Windsor the building trades were at a standstill. Winnipeg and Regina reported that, although dullness had prevailed, the prospects were rather good for the near future. At Prince Albert a fair number of men were employed completing the P. Burns Company's plant. At Vancouver and New Westminster there were prospects in the building trades in the near future. Victoria reported that track-laying on the Island division of the

C.N.P. Railway gave considerable employment.

The value of building permits issued in 35 cities decreased from \$1,640,724 in December to \$1,096,974 in January, or 33.1 per cent. As compared with January, 1918, there was a decrease of 30 per cent.

Westville reported that owing to the amount of labour available the industry was working at capacity.

Lumbering

Amherst reported that lumbering operations had been somewhat interfered with by the lack of snow. The saw and shingle mills at Charlottetown had a busy month. Fredericton reported that the industry was brisk and that the cut would be larger than was estimated earlier in the season. Quebec reported that men were available for the lumber camps at half the wages that were paid in October and November last. The sawmills at Sherbrooke were well employed. Petrborough reported that the lumber companies were advertising for men for the camps. Owen Sound reported that the sawmills were running but that the tie mills were idle. Lumber operators in the Sault Ste. Marie district were working under great difficulties in their logging operations owing to the mild weather. Port Arthur reported that tie-makers were wanted for the tie camps and that as the supply could not be met locally men had been shipped in from Winnipeg, Sudbury, Ottawa, North Bay and Montreal. Work in the bush was very plentiful in tie, log, pulp and cordwood camps and the wages offered were 17 cents per tie and \$3.00 a cord for pulp and cordwood. Bushmen were offered \$60 to \$65 per month. Prince Albert reported that large numbers of men were employed in the lumber and cordwood plants. Calgary reported that the demand for men for the lumber

camps and sawmills continued. Fernie reported that unsettled conditions prevailed and that logging operations in many localities were suspended entirely. This also applied to sawmill operations which were on a very limited scale. The post and pole branch of the industry also passed through a period of depression, and it was reported that it would remain inactive until satisfactory indications with regard to crop prospects in the prairie provinces are reported. With regard to railway ties, preparations were being made to enter this branch of the industry on a more or less extensive scale. Vancouver reported some dullness in the lumbering industry. New Westminster reported that the sawmills of the district were running normally and that some of the shingle mills were working double shifts. Victoria reported that the logging and lumber industry was slackening up, although still fairly busy. It was reported that over 53,000,000 feet of lumber was exported from British Columbia ports by ocean tonnage during 1918 as compared with 18,000,000 feet for the year 1917.

Sydney reported that owing to climatic conditions no fishing was done.

Charlottetown reported that smelt fishing was fairly successful during

the month. Three Rivers reported that as tommycod was scarce the fishing season did not last long. Prince Albert reported that lake fishing was in full swing and that an increased catch was assured. Vancouver reported that fish-packing plants were fairly busy and that new machinery was to be installed. Victoria reported that a total of 1,616,157 cases of salmon were packed by the British Columbia companies during 1918, which is an increase of 58,672 cases over 1917; a proportion of this increase, however, was made up of low grade fish.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

PROCEEDINGS FOR THE MONTH OF JANUARY, 1919, WITH TEXT OF BOARD REPORTS.

DURING the month of January the Department received reports from three Boards of Conciliation and Investigation appointed to inquire into disputes affecting: (1) the Steel Company of Canada, Gananoque, Ont., and certain of its employees; (2) the Toronto Railway Company and certain of its employees; and (3) the Grand River and Lake Erie and Northern Railways and certain of their employees.

Reports were received from the Labour Appeal Board to which had been referred the cases of (1) the Polson Shipbuilding Company (Polson Iron Works), the Dominion Shipbuilding Company, and the Toronto Shipbuilding Company, Toronto, and their ship carpenters, caulkers, joiners, etc., and (2) various Toronto firms and certain of their employees, being patternmakers.

Two applications for the establishment of Boards were received, further appointments made to Boards which had been established during the preceding month, two appointments made to fill temporary vacancies occurring on the Labour Appeal Board, and a Royal Commission appointed under the Inquiries Act to investigate with regard to unrest existing in the coal mining industry on Vancouver Island.

Applications Received

The following applications for Boards were received:

From the Corporation of St. John, N.B., in connection with a dispute with certain of its employees, being policemen, members of the Police Protective Association of St. John. The employer being a municipality, a Board could be

established only by consent of both parties. This consent was granted and a Board was established as follows: Mr. H. Colby Smith, St. John West, N.B., chairman, appointed on the joint recommendation of the other two members, Messrs. Allan H. Wetmore and James L. Sugrue, St. John, nominees of the corporation and employees respectively.

From the Street Railway Company, Windsor, Ontario, (Sandwich, Windsor and Amherstburg Railway Company), in connection with a dispute with certain of its employees. A Board was established as follows: Messrs. Alex. R. Bartlet and Archie Hooper, Windsor, nominees of the company and employees respectively. While further procedure was under way, Mr. E. N. Compton, fair wages officer of the Department, visited Windsor, direct negotiations were resumed, and the matters in dispute were adjusted. The formal constitution of a Board became therefore unnecessary.

Other Proceedings under Act

During January other proceedings under the Act took place as follows:

The Board established to deal with the dispute between the Montreal Light, Heat and Power Company and certain of its employees was completed by the appointment of Mr. Bernard Rose, Montreal, as a member on behalf of the company, failing a recommendation from the company, and Mr. Jos. Perrault, Montreal, as chairman, appointed by the Minister in the absence of a joint recommendation from Messrs. Rose and Bastien.

The Board established to deal with the dispute between the Grand Trunk Pacific Railway Company and certain of

its employees was completed by the appointment of Mr. A. J. Andrews, K.C., Winnipeg, chairman, on the joint recommendation of the other two members, Messrs. C. E. Dafoe and T. J. Murray, Winnipeg.

Mr. H. I. Thomas, of the J. R. Booth Company, Ottawa, and Mr. J. A. McClelland, vice-president of the International Association of Machinists, Montreal, were appointed members of the Labour Appeal Board to fill the respective places of Messrs. G. H. Duggan and Gus. Francq, Montreal, who had temporarily withdrawn from the Board, Mr. Thomas being named by the Executive Committee of the Canadian Manufacturers' Association and Mr. McClelland

by the Executive Committee of the Trades and Labour Congress of Canada.

A Royal Commission was established to investigate conditions of unrest existing in the coal mining industry on Vancouver Island, in accordance with an understanding reached in October last, and to inquire especially into changes in the cost of living. The members of the Commission are as follows: Mr. D. T. Bulger, Vancouver, (Pacific Coast Officer of the Department), chairman, and Messrs. Tully Boyce, Nanaimo, and J. McAllister, Cumberland, nominees of the employers and employees respectively. Mr. Bulger was appointed on the joint recommendation of Messrs. Boyce and McAllister.

Report of Board in Dispute between the Steel Company of Canada, Gananoque, Ont., and certain of its employees

A REPORT was received from the Board established to deal with the dispute between the Steel Company of Canada, Gananoque, Ontario, and certain of its employees, being members of the Amalgamated Association of Iron, Steel and Tin Workers of North America. This industry did not fall within the scope of the statute, but a Board was established by the joint consent of the disputants. The Board was composed as follows: His Honour Judge R. Ruddy, Whitby, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Dr. E. I. Atkinson, Gananoque, and Mr. Fred Bancroft, Toronto, nominees of the company and employees respectively. The report was signed by all three members and was accompanied by a copy of a signed agreement which had been entered into between the parties concerned. Mr. Bancroft did not concur in the findings *re* female labour

and added a note to the report to this effect.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and a dispute between the Steel Company of Canada, Gananoque, Ont., employer, and certain of its employees, being members of the Amalgamated Association of Iron, Steel and Tin Workers of North America, employees.

To the Hon. Gideon D. Robertson,
Minister of Labour, Ottawa.

The Board of Conciliation and Investigation appointed by you to inquire into the differences between the parties to this reference met pursuant to appointment in Gananoque on Jan. 9th, and were in session on the 9th, 10th and 11th January, at which all members were present. Mr. F. B. Cowan, works manager of the Steel Company of Canada at Gananoque, appeared before the Board to represent the company, and Messrs. John Beresford, president of the

union involved, deputy-reeve Geo. Dowsley and Wm. Pratt appeared to represent the employees, accompanied by C. Cannon.

The matters in dispute were discussed for some considerable time. In response to the suggestion of the chairman and the other members of the Board that the parties try and get together and endeavour to make an amicable settlement, both parties agreed to meet and see if this could be done. The men's representatives and the company's representatives met several times, and as a result a mutual agreement was arrived at, which both parties signed before the Board, a copy of which is attached to this report. From time to time the parties reported to the Board the progress which was being made and the Board made suggestions with regard to several of the points involved with good results.

During the negotiations the members of the Board inspected both of the plants of the company to see the conditions under which the employees worked. The final report of both parties was made to the Board on Saturday afternoon at the session. One or two points remained to be settled, and to gain further evidence of a helpful nature, Messrs. Alfred Laver, chief clerk at the "Upper" plant, and H. Shurtliffe and C. Larose were called as additional witnesses. Before the close of the session both parties signed an agreement, an original copy of which was handed to the Board. Both parties to the dispute testified to the spirit of fairness which had prevailed during the negotiations.

It will be noticed that the re-adjustment of the wages is to date back to Nov. 16th, and the schedule is subject

to termination on 30 days' notice by either party. The agreement arrived at is as follows:

This agreement to date back until Nov. 16th, 1919.

Gananoque, Ont., Jan. 11th, 1919.

MEMO OF AGREEMENT BETWEEN THE STEEL COMPANY OF CANADA, LTD., AND ITS EMPLOYEES.

UPPER WORKS.

Drop Hammersmen.

On all work other than piecework, 35c per hour
 Piecework on hammers to provide
 a minimum of 40c per hour
 Ordinary labour, unskilled 30c per hour

Overtime.

Week days Time and half
 Sundays Double time

Scale of piecework to be posted in factory and available for all employees.

Mr. Walker's rate to be 30c per hour
 Mr. Jos. Bentham's rate to be. 27½c per hour
 Laurier Pelow's rate to be 17½c per hour
 Lyman Moore is to work on piecework basis and earn at rate of 25c per hour, or his services are unsatisfactory to the company and he is to be dealt with in the ordinary way.

LOWER WORKS.

Drop Hammersmen.

Day work rate 30c per hour
 Piecework on hammers to provide a minimum of 40c per hour

Increase on Trimming Forgings.

All kinds ... 1 cent per hundred count increase

Electric Welding.

Brake rods, all kinds 28c per 100 ct.
 Rails and joints 35c per 100 ct.

Couplings.

Punching 8c per 100 ct.
 Bevelling 5c per 100 ct.
 Bending 10c per 100 ct.
 Pressing 5c per 100 ct.

Boxes.

Nailing, all kinds 3c each

Overtime.

Week days	Time and half
Sundays	Double time
Frank Turcotte	25c per hour
Geo. McLean	25c per hour
William Watson	30c per hour

Rivetting Joints.

Curved	5½c per set
Straight	3c per set

Welding Sockets.

Auto	35c per 100 ct.
Buggy	25c per 100 ct.

The above agreement is subject to 30 days' notice of cancellation from either party.

THE STEEL COMPANY OF CANADA, LIMITED,
Gananoque Forging Works,

per (Sgd.) F. B. COWAN,
Manager.

(Sgd.) WM. PRATT,
(Sgd.) GEO. A. DOWSLEY,
(Sgd.) JOHN BERESFORD,
Representatives of I.S.T.W.
Union No. 4, Gananoque.

One of the matters in dispute upon which the parties were unable to agree was the question of the wage rate for female labour. In view of the fact that only three women were employed at the plant, and it was shown they were working on piecework, the evidence showing that these wages fluctuated from time

to time and according to the competency of the employee, and although one of the women appeared at present to be receiving small remuneration on this piecework, in the interests of both parties concerned the majority of the Board thought it better not to make any recommendation.

All of which is respectfully submitted.

Dated at Gananoque, this 11th day of January, A.D. 1919.

(Sgd.) ROBT. RUDDY,
Chairman.
(Sgd.) E. L. ATKINSON, M.D.,
Member.
(Sgd.) FRED BANCROFT,
Member.

Fred Bancroft joins in this report with the exception of that part relating to female labour, and recommends that

A minimum rate of wages be established for the women in the plant which will guarantee a rate of wages for a day's work on the machines they operate.

This minimum rate should at least be equal to the rate set for men who operate machines in the plant. The present rates paid are absolutely insufficient and the rates should be immediately adjusted to provide a fair wage for them.

Report of Board in Dispute between the Toronto Railway Company and certain of its employees

A REPORT was received from the Board established to deal with the dispute between the Toronto Railway Company and certain of its employees, being members of the Toronto Railway Employees' Union. The Board was composed as follows: His Honour Judge J. A. Barron, Stratford, appointed by the Minister in the absence of a joint recommendation from the other two Board members, the Honourable Mr. F. H. Phippen, K.C., and Mr. H. A. Harper, Toronto, nominees of the company and employees respectively. The award was

signed by the chairman and Mr. Phippen and contained recommendations as to the settlement of the dispute. Mr. Harper did not concur in these findings and presented a minority report.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Toronto Railway Company, employer, and certain of the employees, being members of the Toronto Railway Employees' Union, employees.

For the reasons extended at length in our respective judgments, we, the undersigned members of the Board of Conciliation appointed in the matter of a dispute between the Toronto Railway Company and the employees of said company, do award as follows:

That the employees of the company affected by the reference whose wages under the present schedule are 30c an hour be awarded an increase of 2½c an hour.

To all other employees affected by the said reference an increase of 2c an hour, all of such increases to date from the first day of November, 1918.

We make no change in the payment of overtime and no change in the length of time to elapse before the employees go on a higher scale of wages.

3rd January, 1919.

(Sgd.) JOHN A. BARRON,
Chairman.

(Sgd.) F. H. PHIPPEN.

Judge Barron's reasons for award

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Toronto Railway Company, employer, and certain of the employees, being members of the Toronto Railway Employees' Union, employees.

In the month of August, 1917, an agreement between the employing company and the employees was signed. By this agreement the company bound themselves to pay, and the employees to accept, as and from the 16th day of June previous, an increase in pay, based, not only on the then increase in the cost of living, but also to some extent on the possible increased cost of living thereafter, and until the expiration of the agreement. This agreement expires within six months from the 1st instant. It is said, however, by the employees that the cost of living has far advanced beyond all their anticipations, and that they, in order to live in reason-

able comfort for themselves and their families, are now entitled to ignore the said agreement, and for the balance of its term to receive from the employing company a wage by way of bonus commensurate with the present cost of living which they consider should be an average of a percentage varying from 29.7 per cent to 53.3 per cent.

The cost of living since the signing of the agreement has, in fact, increased by a fraction over 15 per cent, and since 1914, three years prior to the signing of the said agreement, it has nearly doubled. The salaried man from end to end of Canada has felt this gradual increase, and has had to deny himself accordingly, and especially so when required to meet additional patriotic obligations imposed upon him by the war. His consolation, however, is that his self-denial was the gift of patriotism. The Minister of Labour in his letter of reference to this Board mentions the importance, in the interest of employer and employee, of agreements being scrupulously kept, and without just cause he says that neither party to an agreement should be allowed to break it. But, inasmuch as there might be "just cause" because of the alleged abnormal increase in the cost of living since the signing of the said agreement, he granted the request of the employees for a Board of Conciliation under the statute in that behalf to consider the "justice" of the demand by the employees for special consideration. At the same time, the Minister's letter of reference required this Board to consider the result upon the employing company of departing from the agreement of June, 1917, and, so far as was necessary to investigate the justice in their alleged financial inability to meet the further demands of the employees, which financial ability was indicated in the company's reply to the employees' demand furnished this Board, of the 11th day of November, 1918.

The contention of the employees is, that the matter of increase by way of bonus must be considered alone, and

wholly apart from the ability or inability of the employing company to pay. In other words, that this Board must ignore the third paragraph of the letter of reference, and grant or refuse the bonus claimed apart from all other considerations. At first I thought this contention was correct, but I find the word "justice" twice used in the letter of reference. This cannot mean "justice" to one party and injustice to another, if there could be such a thing. Justice only rests when justice is handed out all round, and it consists in doing no injury to anyone. The very object of the statute is to so conciliate and bring about settlements that justice should be done to all alike, and not to one at the expense of the other, and if human conditions produce hardships for which neither party is responsible, that such hardships should have a resulting consequence equitable to all. One of the reasons advanced by the employing company is that the cost of everything that enters into maintenance and ways has so seriously climbed that any further burden imposed upon them would, among other serious consequences, in all likelihood compel them to pass the already reduced dividend to their shareholders. In the view I take, it is unnecessary for me to find if this is the case, because in my opinion it is better that a return for capital should be postponed, in order that labour may live in reasonable comfort and contentment. Were this the only question, I would accede largely to the demands of the employees. But, unfortunately, it is not the only question. The interest of the public has to be considered. The road-bed is sadly in need of repair. Old rails should no longer be used. New cars should replace old cars. In the present condition the public safety is more or less imperilled and the comfort of passengers seriously interfered with. The company have not yet complied with the order of the Railway Board for new cars, and are under heavy penalties in consequence. When all is said and done, while the company, as found by Mere-

dith, C.J., "*did not do all it could and should have done*" (15 O.W.N. 244) to carry out the order of the Railway Board, the reason at the bottom was and is the extraordinary cost, which they were unable to meet, without falling short in other important and necessary requirements. The excuse offered by the company was the impossibility of procuring steel in Canada, and the prohibitive cost of cars elsewhere. The evidence before us now is that, to impose any great additional burthen on the company at the present time is to seriously aggravate these conditions, and to delay the betterment of the road, a betterment plainly needed in the public interest. Delay in granting the demands of the men, as it concerns the employees, from their standpoint alone, cannot be as serious to them as delay is serious to the public in dealing with their rights and privileges. It is no answer to the present conditions of the railway to say they are inexcusable. That answer neither provides revenue, nor does it satisfy the patrons of the road. We have to deal with things as they are, not as they ought to be. It is not seriously denied that one at least of the reasons is that, while the cost of maintenance, and of every item of up-keep, have abnormally advanced, the fare to patrons of the railway wherewith to meet such advance has remained the same, and is the same to-day as it was 27 years ago, viz., an average fare of one point under four. The justice or injustice of this stationary fare is told by the action of public utilities in many other states, when, to meet threatened deficits, they increased fares on their respective railways beyond even a 5 cent flat. Schedule "A" attached hereto contains a list of towns and cities of 25,000 population and over that have raised their street car fares. It is to be observed that the Interstate Railway Commission (as I understand it) authorized an increase in fares and freight charges, just as we did in Canada, after the railways had agreed with the Canadian Railway War Board to accept the McAdoo award as to

wage increases for railroad employees in Canada. When all is said and done, it will remain for the legislature, in the matter of the Toronto Railway, to alter that which they created, and to that end all concerned should cordially unite.

The company assert that since the armistice there have been many more men applying for situations than places for them on the railway. But, in my opinion, the law of supply and demand is not the sole factor in the adjustment of wages. If it were so, then there are times when wages would fall far below that which would enable employees to live according to a reasonable standard, and this would create much misery, lead to discouragement and discontent, and eventually react against the interests of the employer.

The evidence is that for maintenance of tracks and maintenance and overhauling of cars there must be expended a very large sum of money, possibly over a million of dollars. To meet this expenditure, not only must the present surplus for 1918 (asserted to be \$200,000) be absorbed, but dividends must be cancelled, and there will then remain a deficit of between \$700,000 and \$800,000. On top of this, if the Board grant the demands of the employees, which are as follows:

For the first three months... 43c,
For the next three months... 46c,
Thereafter ... 48c,

it means a further very serious addition to this deficit.

By the award and agreement of June, 1917, the men's wages were fixed for the period of two years from that date, and were according to the following schedule and were so accepted by the men:

For motormen and conductors:

For the first six months 30c per hour
(To apply only to men employed after this date.)
For the second six months 32c per hour
For the second year 35c per hour
For the third and subsequent years ... 37c per hour

Motor and truck repair men:

For the first six months 30c per hour
(To apply only to men employed after this date.)
For the second six months ... 32c per hour
For the second year 35c per hour
For the third and subsequent years 37c per hour

Shedmen:

Foreman 37c per hour
Operating shedmen, men who operate and do general shed work 33c per hour
Shedmen, men doing general work but not operating cars 32c per hour
Car cleaners 31c per hour

Speaking generally, the increase to 43c, 46c and 48c will range from 13 to 14 cents an hour of an increase. Whether so intended or not, the present demand of the employees so disarranges the schedule that second year men are classed with third and subsequent year men, and both, it is asked, should receive 48c per hour, thus denying any benefit to long service men over short service men, a denial which, I think, has always been regarded as unwise in the interest of both capital and labour.

In no event, in my opinion, should the classification as fixed by the agreement of June, 1917, be disturbed, and if any increase is granted it should follow the schedule and classification fixed by the said agreement, and now in force, and be based on the comparative increase in the cost of living since June, 1917, having regard, to some extent, to the requirements of the road from the interest of the public generally.

There now exists an Appellate Court from the findings and conclusions of every Board of Conciliation under the Act. This Court recently fixed the maximum of wages in regard to the Ottawa Street Railway employees at 39c an hour. The average increase in the cost of living in Ottawa and Toronto is comparatively the same. I, therefore, think the increase under this award should be as follows (beginning from the 1st November, 1918):

Motormen and conductors:

For first 6 months	32½c	an hour
For second 6 months	34c	an hour
For second year	37c	an hour
For third year	39c	an hour

Motor and truck repair men:

For first 6 months	32½c	an hour
For second 6 months	34c	an hour
For second year	37c	an hour
For third year	39c	an hour

Shedmen:

For foreman	39c	an hour
For operating shedmen	35c	an hour
For shedmen	34c	an hour
For car cleaners	33c	an hour

This means an additional outlay for the period for which the increase is granted, namely, until 30th June, 1919, of between \$75,000 and \$85,000 on the part of the company.

In this connection it is to be observed that the award at best is only a tentative award, and lasts, if accepted by the company and the employees, only for the period of six months, and expires with the termination of the existing agreement of June, 1917, between the employees and the company.

Regarding the matter of overtime, I am of the opinion that this should not now be thrown into the controversy and that the time to dispose of this question is when the said agreement expires and the whole relationship of employer and employee shall have to be considered on or about the 1st day of June, 1919.

As to Mr. Harper's reference to understanding the chairman, I have only to add he has not given the whole conversation.

3rd January, 1919.

(Sgd.) JOHN A. BARRON.

THE TORONTO RAILWAY COMPANY

Fare Increase Granted In Cities over
25,000 Population

CITY	RATE OF FARE
Alameda, Cal.....	6 cents.
Albany, N.Y.....	6 cents.
Altoona, Pa.....	Reduced rate tickets abolished. Straight 5c fare charged.
Atlantic City, N.J.	6 cents.
Aurora, Ill.....	6 cents.
Baltimore, Md.....	6 cents.

CITY	RATE OF FARE
Battle Creek, Mich.	6 cents.
Bayonne, N. J.....	7c fare, with additional charge of 1c for transfer.
Berkeley, Cal.....	6 cents.
Bloomington, Ill....	Reduced rate tickets abolished. Straight 5c fare charged.
Boston, Mass.....	7c fare (Cost of service plan.)
Bridgeport, Conn.	6 cents.
Brockton, Mass....	6c central zone, with additional charge for rides outside thereof.
Brooklin, Mass....	7 cents.
Buffalo, N.Y.....	6 cents.
Cambridge, Mass.	7 cents.
Camden, N.J.....	7c with additional charge of 1c for transfer—in effect till March 31st, when fare will be 6c with additional charge of 1c for transfer.
Charlotte, N.C....	7 cents.
Chelsea, Mass.....	7 cents.
Chelsea, Mass....	6c central zone, with additional charge for rides outside thereof.
Chester, Pa.....	6 cents.
Chicago, Ill.....	6 cents (elevated)
Chicopee, Mass....	6c central zone, with additional charge for rides outside thereof.
Cleveland, Ohio....	5c fare with additional charge of 1c for transfer.
Cohoes, N.Y.....	6 cents.
Columbia, S.C....	Reduced rate tickets abolished. Straight 5c fare charged.
Columbus, O.....	5c fare with additional charge of 1c for transfer.
Danville, Ill.....	Reduced rate tickets abolished. Straight 5c fare charged.
Decatur, Ill.....	Reduced rate tickets abolished. Straight 5c fare charged.
Denver, Col.....	6 cents.
Des Moines, Io....	10c fare for Owl Service and 5c fare other times.
Detroit, Mich....	Reduced rate tickets abolished. Straight 5c fare charged.
Duluth, Minn....	Reduced rate tickets abolished. Straight 5c fare charged.
Durham, N.C....	7 cents.
Easton, Pa.....	6 cents.
East St. Louis, Ill.	6 cents.
Edmonton, Alta.	7 cents.
Edmonton, Alta..	10c fare for Owl Service and 7c fare for other time. (Municipal line)
Elgin, Ill.....	6 cents.
Elizabeth, N.J....	7c fare charged, with additional charge of 1c for transfer.
Erie, Pa.....	6 cents.
Evansville, Ind....	Reduced rate tickets abolished. Straight 5c fare is charged.
Everett, Mass....	7 cents.
Everett, Wash....	Reduced rate tickets abolished. Straight 5c fare charged.
Fall River, Mass..	6c central zone, additional charge for rides outside thereof. Company has fyled petition for 10c fare.

CITY	RATE OF FARE
Fresna, Cal.	6 cents.
Hagerstown, Md. .	7 cents.
Harrisburg, Pa. . .	6 cents.
Hartford, Conn. . .	6 cents.
Haverhill, Mass. .	6c central zone, with additional charge for rides outside.
Hoboken, N.J.	7c fare with additional charge of 1c for transfer.
Holyoke, Mass. . . .	5c zone with additional charge for rides outside.
Houston, Texas. . .	6 cents.
Ithaca, N.Y.	7 cents.
Jackson, Mich. . . .	6 cents.
Jersey, City, N.J. .	7c fare with additional charge of 1c for transfer. In effect till March 31st, when fare will be 6c with additional charge of 1c for transfer.
Joliet, Ill.	7 cents.
Joliet, Ill.	Reduced rate tickets abolished. Straight 5c fare charged.
Kansas City, Kan. .	6 cents.
Kansas City, Mo. .	6 cents.
La Crosse, Wis. . . .	6 cents.
Lancaster, Pa. . . .	6 cents.
Lawrence, Mass. . .	6c central zone, with additional charge for rides outside. Company has filed petition for 10c fare.
Lewiston, Me. . . .	7 cents.
Lexington, Ky.	6 cents.
Lincoln, Neb.	10c fare charged for Owl Service and 5c at other times.
Little Rock, Ark. .	10c fare charged for Owl Service and 5c at other times.
Los Angeles, Cal. .	Central 5c zone with additional charge for rides outside.
Lowell, Mass.	6c central zone with additional charge for rides outside. Company has filed petition for 10c fare.
Lynchburg, Va. . .	Reduced rate tickets abolished, and 5c straight fare charged.
Lynn, Mass.	6c central zone with additional charge for rides outside. Company has filed petition for 10c fare.
Macon, Ga.	6 cents.
Malden, Mass.	7 cents.
Malden, Mass.	6c central zone with additional charge for rides outside.
Manchester, N.H. . .	8 cents.
McKeesport, Pa. . .	6 cents.
Medford, Mass. . . .	7 cents.
Meridan, Conn. . . .	6 cents.
Milwaukee, Wis. . .	5c central zone with additional charge for rides outside.
Montreal, Que. . . .	15c fare for Owl Service, and 6c fare at other times.
Montreal, Que. . . .	6 cents.
Mt. Carmel, Pa. . .	6 cents.

CITY	RATE OF FARE
Muncie, Ind.	Reduced rate tickets abolished and 5c straight fare charged.
Nashua, N.H.	6 cents.
Newark, N.J.	7c fare is charged with additional charge of 1c for transfer. In effect till March 31st, when fare will be 6c with additional 1c for transfer.
New Bedford, Mass.	6 cents.
New Britain, Con. .	6 cents.
New Brunswick, N.J.	7 cents.
New Haven, Conn. .	6 cents.
New Orleans, La. . .	6 cents.
Newton, Mass.	7 cents.
Norristown, Pa. . . .	8 cents.
Norwalk, Conn. . . .	6 cents.
Norwich, Conn. . .	Central 5c zone with additional charge for rides outside thereof.
Oakland, Cal.	6 cents.
Orange, N.J.	7c fare is charged with additional charge of 1c for transfer.
Ottawa, Ont.	10c fare charged for Owl Service and 5c fare at other times.
Ottawa, Ont.	Reduced rate tickets abolished. Straight 5c fare charged.
Paducah, Ky.	7 cents.
Passaic, N.J.	7c fare is charged with additional charge of 1c for transfer.
Paterson, N.J.	7c fare is charged with additional charge of 1c for transfer.
Paterson, N.J.	7c fare is charged with additional charge of 1c for transfer.
Pawtucket, R.I. . . .	5c central zone with additional charge for rides outside.
Peoria, Ill.	Reduced rate tickets have been abolished. Straight 5c fare charged.
Perthamboy, N.J. .	7c fare charged with additional charge of 1c for transfer.
Pittsburg, Pa.	6c (Suburbs, West Penn. Railways).
Pittsburg, Pa.	Central 5c zone with additional charge for rides outside thereof.
Plainfield, N.J. . .	7c fare with additional charge of 1c for transfer.
Portland, Me.	6c central zone with additional charge for rides outside thereof.
Portland, Oregon. .	6 cents.
Poughkeepsie, N.Y.	6 cents.
Providence, R.I. . .	5c central zone with additional charge for rides outside thereof.

CITY	RATE OF FARE
Quincy, Mass....	6c central zone with additional charge for rides outside thereof.
Quincy, Ill.....	Reduced rate tickets abolished and straight 5c fare charged.
Racine, Wis.....	6 cents.
Reading, Pa.....	8 cents (Suburban lines).
Reading, Pa.....	7 cents.
Roanoke, Va....	Reduced rate tickets abolished, and straight 5c fare charged.
Rockford, Ill....	Reduced rate tickets abolished, and straight 5c fare charged.
Saginaw, Mich....	6 cents.
Salem, Mass.....	6c central zone with additional charge for rides outside thereof.
Salt Lake City, Utah.....	6 cents.
San Jose, Cal.....	6 cents.
Scranton, Pa.....	8 cents.
Seattle, Wash....	Reduced rate tickets abolished, and 5c straight fare charged.
Sheboygan, Wis...	Reduced rate tickets abolished, and 5c straight fare charged.
Shenandoah, Pa...	7 cents.
Somerville, Mass..	7 cents.
Springfield, Mass.	6c central zone with additional charge for rides outside thereof.
Springfield, Ill....	6 cents.
Springfield, O.....	Reduced rate tickets have been abolished, straight 5c fare charged.
Springfield, Mo...	Reduced rate tickets abolished, straight 5c fare charged.
Spokane, Wash...	Reduced rate tickets abolished, straight 5c fare charged.
Stamford, Conn....	6 cents.
St. Joseph, Mo...	Reduced rate tickets abolished. Straight 5c fare charged.
St. Louis, Mo....	6c. Company has asked to establish zone system.
Syracuse, N.Y....	(Syracuse and Suburban Lines only). City road's application for 6c fare now before Commission.
Tacoma, Wash....	10c fare (on Municipal lines).
Tacoma, Wash....	7c (on privately owned lines).
Taunton, Mass....	6c central zone, with additional charge for rides outside thereof.
Toledo, O.	5c fare with additional charge of 1c for transfer.
Toledo, O.....	Workmen's reduced rate tickets have been abolished.
Trenton, N.J....	6 cents.
Trenton, N.J....	5c fare with additional charge of 1c for transfer. (Public Service Railway)
Troy, N.Y.....	6 cents.
Vancouver, B.C....	6 cents.
Victoria, B.C....	Reduced rate tickets have been abolished. Straight 5c fare is charged.

CITY	RATE OF FARE
Waltham, Mass. .	7 cents.
Waterbury, Conn..	6 cents.
Wilkesbarre, Pa..	8 cents.
Wilmington, N.C..	7 cents.
Wilmington, Del..	6c fare (July Aera says 7c fare).
Winston-Salem, N.C.....	7 cents.
Woonsocket, R.I..	Central 5c zone with additional charge for rides outside.
Worcester, Mass..	6 cents.

THE TORONTO RAILWAY COMPANY.

Fare Increases Granted in Cities over 25,000 Population.

Cities in which 15c fare is charged for owl service and 6c fare at other times:
Montreal, Que.

Cities in which 10c fare is being charged:
Tacoma, Wash. (on municipal lines).

Cities in which 10c fare is being charged for owl service and 7c fare at other times:
Edmonton, Alta. (municipal lines).

Cities in which 8c fare is charged:
Reading, Pa. (suburban lines).
Scranton, Pa.
Wilkes Barre, Pa.
Manchester, N.H.
Morristown, Pa.

Cities in which 10c fare is charged for owl service and 5c fare at other times:
Ottawa, Ont.
Des Moines, Ia.
Little Rock, Ark.
Lincoln, Neb.

Cities in which 7c fare is charged:
Boston, Mass. (cost of service plan).
Cambridge, Mass.
Tacoma, Wash. (on privately owned lines).
Somerville, Mass.
Malden, Mass.
Edmonton, Alta.
Chelsea, Mass.
Newton, Mass.
Charlotte, N.C.
Everett, Mass.
Joliet, Ill.
Brookline, Mass.
Winston-Salem, N.C.
Waltham, Mass.
Wilmington, N.C.
Shenandoah, Pa.
Lewiston, Me.
Medford, Mass.
Durham, N.C.
Reading, Pa.
Paducah, Ky.
Hagerstown, Md.
Ithaca, N.Y.

Cities in which 7c fare is charged with additional charge of 1c for transfer:

*Newark, N.J.
 *Jersey City, N.J.
 *Paterson, N.J.
 *Camden, N.J.
 Elizabeth, N.J.
 Hoboken, N.J.
 Passaic, N.J.
 Bayonne, N.J.
 Perth Amboy, N.J.
 Orange, N.J.
 Plainfield, N.J.
 New Brunswick, N.J.

Cities which have 6c central zone with an additional charge for rides outside thereof:

†Fall River, Mass.
 †Lowell, Mass.
 †Lynn, Mass.
 †Lawrence, Mass.
 Brockton, Mass.
 Malden, Mass.
 Salem, Mass.
 Haverhill, Mass.
 Chelsea, Mass.
 Quincy, Mass.
 Taunton, Mass.
 Springfield, Mass.
 Portland, Me.
 Chicopee, Mass.

Cities in which 6c fare is being charged:

*St. Louis, Mo.
 Montreal, Que.
 Kansas City, Mo.
 Portland, Oregon.
 Vancouver, B.C.
 Pittsburgh (suburbs, West Penn. Rlys.).
 New Haven, Conn.
 Bridgeport, Conn.
 New Bedford, Mass.
 Hartford, Conn.
 Albany, N.Y.
 Kansas City, Kan.
 §Wilmington, Del.
 Waterbury, Conn.
 Troy, N.Y.
 Erie, Pa.
 Atlantic City, N.J.
 Saginaw, Mich.
 New Britain, Conn.
 McKeesport, Pa.
 Chester, Pa.
 Denver, Col.
 Chicago, Ill. (elevated lines).
 Oakland, Cal.
 Buffalo, N.Y.
 Salt Lake City, Utah.
 Houston, Texas.
 East St. Louis, Ill.
 Berkeley, Cal.

Lancaster, Pa.
 Racine, Wis.
 Macon, Ga.
 San Jose, Cal.
 Fresno, Cal.
 Alameda, Cal.
 Cohoes, N.Y.
 Baltimore, Md.
 New Orleans, La.
 Worcester, Mass.

*Syracuse, N.Y. (Syracuse and suburban lines only).

Trenton, N.J.
 Harrisburg, Pa.
 Springfield, Ill.
 La Crosse, Wis.
 Lexington, Ky.
 Jackson, Mich.
 Aurora, Ill.
 Stamford, Conn.
 Easton, Pa.
 Poughkeepsie, N.Y.
 Mt. Carmel, Pa.
 Battle Creek, Mich.
 Moriden, Conn.
 Elgin, Ill.
 Nashua, N.H.
 Norwalk, Conn.

Cities having central 5c zone with additional charge for rides outside thereof:

Pittsburg, Pa.
 Milwaukee, Wis.
 Providence, R.I.
 Holyoke, Mass.
 Pawtucket, R.I.
 Los Angeles, Cal.
 Woonsocket, R.I.
 Norwich, Conn.

Cities having 5c fare with an additional charge of 1c for transfer:

Columbus, O.
 Cleveland, O.
 Toledo, O.
 Trenton, N.J. (Public Service Ry.).

Cities in which reduced rate tickets have been abolished and a straight 5c fare is charged:

Seattle, Wash.
 Detroit, Mich.
 Des Moines, Ia.
 Duluth, Minn.
 St. Joseph, Mo.
 Evansville, Ind.
 Altoona, Pa.
 Roanoke, Va.
 Decatur, Ill.
 Joliet, Ill.
 Quincy, Ill.
 Everett, Wash.
 Columbia, S.C.
 Lynchburg, Va.
 Danville, Ill.
 Sheboygan, Wis.

*In effect till March 31st, when fare will be 6c, with additional charge of 1c for transfer.

†Company has filed petition for 10c fare.

‡Company has asked to establish zone system.

§July Aera says 7c fare.

*City road's application for 6c fare now before Commission.

Cities in which reduced rate tickets have been abolished and a straight 5c fare is charged. —
Continued.

Bloomington, Ill.
Muncie, Ind.
Ottawa, Ont.
Peoria, Ill.
Victoria, B.C.
Rockford, Ill.
Springfield, O.
Springfield, Mo.
Spokane, Wash.

Cities in which workmen's reduced rate tickets have been abolished:

Toledo, O.

Mr. Phippen's reasons for his award

Under date 2nd November, 1918, the Toronto Railway Employees' Union made application to the Minister of Labour for the appointment of a Board of Conciliation under the Industrial Disputes Investigation Act, 1907. The nature of the dispute as stated in the application is as follows:

In 1917 wages were fixed by a Board of Conciliation based upon the cost of living at that time. Since that time the cost of living has increased to such an extent that the wages are inadequate to maintain a proper standard of living and men have left the service in large numbers and are still leaving. This has thrown additional work on the remaining men. The employees affected by the agreement ask that a bonus be granted from Oct. 1, 1918, equal to that granted to street railway employees by the War Labour Board of the United States to border cities. They also ask that time and one-half be paid for all time worked in excess of 10 hours per day and six days per week.

The Minister granted a Board of Conciliation as requested on the 9th November, 1918. The Board has since held numerous meetings at which all parties were fully heard and their representations investigated and considered.

A previous Board of Conciliation between the Toronto Railway Company and the men was granted by the Minister in 1917. The award of this earlier Board, made on the 24th day of August, 1917, was accepted by both parties and embodied in an agreement, a copy of which is annexed. Under the terms of both this award and agreement the men's wages were fixed for the period of two years from the 16th June, 1917, (until 16th June, 1919). The wages are as set out in the following schedule:

For motormen and conductors:

For the first six months	30c per hour
(To apply only to men employed after this date.)	
For the second six months	32c per hour
For the second year	35c per hour
For the third and subsequent years	37c per hour

Motor and truck repair men:

For the first six months	30c per hour
(To apply only to men employed after this date.)	
For the second six months	32c per hour
For the second year	35c per hour
For the third and subsequent years	37c per hour

Shedmen:

Foremen	37c per hour
Operating shedmen, men who operate and do general shed work	33c per hour
Shedmen, men doing general work but not operating cars.	32c per hour
Car cleaners	31c per hour

The men now claim that this agreement was not fully acceptable to many of them; that it did not provide sufficient remuneration, having regard to the then prevailing high cost of living; and that, even assuming its terms to be fair and just, the cost of living has since increased so substantially as to make it impossible for them to live decently on the wages provided. The men therefore ask that they be granted a bonus equal to that granted to street railway employees by the War Labour Board of the United States to border cities, with time and one-half for overtime.

If the principle of collective bargaining is to be recognized, if unions are to

receive, as they do, the protection of law, and if strikes fairly conducted are to be deemed but the just argument of the men, it is essential that agreements between employers and employees be fully and honourably carried out on both sides.

Yet men must live, and subject to a fair division of profits between employer and the employed, should be able to live comfortably. The prosperity of the business should be the joint ambition of the employees as well as the employers. Unless the business is successful the employee cannot prosper. Success alone will provide reasonable compensation both to capital and labour. Capital must be induced to embark on new enterprises and to continue old enterprises if the position of labour is to improve. To this end capital must be assured that in legitimate enterprises it will be protected equally with labour, and capital and labour must feel that each is essential to the other and each of its own interests must seek to benefit the other and so act to the advantage of both.

I do not think it can be contended that under no circumstances can relief be given against the terms of an agreement. If such were the case the Minister should not have granted a Board in the present instance. But where, as in this case, the men have signed an agreement based on the findings of a Board of Conciliation, the onus is on them to make a strong case to entitle them to relief. It is not sufficient merely that it appears that the cost of living has increased.

The men in their application have not limited the relief sought to the increased cost of living. They ask a change in the amount to be paid for overtime; they ask to change their period of apprenticeship, and they ask for varying percentages of increase running from 29.7 per cent to 53.3 per cent.

The question we have to decide is, has the cost of living so largely increased as to render it unconscionable to ask

the men to continue to work under the terms of their contract.

I cannot accept the suggestion of the men that the last award did not fairly provide for their then requirements. The award was accepted by both parties; it was adopted at a mass meeting of the men and was embodied in an agreement and voluntarily made binding for a period of two years. Under these circumstances, I must assume that the award was fair and just, not only under conditions as they then were but that it made reasonable provision for any advance in the cost of living during the period of the agreement.

There can be no doubt but that the cost of living has increased during the past 18 months. Just how much it is impossible to say. The men claim about 28 per cent, the company claimed the *Labour Gazette* shows the cost of living has not increased over 15 per cent. The results claimed by the men are arrived at by comparing the cost of various articles and then calculating the advance of the sum of their present cost over the cost as in 1917. This is necessarily a very inaccurate method of estimating the increased cost of living. It takes no account of the quantity of any particular commodity used. By way of illustration—the price of a \$4.00 hat may have advanced \$2.00, or 50 per cent. The price of a pound of 40 cent butter, 10 cents, or 25 per cent. Of these two items and on this method of calculation the cost of living has apparently advanced 37½ per cent, yet a man may buy but one hat during the year, whilst he will require many pounds of butter. This method may be illuminating, but it is misleading.

On the other hand, the men prepared a statement of the articles which a man with a family of four (a wife and three children) might reasonably be expected to require during the year. This indicated a cost of a little in excess of \$1,500. The items did not in themselves appear unreasonable. It is undoubtedly true that the men do not make any such yearly income, and yet, from what we

see of them, they are well dressed and show all the apparent prosperity and contentment of well-to-do citizens.

The company submitted statements based on figures in the *Labour Gazette* showing the cost of living per week of a standard family of five for the year 1917, compared with 1918, which appeared to bear out their contention of an increase of only fourteen per cent. These figures were based on the quantities of food, fuel and other items assumed by the *Labour Gazette* to be necessary for a family of this size.

The company claims that its financial position is such as to make it practically impossible to grant the request of the men and continue to furnish a satisfactory service to the public. It contends that, as the men have agreed to the present wage schedule it is their duty to practise all reasonable economies and add when possible to their incomes before asking a company conditioned as is the Toronto Street Railway for bonus assistance. On the other hand, the men claim they have nothing to do with the financial position of the company; that it is the business of the company and not of the men to find ways and means to provide the required wages.

Largely I agree with this latter contention. When it is once determined what, under all the circumstances, constitutes a proper wage it is the business of the employer to find means of paying it, otherwise failing an agreement with the men, to discontinue business. But you cannot in determining what is a proper wage entirely ignore the ability of the employer to find the money necessary to pay his men. More particularly is this the case when an additional sum is asked, as a bonus merely, in the face of an agreement signed by both parties, and particularly so in the case of a company, which by the terms of an agreement with the city made over 25 years ago, is unable to compensate itself for any added expenditures by increasing its charges to the public.

The situation of the Toronto Railway, in common with many other electric railways in Canada, is more unfortunate. Many years ago these companies agreed to a rate of fares. At that time the fares were apparently equitable to all parties. But for years past the cost of the companies' requirements, whether labour, materials, or payments to municipalities under their agreements, have rapidly advanced until to-day practically the whole of the earnings of electric roads, whose fares have not been increased, is eaten up in operating expenses. The Toronto Railway is no exception to this rule. It contends that it cannot fairly be asked to pay additional wages unless it be granted an increase in its fares. It urges that its present fares are the lowest in America, being slightly under 4 cents per passenger—(3.9 cents to be accurate). And yet it argues it is compelled to pay as high as 20 per cent of its gross income to the city, amounting last year to over \$1,000,000. The company's accounts last year show a surplus of under \$140,000.

Mr. Fleming told us large increased expenditures require to be made during each of the next several years in the renewal of tracks, the overhauling of cars, and generally the upkeep of the system, if it is to be operated with regard to the convenience of the public and the safety of its passengers, and that in addition to these works the company is under order from the Ontario Railway Municipal Board to build 200 additional cars.

The wage increase requested by the men amounts to approximately \$90,000 per annum. It is contended that the company cannot meet this payment and still carry on. Mr. Fleming claims that even if no dividends are paid and with present wage schedules it will take more than the surplus earnings of the company to make the essential repairs. It is apparent that the arbitrators cannot consider merely the position of the men, however much they may excite our sympathy. *The public must also be consid-*

ered. The Toronto Railway must be operated, and operated to the reasonable convenience and safety of the public. In my opinion this is impossible should the increase demanded be granted whilst the fares remain as at present.

The situation of the electric railways in the United States was not materially different from that of the Canadian roads. They all were operating under fixed fares and were met by the same increased costs as prevail in Canada. The Federal Government, under the War Measures Act, recently appointed a committee, of which former President Taft was chairman, to investigate and deal with the whole matter. This committee determined that the operation of the electric railways was necessary to the proper conduct of the war; that in order to operate efficiently the companies must pay increased wages to prevent their men being attracted elsewhere by the high wages paid in munition and other factories, and that the companies could not continue to properly operate and pay the additional wages required unless their fares were increased. The committee therefore ordered an increase in the wages to about that now requested by the Toronto men, and at the same time arranged to increase the fares of the companies as their individual conditions required. This finding applied to nearly all street railway systems in the United States and resulted in the general establishment of 6 cent and 7 cent fares. But this Board of Conciliation has not power to deal with the fares of the Toronto Company.

The solution of the present difficulty is undoubtedly that adopted in the United States and elsewhere in Canada, viz., an increase in fares reasonably sufficient to take care of the changed conditions, permitting the companies to be liberal with their men whilst making reasonable return on invested capital. As above stated, increases have been granted practically throughout the United States. A six cent fare or higher is in force in Victoria, Vancouver, Ed-

monton and Montreal, whilst Ottawa and Winnipeg have a straight 5 cent fare. In Toronto the fare is less than 4 cents a passenger, and out of this the company pays approximately \$1,000,000 a year to the city.

But this Board must take conditions as it finds them. It has no authority to interfere with any agreement between the city and the company. What we have to decide is whether or not under existing conditions we shall grant a bonus to the men.

In August last a Board of Conciliation between the Ottawa Street Railway and its men, as varied on an appeal to the Appellate Board under the Industrial Disputes Act, fixed the wages of the men in Ottawa at from 35 cents to 39 cents an hour, according to length of employment. In May last, 1918, a Board of Conciliation fixed the Electric Railway wages in London, Ont., at 30 to 35 cents per hour. In September of this year a Board fixed the wages of the men of the Montreal Street Railway at between 31 and 37 cents per hour. In Ottawa the fares were raised to five cents straight, and in Montreal the fares were raised to six cents. The cost of living in these cities does not substantially differ from the cost of living in Toronto. Several Boards of Conciliation have therefore recently found that wages such as are paid in Toronto are sufficient under present living conditions. The men have accepted these findings and are now working for the wages which these schedules provide. On the other hand, a Board in Winnipeg recently increased the schedule to about the amount now asked in Toronto, but to cover this the City Council gave an interim increase of fares to five cents straight and the matter of a permanent increase has been referred to the Public Utilities Commission.

The Toronto Railway Company is able to hire all the men it requires at the present wage rates. During the last phase of the war the men were leaving somewhat freely, attracted by higher wages elsewhere. These men could not

then be fully replaced. The company was not able to operate its full schedule of cars. But this situation has changed. Since the armistice the employment conditions appear to have substantially altered. The company has now hundreds of applications more than it has positions. The evidence of the company showed that 649, or about 40 per cent, of the company's trained men have been hired by the company at existing rates within the past ten weeks, and that during the same period one hundred ex-employees re-entered the company's employ, and, with few exceptions, at the minimum rate. The company stated that during the year 1918 up to December 21st they had re-engaged 327 ex-employees. This indicates the value of the job to the men.

In view of these facts, and in the face of the agreement between the company and the men, I do not think the men have made out their case. I do not see how it is possible, at a time when the company can obtain all the men it requires at the rates it is now paying, and when other Conciliation Boards, after making their own investigations, are accepting these rates as fair for other cities, to order the company to pay higher wages than the men themselves have agreed to accept.

I am unable, therefore, to hold that the men are entitled to any change in the present schedule of rates. I will, however, for the sake of an agreement and out of deference to the holding of the Board of Appeal in the Ottawa case, consent to raising the maximum to 39c an hour, the rate adopted by the Appellate Board. As practically all of the men receiving the lower schedule accepted employment from the company within the past few weeks at the present rate of wages, I would make the increase a straight increase of two cents an hour, except in the case of the lowest paid men, to whom for the purpose of making an agreement I am willing to concede an increase of 2½c an hour, all to date from November 1st, last.

I am further of the opinion that this Board should make no change in the other terms of the agreement. The only justification for the present Board of Conciliation being appointed was the alleged greatly increased cost of living. No reason was suggested at the hearing why terms of employment which were fair in 1917 are not equally satisfactory now.

(Sgd.) F. H. PHIPPEN.

Minority Report

Toronto, January 6, 1919.

Minority report of H. W. Harper, member of Conciliation Board, *re* Toronto Railway Company, employer, and their employees, members of Toronto Railway Employees' Union.

Under date 2nd November, 1918, the Toronto Railway Employees' Union made application to the Minister of Labour for the appointment of a Board of Conciliation under the Industrial Disputes Investigation Act, 1907. The nature of the dispute as stated in the application is as follows:

"In 1917 wages were fixed by a Board of Conciliation based upon the cost of living at that time. Since that time the cost of living has increased to such an extent that the wages are inadequate to maintain a proper standard of living and men have left the service in large numbers and are still leaving. This has thrown additional work on the remaining men. The employees, affected by the agreement ask that a bonus be granted from Oct. 1, 1918, equal to that granted to street railway employees by the War Labour Board of the United States to border cities. They also ask that time and one-half be paid for all time worked in excess of 10 hours per day and six days per week."

The company protested the appointment of a Board on the ground of the existing agreement, also that they were

unable to pay a higher rate of wages unless they were given relief by an increase in the rate of fares charged. The Minister overruled the objections of the company and the Board was appointed.

In the Minister's letter to the chairman he stated, in his view, the enquiry should embrace the following two points:

- (1) As to the justice of the demand for special consideration by reason of the increased cost of living since the signing of the agreement; also as to the question of overtime as raised in the application;
- (2) As to the justice of the representations of the employing company that they were financially unable to meet increased charges unless they were afforded means of increasing their revenue and as to the special conditions which appear to hinder the company from securing such relief.

I will also state that these were the lines under which the enquiry was conducted, but each member of the Board stated that if it was found that the men were entitled to an increase, said increase should not be dependent on the ability of the company to pay.

This Board met on the 9th of December, and had held numerous sessions since. Mr. Sinclair stated that the men's reason for signing the award in 1917 was due to the fact that a strike had taken place, and it was pointed out to them that unless they signed up the present award they would be holding up the manufacture of munitions and placing obstacles in the way of the successful termination of the war in favour of our Allies, and that we were living in abnormal times, and many employers throughout this and other countries had waived their rights under existing agreements and paid increased wages and many railway companies had done so before receiving any increased rate of fares.

Mr. Sinclair showed by the figures of the *Labour Gazette* that the cost of living had increased 28 per cent on a similar statement to that presented in 1917.

They also state that the wholesale prices as of June, 1917, and the figures of November, 1918, in the *Labour Gazette* show an increase of over 20 per cent. The company admit an increase of at least 15 per cent.

The chairman in talking to three representatives of the men in my presence stated the men had proved their case and that he would not vary much from their demands in making his award.

Following this Mr. Fleming made a statement relative to the finances of the company.

He stated that the company had reduced their dividend to 4 per cent in 1918, and that they had not sufficient money to meet repairs and any increase that might be granted by this Board.

Mr. Robbins, for the men, took up this question and showed from the company's annual report the reasons they had no money and showed that their money was invested in subsidiary companies, amounting in one case to \$3,000,000.00, and that there was a surplus in 1917 of \$135,000.00, also \$5,000,000.00 charged to Profit and Loss, and, further, that along with the regular dividend of 8 per cent since 1911 that they had granted a stock bonus of \$1,000,000.00 to the shareholders.

In the evidence before the Board the following points were brought out:

The employees convinced the Board they were entitled to an increase by way of a bonus.

The employees proved the cost of living to have increased since June, 1917, about 28 per cent, and the company admitted an increase of 15 per cent. The evidence does not bear out the company's statement that they are unable to meet increased charges unless given relief through increased revenue, it being shown by the men they have a surplus after paying dividends and if same were

not invested in subsidiary companies they would have sufficient to meet the present need and pay increased wages to the amount demanded by the employees.

I therefore cannot agree with the ma-

jority award, and further believe on the evidence submitted the men are entitled to their full demands.

All of which is respectfully submitted.

(Sgd.) H. W. HARPER.

Report of Board in Dispute between the Grand River and Lake Erie and Northern Railways and certain of their employees

A UNANIMOUS report was received from the Board established to deal with the dispute between the Grand River and Lake Erie and Northern Railways and certain of the employees of the said railways, being members of Division No. 833, Amalgamated Association of Street and Electric Railway Employees of America. The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. F. H. McGuigan and J. G. O'Donoghue, Toronto, nominees of the company and employees respectively. The report was accompanied by an agreement signed by both parties to the dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Grand River and Lake Erie & Northern Railways, employers, and certain of the employees of said railways, being members of Division No. 833, Amalgamated Association of Street and Electric Railway Employees of America, employees.

The Honourable G. D. Robertson,
Minister of Labour, Ottawa.

Sir,—

The Board of Conciliation established by you herein has the honour to report as follows:

Pursuant to appointment made after consulting the wishes and convenience of all parties, the Board met at Hamil-

ton on Thursday, the 9th day of January, 1919, all the members being present, and continued in session on the 10th, 11th, 13th and 14th days of January.

Mr. W. W. Kirkwood, general manager; Mr. M. M. Todd, vice-president; Mr. A. J. Clark, superintendent of the said railways, attended for the employers.

Mr. Magnus Sinclair, Mr. J. J. Knight and Mr. R. Meisel attended for the employees. The meetings were held in the Court House at Hamilton.

By continued effort and with a manifest desire on both sides to make a reasonable and fair agreement, a complete schedule of rules and regulations and rates of wages was framed and embodied in the agreement signed by the parties which we have the honour to return to your Department herewith.

We have also to report that four cases of alleged discrimination and alleged unjust dismissal have been settled between the employers and employees.

From the very good spirit in which the conferences and discussions were carried on we are confident that the agreement will be faithfully observed and carried out by both employers and employees.

All of which your Board has the honour to submit.

Hamilton, 14th January, 1919.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) F. H. MCGUIGAN,
For the Companies.

(Sgd.) J. G. O'DONOGHUE,
For the Employees.

AGREEMENT entered into in duplicate this 14th day of January, 1919, by and between the Grand River Railway Company and the Lake Erie and Northern Railway Company, hereinafter called the company, and those of its employees being members of Division 833 of the Amalgamated Association of Street and Electric Railway Employees of America.

Sec. 1. The company agrees that it will not discriminate against any employee because of his connection with said Division 833 or other labour association or union.

Sec. 2. (a) Properly accredited representatives or committee of the employees shall be recognized by the company in discussing grievances of any employee, presented in writing to the superintendent, and if satisfactory adjustment cannot be obtained, an appeal may be made to the general manager.

(b) Any employee suspended or dismissed shall be entitled to a hearing within five days, and if upon investigation the charge is not sustained, he shall be re-instated and paid for all time lost through suspension or dismissal. The suspended or dismissed employee shall be notified twenty-four (24) hours in advance when and where to attend, and also be notified of the nature of the charge laid against him. He shall have the right to produce witnesses and evidence thereat, also the privilege of having representative of the employees present to assist him if he so desires. Final decision in all cases of suspension or dismissal shall be given within forty-eight (48) hours after the hearing of the charges closes.

Sec. 3. Should the business of the employees so increase that it becomes necessary to have a business agent, and an employee is appointed, then the company shall recognize the employee so appointed as such business agent and he shall retain his seniority in the company's service and have access to the company's premises at all reasonable times.

Sec. 4. Representatives of the employees shall be granted leave of absence on business for the employees in so far as the regular operation of the service will permit, and shall be given preference over any other applications for leave on the same day.

Sec. 5. Any employee shall be granted leave of absence by the company on application to the superintendent when conditions of the service will permit.

Sec. 6. Promotions will, as far as possible, and having due regard to ability, be governed by seniority. When vacancies occur, notice of same shall be given on the bulletin boards so that the employees may make application for same.

Sec. 7. Employees' pass buttons will be honoured on the Grand River Railway, and trip passes will be issued to employees on the Lake Erie & Northern Railway one a month.

Sec. 8. Any employee making wrongful use of any of the concessions granted by the preceding section shall forfeit his pass privileges for six (6) months.

Sec. 9. Employees held off duty on company's business by order of the company's officials shall be paid scheduled rate for time lost and will be reimbursed reasonable expenses when away from home. Like rates and expenses shall be paid to employees when compelled to attend inquests or courts on subpoena requested or procured by the company officials.

PART TWO—WORKING CONDITIONS.

A new running sheet to go into effect on the first (1st) day of April and shall be posted not later than the twenty-fifth (25th) of March for signing.

Men will sign in order of seniority for the run they desire to work for the following sign up. Seniority to rule over both passenger and freight crews, on their respective divisions or districts.

Regular crews will be assigned to all regular passenger and freight runs. When the regularly assigned man in either passenger or freight service is to be absent from his run for a period of not less than seven days, the vacancy will be filled by the senior man on the spare list.

Sec. 10. Work train crews to consist of one conductor, one motorman, and at least one brakeman and trolleyman.

Sec. 11. Crews of freight trains handling two or more cars shall consist of one conductor, one motorman, one brakeman, one trolleyman.

Sec. 12. A passenger crew for one car to consist of at least one conductor and one motorman. Passenger crews for two cars to consist of one conductor, one motorman, and one brakeman.

Sec. 13. The term trainman means a man employed exclusively in train service as conductor, motorman or trolleyman, and shown on its lists and records as having been assigned to the train service.

Sec. 14. When a man in train service is compelled to work over eleven hours, he will receive ten cents per hour additional to his regular wages, up to sixteen hours. After sixteen hours until relieved from duty, time and one-half. If at terminal he may book eight hours' rest after sixteen hours' work.

Sec. 15. All regular runs, freight or passenger, shall be paid not less than ten (10) hours' pay.

(a) When schedule runs do not consist of ten (10) working hours, the company reserves the right to assign crews holding such runs further duties to complete full day's work of ten hours.

(b) Any trainman called for extra duty after seven p.m. shall receive two hours' pay for the time worked thereafter up to two hours. For time over two hours and up to four hours he shall receive four hours' pay. After four hours he shall receive regular rate for the time worked plus two hours additional.

(c) Any employee called for extra work shall be paid two (2) hours for reporting, whether given work or not.

(d) Trainmen's time shall be computed from the time they are required to report for duty, and finish on arrival at their terminal, and being relieved of charge of their train.

Sec. 16. The book assigning men to their runs for extra work at night or the following day shall be made out not later than five (5) p.m.

Sec. 17. The home terminal of all trains shall be designated when runs are advertised.

(a) Any man required to work a run which keeps him away from his home terminal shall be paid for reasonable expense incurred while away from home.

Sec. 18. Motormen and conductors shall be paid fifteen (15) minutes for making out accident or special reports.

Sec. 19. A trainman temporarily taken from his regular run for other duty shall be paid the rate assigned thereto, but shall not have his earnings reduced by reason of his temporary change.

Sec. 20. Trainmen deadheading will be paid time for same to and from their home terminal.

Sec. 21. When an employee is discharged or resigns, he will as soon as practicable be paid his wages due and given a certificate stating his term of service and in what capacity he was employed. Three (3) days to be considered sufficient time to make up his wages, and if held longer he shall be paid for nine (9) hours per day at the regular rate he was receiving for all days in excess of the three days stated.

Sec. 22. The company agrees that sanders on cars and motors will be provided for according to the Ontario Electric Railway Act.

Sec. 23. Regular crews after finishing their run will not be required to do extra work, if extra men are available. The company will at all times endeavour to provide a sufficient

number of extra men so that regular men will not be required to do extra work.

Sec. 24. The employees shall be allowed to post notice of meetings or any other matter that may be of interest to them, at car barns, power stations, junction points, and in motormen's and conductors' waiting rooms.

Sec. 25. Seniority lists shall be posted up every year, and at a reasonable time before the signing of the new running sheet.

Sec. 26. Each conductor and motorman in regular passenger service shall wear prescribed uniform while on duty, and the company shall provide such employee each year with one standard uniform free of charge.

PART THREE—SCHEDULE OF WAGES.

(a) Motormen and conductors (passenger)—

	Per hour.
1st year	36c
2nd year	37c
3rd year	38c
4th year and thereafter	39c

(b) Motormen and conductors (freight)

Senior brakemen (freight)	39c
Junior brakemen (freight)	36c

(c) Shedmen and power-house employees shall receive an increase of 10 per cent on the rate being paid them on the 31st day of October, 1918.

The rate of wages above shown shall not in any case operate to reduce existing rates.

The increases herein provided for become effective December 16th, 1918, except the overtime increase, which will take effect on and after January 16th, 1919.

In all other respects this agreement shall be effective on and from December 16th, 1918, until October 31st, 1919, and thereafter until thirty days' notice in writing of desired change given by either party.

Signed by the parties and dated at Hamilton this 14th day of January, 1919.

(Sgd.) M. MILNE TODD,
 (Sgd.) A. J. CLARKE,
 For the Employer.
 (Sgd.) RUFUS MEISEL,
 (Sgd.) JOHN J. MCKNIGHT,
 For the Employees

Witness:
 COLIN G. SNIDER.

Report of Board of Appeal in Dispute between the Polson Shipbuilding Company (Polson Iron Works), Toronto Shipbuilding Company, and Dominion Shipbuilding Company, Toronto, and their ship-carpenters, caulkers, joiners, etc.

A REPORT was received from the Board of Appeal to which had been referred the dispute between the Polson Shipbuilding Company (Polson Iron Works), Toronto Shipbuilding Company, and Dominion Shipbuilding Company, Toronto, and their ship carpenters, caulkers, joiners, etc. The award was signed by the chairman and Messrs. Duggan and Parsons and contained recommendations as to the settlement of the dispute. Messrs. Bruce and Francq did not concur in these findings and presented a minority report.

Report of Board

Under the Industrial Disputes Investigation Act, 1907.

Board of Appeal under P.C. 1743.

Toronto, this sixth day of December, 1918.

Present: Hon. Mr. Justice MacLennan, chairman; John W. Bruce, G. H. Duggan, Gus. Francq, S. R. Parsons.

In the matter of appeal of Polson Iron Works, Limited, the Dominion Shipbuilding Company, Limited, and the Toronto Shipbuilding Company, Limited, from the findings and recommendations of the Board of Conciliation and Arbitration appointed to investigate differences between said companies and certain of their employees, being ship carpenters, caulkers, joiners, and wood machinists, members of the United Brotherhood of Carpenters and Joiners of America.

The Board of Appeal having heard the said parties by their representatives,

examined the report of the said Board, dated 20th November, 1918, the minority report and all documents submitted, renders the following decision:

The dispute in this matter is with regard to wages. In April, 1918, a written agreement effective for one year was made between the Dominion Shipbuilding Company, Limited, and its employees, fixing wages for ship carpenters, joiners, caulkers, and wood-working machinists at 55 cents per hour, overtime rates, hours of labour, etc. The other companies involved in this appeal, while they did not sign this agreement, paid their employees the wages therein provided. During the latter part of the summer and in the autumn, owing to the urgency of completing work under contract, all the companies involved increased the rate of pay of some of their men to 60, 65 and 70 cents per hour. After the Board of Conciliation had been constituted and before its first session the armistice was signed on 11th November, 1918. The armistice created a new situation and the prospect of peace within measurable distance adds a new difficulty to the solution of the question before the Board; whether the companies will be able to obtain contracts for new work under existing conditions is not free from doubt and the probabilities are that there will be an increase in the number of men looking for employment in the near future. One of the companies since the signing of the armistice engaged between 15 and 20 new carpenters at 55 cents per hour. This indicates at all events that these men were willing to accept that rate, which was the rate fixed in the agreement of April last. The Board of Conciliation rejected the men's demand of 80 cents per hour and the majority of the Board recommended that none of the companies should reduce the wages

of any of their employees below the rates paid on 11th November, 1918, and that such of the companies as were on that date paying less than 65 cents should pay a minimum rate of 65 cents per hour in order to standardize wages as far as possible. The latter part of this recommendation is open to the criticism that it ignores the existence of the written agreement between the Dominion Shipbuilding Company, Limited, and its workmen, fixing the rate until 21st April, 1919, at 55 cents. The terms of this agreement are now invoked, as they were before the first Board, by the latter company, and they ask their employees to stand by the minimum rate mutually agreed to. It would be a dangerous precedent to recognize the right of employees to ignore their own contract and endeavour through a Board of Conciliation to get a higher minimum rate during the life of their agreement. Having regard to this agreement, the uncertainties of the next few months, and until conditions as to future work and the supply of labour are more definitely ascertained than at present, the opinion of Board is that the rate of wages paid when the armistice was signed should be continued and the companies and their employees should co-operate in maintaining existing conditions.

The Board of Appeal therefore recommends:

1. That the rate of wages paid by each of the companies respectively at the time the armistice was signed should be continued until one month after the official proclamation in Canada that a state of war no longer exists, and that the companies should loyally observe this recommendation and not discharge the higher paid men for the purpose of engaging substitutes at a lower rate.

2. That 55 cents per hour, the rate stated in the April agreement, should be the minimum rate of wages for the period recommended for the trades involved and the men should loyally accept these recommendations.

3. That these recommendations be substituted for and replace those of the Board of Conciliation.

Messrs. Bruce and Francq dissent from the foregoing decision.

(Sgd.) F. S. MACLENNAN,
Chairman.

(Sgd.) G. H. DUGGAN.

(Sgd.) S. R. PARSONS.

Minority Report

Under the Industrial Disputes Investigation Act, 1907.

Board of Appeal under P.C. 1743.

Toronto, this seventh day of December, 1918.

In the matter of appeal of Polsons Iron Works, Ltd., the Dominion Shipbuilding Company, Ltd., and the Toronto Shipbuilding Company, Ltd., from the findings and recommendations of the Board of Conciliation and Arbitration appointed to investigate differences between said companies and certain of their employees, being ship carpenters, caulkers, joiners and wood machinists, members of the United Brotherhood of Carpenters and Joiners of America.

The majority of the Board of Appeal in their judgment have decided to support the appeal and have made certain recommendations for the continuance of conditions until after the proclamation of peace.

We dissent from this finding and contend that the evidence submitted does not warrant the rejection of the majority report of the Board of Conciliation and Arbitration.

While it is a fact that an agreement was entered into between the Dominion Shipbuilding Company and the United Brotherhood of Carpenters and Joiners in April, 1918, for a period of one year, with a minimum rate of wages of 55 cents per hour, and which was subse-

quently made the basis of conditions in the yards of the Toronto Shipbuilding Company and the Polsons Iron Works, Ltd., only by a general understanding, and was never officially recognized by said companies during the life of this agreement, the companies found it necessary to increase wages, which had a direct influence on the terms of the agreement, and it was thought desirable that a change in the wage clause of the agreement was in the best interests of all concerned, as the wages being paid generally were in excess of those quoted in the agreement, the companies paying as high as 70 cts. and 65 cts. could be considered a fair minimum.

To this end several attempts were made to have this matter adjusted, the various companies making offers of 65 cts., 67½ cts. and 70 cts., but it was

found impossible to come to any satisfactory understanding, so by mutual consent all parties agreed to submit the questions in dispute to a Board of Conciliation and Arbitration for adjustment.

In our judgment, after taking all of the circumstances into consideration, we believe that the majority report of the Board of Conciliation and Arbitration is fair and reasonable and comparable with the general conditions prevailing in this locality.

Therefore, we submit that in the best interests of all parties concerned that the majority award of the Board of Conciliation and Arbitration should be sustained.

(Sgd.) JOHN W. BRUCE.

(Sgd.) GUS. FRANCO.

Report of Board of Appeal in Dispute between various Toronto firms and their patternmakers

A REPORT was received from the

Board of Appeal to which had been referred the dispute between various Toronto firms and their patternmakers. The award was signed by the chairman and Messrs. Duggan and Parsons and contained recommendations as to the settlement of the dispute. Messrs. Bruce and Franco did not concur in these findings and presented a minority report.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907.

Board of Appeal under P.C. 1743.

Toronto, seventh January, 1919.

Present: Hon. Mr. Justice Maclellan, chairman; John W. Bruce, G. H. Duggan, Gus. Franco, S. R. Parsons.

Appeal in case of various Toronto firms and certain of their employees, being patternmakers.

The Board of Appeal, having heard the parties by their representatives on an appeal by the employers from the decision of a Board of Conciliation and Investigation rendered at Toronto, on 10th December, 1918, having examined all the documents submitted in connection with the matter and deliberated thereon, renders the following decision:

The dispute here is with reference to wages of patternmakers working in a number of Toronto firms and companies. The majority of the Board of Conciliation, on 10th December, 1918, increased their wages to 75 cents per hour as a minimum rate to be effective from 6th November, 1918, to 1st July, 1919. The appeal is by the employers and mainly on the ground that the wages paid were sufficient and that the present is no time to increase wages as in a number of employments rates are being reduced.

The patternmakers in Toronto had received at least two increases in 1918, and at the time their case was heard were paid 65 cents per hour in contract shops and 70 cents in job shops. In 1914 the wages were 37½ and 45 cents per hour respectively. At the end of October, 1918, the Patternmakers' Association of Toronto made a demand for a minimum rate of 90 cents per hour. A conference of joint committees representing the firms and the union held on 1st November, 1918, was unable to come to an agreement, and, on 6th November, the Patternmakers' Association signed an application for the appointment of a Board of Conciliation and Investigation, which was received at the Department of Labour in Ottawa on 8th November. The Board was appointed in due course and began its investigation on 2nd December and continued in session from day to day until its report was made on 10th December, 1918, when the chairman and the member representing the union made the report now the subject of this appeal and the member of the Board representing the firms made a dissenting report.

This dispute concerns some 96 patternmakers and 25 firms, about one-half of whom employ only one or two patternmakers. The armistice had been signed about one month before the Board of Conciliation rendered its decision, but before the request for an increase to 90 cents per hour was made, Germany had demanded peace, and the Conference of Allied Delegates at Versailles to discuss the conditions on which hostilities might be suspended had completed its work in the last week of October, when it was given out that Germany could obtain the terms of the proposed armistice by applying to Marshall Foch. It is, therefore, abundantly clear that when the patternmakers made their demand on the firms for an increase, when they had the conference with the latter on November 1st, and when a week later they applied for a Board, the coming of the armistice was public knowledge and they doubtless foresaw

the effect which it was bound to have on wages and other industrial questions. The signing of the armistice, to be followed by peace at an early date, has changed the whole face of the industrial situation, and it appears to the majority of the Board of Appeal that the Board of Conciliation did not give this feature of the question the consideration which it deserved. The discontinuance to a large extent of war production, the release of many workmen in Canada, and the return of skilled workmen who have been in the Canadian Army overseas, has had a disturbing influence on industry. When to this is added the uncertainty of employers obtaining new contracts, the offers of labour in some instances at reduced rates, and the views of some manufacturers that, particularly in order to compete for foreign trade, there should be a general reduction in wages, it appears to the Board that the granting of an increase to the patternmakers was not justified and would tend to augment the unrest which is inseparable from the period of reconstruction through which not only our own country but the whole world is now passing. Ten per cent of the patternmakers who were at work a month ago in Toronto are now without employment. The wages paid in Toronto at the beginning of November compare favourably with those paid in neighbouring towns and cities in Ontario. Employers and workmen, for a few months at least, and until the future trend of industrial activities is determined with some degree of definiteness, should endeavour to work together and create a feeling of confidence in the future which is of vital importance both to labour and capital. For the foregoing reasons the majority of the Board of Appeal, after very full consideration and having regard not only to this dispute but to the general industrial situation throughout Canada, and with a view to maintaining confidence in the future and promoting good-will between employers and employees, are strongly of opinion that for the present

wages should not be either increased or reduced. This is as heavy a burden as in our judgment should be placed upon employers, temporarily, when they are to some extent marking time, and we believe should be considered fair and reasonable by the workers.

The Board of Appeal therefore recommends:

1. That the rates of wages paid to patternmakers in the city of Toronto at the time of the signing of the armistice should be continued until one month after the publication in Canada of the proclamation of peace, and that in the meantime the minimum rate in contract shops should be 65 cents per hour and in job shops 70 cents per hour.
2. That where more than the above minimum rates were paid on November 11th there should be no reduction for the above period.
3. That for the common good the firms and the patternmakers interested should loyally carry out these recommendations.

Messrs. Bruce and Franco dissent.

The whole respectfully submitted.

(Sgd.) F. S. MACLENNAN,
Chairman.

(Sgd.) G. H. DUGGAN.

(Sgd.) S. R. PARSONS.

Minority Report

Industrial Disputes Investigation Act,
1907.

Board of Appeal, P.C. 1743.

Re appeal in case of various Toronto firms and certain of their employees, being patternmakers.

We dissent from the findings of the majority of the Board of Appeal. While

there is some merit in the arguments advanced by the employers for the necessity of using some caution in the matter of wages and conditions until there is some stability to industry, now that the conditions arising out of the war no longer exist, [to] all of which we have given due consideration, still the facts governing the present case are such that these matters should not detract from the justice of the claims made by the employees.

Prior to the armistice being signed the men presented their demands to the employers, based on the conditions existing, and which at the present time have not materially altered, especially in regard to the high cost of living. Efforts were made to bring about an adjustment, but without success, and it was mutually agreed between the parties to submit the matter to a Board of Conciliation and Arbitration under the Industrial Disputes Act, as the best method of getting an adjustment satisfactory to all concerned.

The evidence discloses the fact of the skill and ability of this class of workmen, who receive a much higher rate in many cities on this continent than that demanded, and the majority award of the Board of Conciliation and Arbitration awarded them a flat rate of wages and also removed the difference in rates between the job and contract shops.

Taking all of the circumstances into consideration, and the reasons for the creation of the Board, we feel that the award should have been acceptable to both parties, and believing the majority award of the Board of Conciliation and Arbitration to be fair and reasonable, we feel justified in recommending that the majority award of the Board of Conciliation and Arbitration be sustained.

(Sgd.) JOHN W. BRUCE.

(Sgd.) GUS. FRANCO.

Toronto, Jan. 6th, 1919.

INDUSTRIAL DISPUTES

INDUSTRIAL DISPUTES DURING JANUARY, 1919

FIVE strikes, involving approximately 269 employees were reported as having commenced during January. There were in existence at some time or other during the month 13 strikes, directly involving 1,000 workpeople. The total time loss on account of industrial disputes was estimated at 20,737 working days, as compared with 64,079 in December, 1918, and 7,898 in January, 1918. The time loss occasioned by the five strikes which began in January was 1,731 working days, while a

loss of 19,006 is charged to the 8 strikes commencing prior to January. Four of the strikes which commenced during January terminated during the month, leaving the following 9 strikes, affecting approximately 881 workpeople, on record January 31: pottery workers, St. Johns; moulders, London and Vancouver; pulp and paper workers, Fairville; press feeders, Ottawa; textile workers, Kingston; cigarmakers, Hamilton; laundry workers, Vancouver, and artificial limb workers, Toronto.

Disputes by Industries

The following is a review of the disputes by industries in the order in which these appear in the statistical table. A brief summary is given of the more important strikes.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—One strike was carried over from the previous month's record and remained unsettled, that of pottery workers at St. Johns, Que. This dispute involved 51 workpeople and resulted in a loss of 1,326 working days.

METALS, MACHINERY AND CONVEYANCES.—There were two strikes in existence, involving 146 workpeople and resulting in a loss of 3,796 working days. Both of these strikes were carried over from the previous month's record and remained unsettled at the end of the month.

WOODWORKING.—There was one strike, involving 150 workpeople and resulting in a loss of 1,050 working days. This was a strike of artificial limb workers at Toronto who ceased worked on account of the dismissal of a superintend-

ent. The strike was untermiated at the end of the month.

PULP AND PAPER.—There was one strike in existence, involving 180 workpeople and resulting in a loss of 4,680 working days. This was a strike of pulp and paper workers at Fairville, N.B., which was carried over from the previous month's record.

PRINTING AND PUBLISHING.—There were two strikes in existence, involving 77 workpeople and resulting in a loss of 910 working days. One of these disputes—press feeders at Ottawa—which commenced during November over a question of discipline, remained unsettled at the end of the month. The other strike, that of printers at Vancouver, commenced during the month. This strike, which affected about 52 workpeople and was for increased wages, lasted only two days when the men secured their demands.

TEXTILES.—There were two strikes in existence—textile workers, Kingston, and weavers at Chatham, involving 175

workpeople and resulting in a loss of 4,141 working days. The strike in Kingston remained unterninated, while the strike of weavers at Chatham, which was against a reduction in piecework prices, terminated during the month, the dispute being settled through negotiations between the parties concerned.

FOODS, LIQUORS AND TOBACCO.—In the food and tobacco group there was but one strike, that of cigarmakers at Hamilton, which was carried over from the previous month's record.

LEATHER. — One strike commenced during the month, that of leather work-

ers at Fredericton, N.B. This dispute involved 40 workpeople and resulted in a loss of 320 working days.

MISCELLANEOUS. — There were two strikes in this group—laundry workers at Vancouver—carried over from the previous month and unsettled at the end of January, and a strike of labourers at Peterborough, which occurred during the month. This strike, which affected about 8 workpeople and was against a reduction in wages, lasted only two days when the men returned to work at the reduced rate.

INDUSTRIAL DISPUTES DURING JANUARY, 1919

Industry or Occupation.	Particulars.	No. of employees affected	Time lost in working days
DISPUTES COMMENCING PRIOR TO JANUARY, 1919			
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.— Pottery workers, St. Johns, Que.....	Commenced November, 1918. Against reduction in wages. Un-terminated.	51	1,326
METALS, MACHINERY AND CONVEYANCES.— Moulders, London, Ont.....	Commenced November 22. Demand for closed shop and recognition of Union. Unterminated.	9	234
Moulders, Vancouver, B.C.....	Commenced November 22. Demand for closed shop and recognition of Union.	137	3,562
PULP AND PAPER:— Pulp and Paper workers, Fairville, N.B.....	Commenced December 2. For recognition of Union and increased wages. Unterminated.	180	4,680
PRINTING AND PUBLISHING:— Press feeders, Ottawa, Ont.....	Commenced November 20. Dispute re discipline. Unterminated....	25	650
TEXTILES:— Textile workers, Kingston, Ont.....	Commenced December 12. Demand for increased wages, recognition of Union and reinstatement of dismissed employees. Unterminated.	156	4,056
FOOD, LIQUORS AND TOBACCO:— Cigarmakers, Hamilton, Ont.....	Commenced July 11, 1918. For increased wages. Unterminated....	12	312
MISCELLANEOUS:— Laundry workers, Vancouver, B.C.....	Commenced September 9. For increased wages. Unterminated....	161	4,186
DISPUTES COMMENCING DURING JANUARY, 1919.			
WOODWORKING:— Artificial limb workers, Toronto, Ont.....	Commenced January 24. Against the dismissal of factory super-intendent. Unterminated.	150	1,050
PRINTING AND ALLIED TRADES:— Printers, Vancouver, B.C.....	Commenced January 2. Demand for increased wages. Increase granted. Work resumed January 8.	52	260
TEXTILES:— Weavers, Chatham, Ont.....	Commenced January 21. Reduction in piece work prices. Settled by negotiations. Work resumed January 27.	19	85
LEATHER:— Larrigan sewers, Fredericton, N.B.....	Commenced January 17. For increased wages. Compromised. Work resumed January 25.	40	320
MISCELLANEOUS:— Labourers, Peterborough, Ont.....	Commenced January 8. Against reduction in wages. Men returned to work at reduced rate January 10.	8	16

PROCEEDINGS OF THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

THREE new decisions of the Canadian

Railway Board of Adjustment No. 1 have been received at the Department. The first is a supplement to Case No. 12 concerning the Great North Western Telegraph Company and its employees, which was reported in the December issue of the LABOUR GAZETTE on page 1,096. The second is a supplement to Case No. 13 concerning the Canadian Pacific Railway western lines and the Brotherhood of Railway Clerks, freight handlers, and other employees, which was reported on page 1,098 of the December issue of the LABOUR GAZETTE; and the third is Case No. 16 concerning the Kettle Valley Railway and the employees engaged in engine and train service. (The decision in Case No. 15 has not yet been issued.)

Supplement No. 1 to Case No. 12—Great North Western Telegraph Company and its employees

This supplement to Case No. 12 deals with three questions arising from the decision of the Board in this case. The first is as to the interpretation of Article No. 1, in which the Board ruled that the company and the Men's Committee should jointly decide for each point what employees could consistently be regarded as having authority to 'hire or discipline employees'. The men contended that only the chief operator and the assistant chief operator had authority to hire or discipline employees, and for this reason they asked that there be included in the schedule the following positions: night, and late night chief operator, Morse, cable, automatic and ticket supervisors, wire and plant chiefs, assistant wire and plant chiefs, automatic chiefs and automatic attendants. The company contended that none of the positions should be included in the schedule.

The decision of the Board was as follows:

At functional offices the following shall be excluded from the schedule: the chief operator; the assistant chief operator at Winnipeg, Montreal, and Toronto; the night chief operator and the late night chief operator, if employed. And at Montreal and Toronto on the busy trick: one Morse supervising official, and one automatic supervising official, both of whom shall be properly designated.

The second question refers to a ruling of the Board that such employees as hold the combined positions of manager and operator at points where only one operator besides themselves is employed, as well as all operators devoting their time exclusively to company work, shall be included in the wage schedule. The men asked that all such salaried officers be included in the wage schedule and mentioned a number of points not enumerated in their original propositions, which they contended should now be included. The company contended that only agents and operators at points named in the list agreed to between the company and employees should be included in the schedule, and that it would be onerous upon the company to include any other points, with the possible exception of Sault Ste. Marie.

The decision of the Board was as follows:

The Board believes that it should only be necessary to reiterate former decision made on this question, but, if there is real doubt on the subject, again rules that all salaried operators at all points devoting their time exclusively to the company's work shall be included in the wage schedule.

The third question was with regard to the wages of operators at Hamilton and London. The men asked for the following monthly rates: At Hamilton, one operator at \$110.00, two at \$100.00, and one at \$80.00; and at London, four operators at \$110.00, \$100.00, \$90.00 and \$80.00, respectively. The company contended that the following rates, namely \$110, \$90 and \$80, at Hamilton and London, were agreed to between the Men's Committee and itself and that

such rates should stand. The company also offered to pay a fourth operator at Hamilton at the rate of \$90.00 per month.

The decision of the Board was as follows:

The rates at London and Hamilton shall be at each point—one operator at \$110 per month, one operator at \$100 per month, one operator at \$90, and one operator at \$80 per month.

Supplement No. 1 to Case No. 13—C. P. R. Co. (Western Lines) and Brotherhood of Railway Clerks, Freight Handlers, and employees

The Board received a letter from Mr. C. Murphy, general manager Canadian Pacific Railway, western lines, stating that he was informed that the company had no written agreement or negotiations with the men at Vancouver, nor did they give any notice of a desire to negotiate. In view of this he assumed that the Board's decision is intended to cover only the places with which the company had agreements or negotiations with the men, and stated that the company would await the further decision of the Board before making the rates retroactive beyond August first to men at Vancouver.

The Board replied to this letter as follows:

As regards the claims of the men at Vancouver, the Board was of the opinion and decided, under all the circumstances, that the men at Vancouver did intend to request a re-opening of their schedule arrangements with the company, and that even although they may not have fully complied with all of the customary conditions incident to the re-opening of a schedule, or even although they may not have had, as stated by you, any written agreement with the company to re-open, that they should be conceded the same recognition as other similar employees at important terminals on the C.P.R. western lines who had agreements for revision, of which notices had been served, and that they should, therefore, be granted the retroactive application of the increased wage rates as of May 1st, 1918. This decision of the Board is hereby re-affirmed.

Case No. 16.—Kettle Valley Railway and Employees in Engine and Train Service.

The questions in dispute between the Kettle Valley Railway and its employees had to do with wages and men in the engine and train service. There had not been heretofore any schedule agreements for the various classes of employees affected on this line. Three questions were submitted to the Board. The first was "on what basic rates should the increases provided for in General Order No. 27 be applied, in the case of employees engaged in engine and train service?" The men contended that as there were no rates in effect on December 31, 1915, except the work service rates of \$4.75 per hundred miles for engineers and \$3.05 per hundred miles for firemen, these rates, with the differentials added by Bulletin of May 1st, 1916, should constitute basic rates on which the increases should be applied. It was also contended by conductors and trainmen that rates bulletined on May 31, 1915, should be used as basic rates. The company contended that the rates covered by the bulletin of May 31, 1915, were not actually put into use except as to work service, that being the only train service operated at that time, and that a lower scale of rates should be established than what was claimed by the employees.

The decision of the Board was as follows:

The only rate in effect on the Kettle Valley Railway on December 1st, 1915, appears to have been a work train rate, being practically the same rate for work train service as that in effect on the Canadian Pacific Railway in adjacent territory at that date. The Board, therefore, decides that the basic rate on which to apply the increases authorized by Order No. 27 should be the rates in effect for similar service on the Canadian Pacific Railway in adjacent territory as of December 31st, 1915, the intent of the Board being that agreement should be jointly reached between the company's officers and the committee representing the employees to adopt rates for the various classes equal to, but not higher than, rates in effect for similar service on the Canadian Pacific Railway in adjacent territory.

The second question was, "on what basic rate for hostlers should the increase provided for in Interpretation No. 2 to General Order No. 27 be applied?" The employees contended that General Order No. 27 had not been properly applied as provided in Interpretation No. 2. The company stated that no hostler had been employed in December, 1915, and there is therefore no basic rate on which to apply General Order No. 27.

The decision of the Board was as follows:

The Board considered that the same principle is involved in this question as applied to Question No. 1, and decided that the hostler's rate in effect for similar service on the Canadian Pacific Railway in adjacent territory as of December 31st, 1915, shall be the basic rate on which to apply the increases provided for in General Order No. 27, Sec. B, (as required by Interpretation No. 2).

The third question was, "from what date should General Order No. 27 be

made effective as applied to the wages of the engineers, firemen, conductors, brakemen and hostlers on the Kettle Valley Railway?" The conductors and trainmen contended that the effective date should be April 1st, 1918, while the engineers and firemen contended it should be May 1st, 1918, and the company claimed that General Order No. 27 should be retroactive to August 1st, 1918.

The decision of the Board was as follows:

Inasmuch as there was not any schedule agreement in effect under which any notice for revision at an earlier date had been served, the Board, therefore, rules that in this case the increases under General Order No. 27 shall become effective as of August 1st, 1918, on account of a decision reached by Canadian Railway Board of Adjustment No. 1 at its meeting in Montreal on August 19th, 1918, "that the effective date of the application of the McAdoo Award shall not be later than August 1st, 1918."

WAGE ADJUSTMENT COMMISSION FOR VANCOUVER ISLAND COAL MINES.

IT will be remembered that during the months of September and October considerable unrest prevailed among the coal miners of Vancouver Island and a strike was narrowly averted. After an inquiry into the situation, and particularly as to the cost of living increases, by Mr. D. T. Bulger, Pacific coast officer of the Department of Labour, a wage increase of seventy-five cents per day was granted by the mining companies concerned and the selling price of coal was, by permission of the Fuel Controller, advanced proportionately. The working agreement then effected provided that a wage adjustment should be made every three months following

an inquiry into the cost of living fluctuations, the inquiry to be conducted by a Royal Commission. The first period of the working agreement having reached its termination, a Royal Commission was appointed on January 17 as follows, namely:

Mr. D. T. Bulger, Vancouver, chairman;

Mr. Tully Boyce, Nanaimo, recommended by the employers; and

Mr. J. McAllister, Cumberland, recommended by the employees.

It was understood that the Commission would commence its inquiry shortly after the close of the month.

SPECIAL ARTICLES

THE WORKERS' EDUCATIONAL ASSOCIATION IN CANADA

By Professor R. M. MacIver, Department of Political Economy, University of Toronto

FEW educational experiments have been crowned with such early and convincing success as that of the Workers' Educational Association, which began its active career in London, England, as recently as in 1907. In the succeeding decade it spread all over the country, so that to-day practically every university in England and Scotland has a branch of the W.E.A. connected with it. In many cases, particularly in the North of England, the university city has become a centre which sends out its tutors to classes established in neighbouring towns.

The Association arose first to meet and then to foster a demand for education of a university standard on the part of working men. As the name implies, it is in fact an association of working men, established to provide the higher non-technical education which had hitherto on the whole been available only to students at the universities. The English experiment proved that there existed on the part of the workers a real demand for such education, and that methods could be devised for providing a genuine training of that character to men and women who, being at work all day, could devote only their spare time in the evening to instruction, discussion and preparation. The Association set itself from the first to maintain a high standard, demanding devotion and thorough study on the part of those who enrolled in its classes, and therein has lain a great part of its success.

Mr. Mansbridge, the former president of the Association, carried the movement from England to Australia. On his re-

turn he visited Canada, but did not find conditions here so favourable for its development. At any rate no progress was made until the spring of 1918, when a Workers' Educational Association was instituted at Toronto. It is still in the experimental stage, but the experiment is one of great promise, and it throws considerable light on the potentialities of higher education among the working classes in Canada.

It is necessary for the success of a movement of this kind that there should be direct co-operation between the universities and the workers, and that a form of constitution be devised which shall insure their joint control over the Association. The workers have in fact to feel that it is their association, one which they themselves support and administer. In the spring of 1918 several meetings took place in Toronto between representatives of the organized workers of the city, some members of the staff of the University of Toronto, and others specially interested in the movement. As a result an association was formed, and a provisional executive committee elected to draw up a constitution and to arrange for the classes and other activities of the Association. The executive committee was in the first instance elected by the three parties concerned, the officers of the association (president, vice-president, and secretary-treasurer) being elected by the whole membership, together with three members elected by the trade unions, three representatives of the university, and two representatives of the public. After much deliberation this committee drew up a constitution for ratification by the association

as a whole. This constitution differs in certain important respects from that of the corresponding English association, and is reproduced below in full, as it was devised to meet the special conditions obtaining in Canada. The two chief constitutional questions, those of control and of finance, were settled in a spirit of accommodation which augured well for the success of the scheme. It was necessary that the workers should have an effective share in the direction of the association while the responsibility for teaching standards had to lie with the university representatives and the tutors of the classes. This has been arranged with complete harmony on the part of all concerned. The president of the association is himself, as in England, a working man, and the president of the university is a member of the executive committee. As regards finance, it was agreed that part of the necessary funds should be contributed by the Trades Council of the city and those local unions which were willing to affiliate with the association, and part by the University of Toronto. The university authorities entered heartily into the project, and passed a grant of \$1,000 for the first year's expenditure. A smaller number of locals affiliated than was originally anticipated, but since a fair number of individual members of these organizations have already joined the classes or enrolled as general members of the association, it is hoped that the unions will take an increasing interest in the work.

The executive committee prepared, during the summer, a programme of classes, and secured the services of a number of tutors, mostly from the university. The chief demand proved to be, here as in England, for classes in economics, history and political science. Already eight classes have been opened, the subjects being as follows: Constitutional History, Canadian Constitutional History, Economics, Banking and Public Finance, the Social and Economic Teaching of Ruskin, Political Philosophy, English Literature, and Logic and

Psychology. Most of the classes meet at the university, but two are being held in one of the largest factories in the city (the Massey-Harris works). The classes are conducted on the tutorial plan, an informal lecture being followed by a general discussion. Each class meets one evening in the week, at 8 o'clock, and lasts for at least two hours. Each student can enrol in only one course, and is expected to write short essays periodically on the subject treated and otherwise to prepare for the class-meetings. The groups are small, the largest having about sixteen members. The students take a keen interest in the classes, and the discussions are generally animated and prolonged.

The association is purely educational in nature, having no platform or dogmas of any kind, and no purpose except the advancement of the higher education. The only qualification required of the student is that he is a worker. Both men and women have joined the classes. The tutors are selected because of educational qualification in the subjects demanded by the workers. There is a spirit of give-and-take at the meetings. In fact the tutors learn as well as teach, since the members of the groups contribute their direct experience of social and economic conditions.

The association is still, as has been said, in the experimental stage in Canada. Its work has begun in a period of great uncertainty, in the disturbing transition from war to peace. It is still uncertain to what extent the corporate bodies of labour will actively support the association. Further, it is obvious that in Canada distances and diversities will make impracticable the unified system adopted in England, where every considerable town is within range of a university centre which can send out its tutors wherever the demand arises. Again, the Canadian university has on the whole a less close contact with the general life of the people than the universities of, say, the North of England. But these and other difficulties can be met if the one essential condition, a de-

mand for genuine adult education, is forthcoming. The interest which is being taken in the association, not only in Toronto but in other parts of Canada and even in the States, is an encouraging sign. The education which the W. E. A. exists to promote is an education in citizenship, in the widest sense of the term. It offers this education on a democratic basis. It is making the first real attempt in Canada to provide for adult workers in Canada the opportunity to improve their education in the subjects of most enduring interest, to think, speak, and write clearly on these subjects, and to gain the knowledge which not only is, but helps to justify, power.

The constitution of the Workers' Educational Association of Toronto is as follows:

NAME.

The Workers' Educational Association of Toronto and District.

OBJECT.

The Association is established to provide an opportunity for the workers to obtain the benefits of university education, and assist them to acquire the knowledge which is essential to intelligent and effective citizenship.

To that end, Political and Economic Science, History, English Literature and other subjects may be taught.

AFFILIATION.

University, Trade Union Locals and Trades Council, Educational Bodies and Groups are eligible.

Applications for affiliation must be approved by the Executive Council of the Association.

MEMBERSHIP.

There shall be two classes of membership.

- A. General members, who shall be admitted to special lectures and privileges.
- B. Students, who shall form the study groups.

CONTROL.

The control of the Association shall be vested in an Executive Council, elected at the annual meeting of the Association. The Executive

Council shall be composed of twelve members: a President, a Vice-President and a Secretary-Treasurer, elected by the annual meeting; together with: three members who shall represent the University, three members who shall represent the Trade Unions, one member who shall represent the Trades Council, and two members who shall represent the General Membership. These nine members shall be elected at the annual meeting by their respective groups. All members of the Executive Council shall hold office for one year and be eligible for re-election.

FINANCE.

The funds of the Association shall be under the control of the Executive Council, and shall be provided by all affiliated bodies and individuals on the following basis:

1. University—By annual grant.
2. Trades Council—By annual grant.
3. Trade Unions—Local unions affiliated to the Association shall pay five cents per annum per member, with a minimum affiliation fee of five dollars.
4. Educational bodies and groups affiliated to the Association shall pay five cents per annum per member, with a minimum affiliation fee of five dollars.
5. General Membership—General members shall pay not less than fifty cents per annum.
6. Subscriptions may be received from any person in sympathy with the objects of the Association.

LECTURERS.

Lecturers shall be appointed by the Executive Council and shall be paid for their services.

EDUCATION.

The educational work of the Association shall be organized on the basis of:

- A. Student Membership.
 - (1) Lectures.
 - (2) Discussion of lectures.
 - (3) Essays.
- B. General Membership.

Special popular lectures.

All classes or lectures shall be held during the evening, or such other time as may be deemed advisable.

STUDY CLASSES.

All applications for membership in the Study Classes must be sent to the Secretary of the Association.

When the applicant is a member of an affiliated union or educational group his application shall be sent through the secretary of his organization.

INDUSTRIAL RELATIONS—AS OUTLINED BY A GROUP OF BRITISH EMPLOYERS

AT about the same time as the Whitley Committee was holding its meetings in London, a series of conferences was being held by a group of 20 British employers of labour, for the purpose of trying to define the duties of employers within the present industrial system and to examine the way in which humanitarian principles could be given fuller expression in the industrial relations between employers and workers. As a result of these conferences a statement was prepared giving a summary of the conclusions to which the conferees had arrived. This statement has since been given considerable publicity both in Great Britain and in the United States.

In dealing with the questions of industrial relations the point of view was taken that "employers are persons fulfilling certain necessary functions of organization in the great process of industry, side by side with all others engaged in performing the other functions necessary to the maintenance of that process, and that each of these functions demands its own qualities of character and capacity and carries with it its own obligations and responsibilities." It was stated that it is only so far as those engaged in industry "are inspired by a new spirit and regard industry as a national service, to be carried on for the benefit of the community, that any general improvement in industrial relations is possible"

The statement contains proposals, not only in regard to wages, the status of the workers, security of employment, working conditions and social life, but also

with regard to the appropriation of surplus profits, the duties of shareholders, and other such matters which do not come within the purview of this article.

Wages

The propositions contained in the statement with regard to wages were in part as follows:

1. In determining the rate of wage to be paid, a distinction must be drawn between the minimum or "basic" wage and wages above the minimum, which may be referred to as "secondary" wages. The former should be determined primarily by human needs; the latter by the value of the service rendered, as compared with the value of the services rendered by workers who are receiving the basic or minimum wage.

2. The Basic Wage.

- (a) Men. The wages paid to a man of average industry and capacity should at least enable him to marry, to live in a decent house, and to provide the necessities of physical efficiency for a normal family, while allowing a reasonable margin for contingencies and recreation.

- (b) Women. In the case of women engaged upon work which has hitherto been regarded as man's work, the payment should be equal for the same volume and quality of work, assuming equal adaptability to other necessary work.

In the case of purely women's work, the basic wage for a woman of average industry and capacity should be the sum necessary to maintain her in a decent dwelling and in a state of full physical efficiency, and to allow a reasonable margin for contingencies and recreation.

(3) The Secondary Wage.

The secondary wage is remuneration for any special gift or qualification necessary for the performance of a particular function, *e.g.*, special skill as a tradesman; the special strength of some physical organ, as in the case of a gas stoker; special muscular training and power, such as that of a lumberman; responsibility for human life, as in the case of locomotive engine drivers.

We believe that if once the basic wage is fixed at a right level, the precise amount of the secondary wage to be paid for different services may be left as at present, to bargaining. But in conducting such bargaining the employer should remember that the pleasures

and varieties of life are just as dear to the workers as to himself, and that they, too, need comfort, rest and change of scene.

It is recognized that the payment of wages on the above basis will require a larger increase in the wage rates in many industries than some of them could at present bear. We believe, however, that the payment of such wages should be regarded by employers as a necessary business liability. . . . But if at the moment really adequate wages cannot be paid, the earnest attention of the management should be turned to improving the processes and general efficiency of their business organization, by the use of engineering and chemical science, adequate costing systems, etc.

While we emphasize the obligation on employers to do everything in their power to ensure the businesses under their control shall be able to pay wages on the above basis, we believe that the co-operation of the employees in the form of better and more intelligent work will generally be needed to increase the funds available. The need of evoking this added interest and stimulating a co-operative spirit should be borne in mind when deciding on methods of remuneration.

Status of the worker

It is, in the opinion of these employers, absolutely essential that the worker shall receive that clear recognition of his rights as a person for which he asks. He must no longer be regarded as merely a unit of brain power, of nervous or muscular energy. This position, they say, involves the admission that all matters affecting the workers should be decided in consultation with them. It is suggested that the machinery for such consultations is provided in the Workshops Committees recommended in the Whitley Report.* The reasons given for favouring the creation of such committees were practically the same as those of another employer, which formed the subject of an article in the December issue of the LABOUR GAZETTE (pp. 1,107-10).

Security of employment

Acknowledging the present insecurity of employment with its deteriorating

effect on both health and character, the conferees state as their belief that it is the duty of employers to do their utmost to abolish casual labour and to render employment as regular as possible. They further state that restricted output and opposition to the introduction of machinery are almost always the result of fear on the part of the worker that unemployment may result. So far as individual employers are concerned, in order to remedy as much as possible the present evil in this regard, the following suggestions are made:

The business should be carefully organized—

(a) With a view to reducing the employment of casual labour to the very lowest limit; and

(b) To regularizing work throughout the year so far as possible.

Where labour-saving machinery is introduced every effort should be made to absorb the workers displaced, without loss of wage, in other departments of the business. If this is impracticable the firm should endeavour to find work for them elsewhere. The same rule applies to a temporary surplus of labour which may be created by any improvement in production.

A guarantee to absorb displaced workers in other departments may lead to a temporary surplus of labour, but in most cases this condition of things would soon be rectified by the normal and inevitable leakage of labour. A portion of any extra profits arising from labour-saving improvements might be placed to a special reserve fund to compensate workers who may be displaced and cannot be absorbed or placed elsewhere.

The dismissal of employees should only take place as a disciplinary measure in the last resort. Only men and women who can be relied upon to act justly should be given the power of suspension; and appeal to the management should always be allowed before dismissal. The matter will frequently be one for consultation with the workers.

In the case of youths who are employed on work that does nothing towards fitting them for any adult occupation, it is suggested that special provision should be made for training them for some suitable occupation when they reach adult age.

*For summary of the Whitley Report see LABOUR GAZETTE, September, 1918, pp. 744-6.

Working conditions

Some importance is attached to the personal environment of the worker as distinguished from the material. There should of course be no nagging and bullying by those in authority: the worker should be regarded as a human being, not a mere dividend-producing machine. If the managers and foremen are to be of the right type, able to lead and inspire, they should have ample opportunity for acquiring a broad, sane outlook on human and industrial relations from all points of view. Such opportunity, it is suggested, could be given through a series of conferences or classes which should cover a fairly wide field and deal with economics, industrial history, trade unionism, etc. It is stated that such classes are already in existence in some parts of Great Bri-

tain and that much advantage has accrued from them.* It is suggested also that workers might be encouraged to a far greater extent than is usual to make themselves responsible for maintaining discipline.

There is perhaps nothing particularly new in the conclusions that have been arrived at by these employers, but, as they say, the present offers "an opportunity for a general raising of industrial standards such as our generation has not had before, and imposes a corresponding obligation on each of us to define and face our personal responsibilities."

*This is probably a reference to the classes inaugurated by the Workers' Educational Association, which came into existence in Great Britain in 1907. A brief history of the growth of this movement, both in Great Britain and in Canada, is given in the preceding article; while the movement in Great Britain is also dealt with in an article in the October, 1918, issue of the LABOUR GAZETTE (p. 823).

CHILD LABOUR IN QUEBEC

AN increase in the extent of child labour in the province of Quebec is noted by the Minister of Public Works and Labour in his annual report for the year ended June 30, 1918. This state of affairs is attributed by him to the reduced number of adults in factories owing to the requirements of military service, the high cost of living, and other difficulties of the times. The chief inspector of factories states that an investigation made by him revealed about twenty children of both sexes under legal age in one of the large factories of Montreal. The parents had produced age certificates except in two cases, but in at least ten cases the age of the children had been raised one year or a fraction of a year. Five widows begged the

inspectors to be lenient, declaring they could not support their families without the aid of their children. In five cases the children were working with the mother or father. "The dearth of adults," he says, "in all kinds of employments, and the comparatively high wages that children can earn, are important factors in the almost insoluble problem of child labour." The parents say, "If you send my child away he will run the streets, I have not the means to send him to school." A widow declared to him that the six dollars a week earned by the child paid for the rent of their house and the fuel. A few days before his enquiry, a boy of ten sent to the mill by his father had his arm torn off in a machine. Owing to the natural curiosity of children the inspector did

not know of any effective way to prevent such accidents.

When the employer holds an age certificate signed by the parents, which is found to be false, the inspector has no alternative but to bring the parents before a magistrate. The parents in most instances have been merely severely reprimanded. Attention is called by the

inspector to an act of the State of Tennessee, passed in 1917, which provides a new method for establishing the age of children, by placing the task of furnishing certificates of age in the hands of superintendents of schools, thus rendering ineffective all the affidavits of parents that had heretofore sufficed to establish such facts.

AN ENGLISH CITY COUNCIL'S SCHEME TO PROMOTE INDUSTRIAL HARMONY

A PROPOSAL having for its object the promotion of industrial harmony between employers and workpeople has recently been agreed to by the corporation of the English city of Bradford and its employees. The city council and the municipal workpeople, it is stated, have approved in principle a draft scheme for the establishment of a standing joint consultative board, whose general function will be "to secure the largest possible measure of joint action between the corporation and its employees for the development of the various services of the corporation and for the improvement of the conditions of all engaged therein."

The board is to be equipartisan and to consist of representatives of the corporation and of the various groups of employees, teachers, clerks, street railway workers, gas workers, labourers, etc., each group being represented in proportion to its numerical strength. The members, of which there will be 32, will retire annually, but will be eligible for re-appointment. Provision is made for the appointment of two chairmen and two secretaries, to be elected by both sides of the board. The administrative expenses will be shared equally by the corporation and the employees, and meetings will be held in the evenings in the city hall as often as necessary and not less than once a quarter.

The specific objects of the board will be:

To provide in respect of the services concerned for the consideration at regular intervals of wages and rates of pay, hours, and working conditions (including the method of adjustment of earnings to actual or anticipated new conditions). To take action to prevent differences and misunderstandings between the corporation and its employees; also the immediate consideration of any differences between any parties and sections in the corporation service, and the establishment of any necessary machinery for this purpose.

The encouragement of the study of processes and design and of research with a view to perfecting the services concerned.

The provision of facilities for the full consideration and utilization of inventions and improvements in machinery or method, and for the adequate safeguarding of the rights of the designer, and to secure to every person concerned an equitable share of the benefits, financial or other.

Inquiries into the special problems of the services concerned, including the comparative study of organization and methods in this and other countries, and, where desirable, the publication of reports.

The consideration of the means to secure that the employees shall have a greater share in, and responsibility for, the conditions under which they carry on their work in so far as it affects the health (including housing) of workers.

To provide the best means of securing (1) the observance by the corporation and its employees of the decisions and agreements mutually arrived at by their representatives; (2) the greatest possible security and continuity of employment.

The supervision of entrance into, and training for, the various services of the corporation, and co-operation with education authorities.

Measures for securing the inclusion of all workpeople in such services in their appropriate trade unions or associations.

To provide that the board shall be the "works committee" for any national industrial council which covers any service or services of the corporation.

THE BRITISH LABOUR PARTY'S TASKS

By W. A. Appleton, Secretary of the General Federation of Trades Unions of Great Britain

(Reprinted from "*The Federationist*,"
London, Eng.)

THE election is over; the people have spoken, and the friends of Germany find themselves on the door-mat. Anti-British and "wait and seeists" are alike repudiated. Those who have had confidence in the commonsense of the British workmen have been justified. For the Liberal party the result is disastrous. For the Labour party it is less serious than it might have been if the extremists had achieved all that which they attempted. From the returns it is obvious that the party would have been in even more deplorable straits than the Liberals had it not been for the return of men who, from the beginning of the war, have fearlessly shown their robust nationality. An attempt is being made to minimize the full effects the extremists have had upon the party's position by claiming that it has polled in England alone something like 1,750,000 votes. These figures in no way justify the assumption that 1,750,000 British voters support the policies of those who have attempted to engineer conferences with belligerents at Stockholm and Lausanne. Most of these votes have been given to men who had not only done their best to win the war, but had indicated their intention of making Germany pay for the war. The total votes given to the signatories of the Leeds Soviet manifesto—all of whom, by the way, have been defeated—were less than 62,000. Compare these with the 143,000 votes given to robust Britishers like Duncan,

Irving, Hodge, Roberts, Tillet, Thorne, Walkden, Walsh, Gill, Parker, and Gwynne, and one begins to realize that very few votes indeed—perhaps not, all told, more than a quarter of a million—were cast distinctively in favour of revolutionary candidates.

Under all the circumstances the Labour party has done exceptionally well. Some of its candidates have been on the right side of the hedge all the time, and some of them got there three or four weeks before the election. It has slightly increased and undoubtedly improved its personnel.

Its task now is to get away from the anti-British atmosphere which the friends of Germany have created for it. The most obvious fact of the election is the affectionate regard which the Britisher has for his own country, for his own navy and for his own army, and for the achievements of these two forces. A Labour party which takes up an attitude hostile to these forces or to the Colonies will never secure any large standing in Britain. It was a gross blunder on the part of the party to settle the Colonial question and advocate the handing back to Germany of the Colonies she had acquired in the Pacific and East Africa without consulting anyone concerned with the Colonial Labour parties. It would be very stupid indeed to repeat the blunder.

The party must also get away from the parish pump type of politics. It has concerned itself too much with the

task of making fine promises—promises that imply remuneration without effort. It must fearlessly enunciate all the facts of life. It is not sufficient to promise men and women maintenance through non-contributory schemes, to talk to them of wealth as if wealth was inexhaustible and needed no re-creation. Such propaganda inevitably involves those who are responsible for it in difficulty and catastrophe. Those who have sought to make trouble have too freely promised comfort without effort; life without exertion. These are devices of the politician, not of the statesman, and it is incumbent upon the Labour party to develop statesmen and to manifest statesmanship. It will be necessary, too, for the party to acquire some clearer knowledge of the area of the British Empire and of the peoples that inhabit it—their languages, their religions, the degrees of civilization to which they have attained, and their physical and intellectual needs. Whether they like it or not, they are, with the other members of the House, responsible for the good government of 400,000,000 of people who are outside the British Isles, and unless they are prepared to study their responsibilities they ought not to enter the British House of Commons. The maintenance of export trade should claim instant attention, because upon this maintenance depends the well-being of those who are engaged in industry. A considered inquiry into the capacities of the world's food producing centres and an ordered effort to secure ample

supplies of food at reasonable prices should be put forth immediately. The party might wisely turn its attention to the study of industrial economics, not for the purpose of controversy, but for the purpose of scientific construction. The war has compelled the nation to pawn its resources. Only the patience and effort which comes with understanding will enable these resources to be redeemed without disaster. Sooner or later, circumstances will force upon the people the truth concerning the real value of paper money which is not covered by intrinsic reserves, and when this day comes a Labour party that has familiarized itself with the facts of international trade and finance will be of inestimable value to the Empire.

In the more purely domestic areas the party may do much to persuade the youth of the nation to take advantage of the educational opportunities which are now so freely afforded. It could, and ought to, press forward practical housing schemes and to ensure to the aged more humane consideration than is now shown to them. If it is studious and practical and avoids bombast it may, at the next election, secure the position it ought to have obtained in the contest which has just finished.

There is no royal road to success for either parties or men. Work for the love of work, and not as a means of advertisement, is the condition precedent to success. The beatitudes give the earth to the meek.

ORGANIZED LABOUR

ANNUAL CONVENTION OF ALBERTA FEDERATION OF LABOUR

THE fifth annual convention of the Alberta Federation of Labour was held at Medicine Hat on January 6 and following days, about 125 delegates being present.

In the annual report of the president and secretary it was stated that during the past year there was an increase in affiliated membership of almost 4,000 trade unionists. Among others, resolutions were carried by the convention in favour of the introduction of a bill to the local legislature requiring government printing and bookbinding to be done as far as possible within the province; the appointment of a commission to enquire into the question of the printing of school readers and text books by the provincial government; that the provincial government be required to assume financial obligations in connection with the promotion and maintenance of schools; that the Factories Act be amended to include theatrical stage employees and projectors of moving pictures; that a law be enacted similar to the one in Quebec governing the use of sandbags and other counterweights in the operation of mechanical contrivances, etc., in theatres; the formation of a Provincial Department of Labour; the training of barbers; and amendments to the Mines Act regarding appointment of inspectors, payment of wages, and a six hour day for underground workers.

Another resolution urged that the Alberta government shall itself rigidly administer the Building Trades Protection Act through its own inspectors, instead of leaving its enforcement to the municipalities, as at present.

A committee was appointed to deal with the alleged employment of children in a factory at Redcliffe, but after enquiry it was decided, on the recommendation of the committee, not to proceed with the prosecution of the case.*

The report of the committee on reconstruction, which contained a recommendation for the formation of a political party, was adopted, but it was decided that the party organization would be outside of the Federation and not be dependent on it for financial support. It was resolved to ask the government for an increase in the amount of compensation payable under the Workmen's Compensation Act for practically all classes of injuries mentioned in the Act. In the case of permanent partial disability the request will be made that payments shall be sufficient to make up for all wages which would have been received had the disabled man continued in his former occupation.

The following officers were elected: President, Frank Wheatley; secretary, Walter Smitten, Box 361, Calgary.

*An account of this case appears on page 92 of this issue.

REPRESENTATIVES OF CANADIAN TRADES AND LABOUR CONGRESS TO INTERNATIONAL CONFERENCE

ON November 7th at the request of President Moore of the Trades and Labour Congress, Premier Borden, who was proceeding to England to attend the Peace Conference, agreed to take along a nominee of the Congress. Mr. P. M. Draper, of Ottawa, Secretary-Treasurer of the Congress, was appointed, and on November 8th he left with the Premier's party to act as an advisor to the Government on the requirements of labour. Subsequently when an invitation was sent for two delegates to attend the international labour conference to be held in Paris while the Peace Conference is sitting, Mr. J. C. Watters, who was chosen in 1917 as the representative of the Congress to attend the labour conference and was re-elected in 1918, was notified to meet the American Federation of La-

bour delegates in New York and sail on January 8th, 1919. Mr. Watters, who was in Sydney at the time, it is understood, was unable to make the necessary arrangements to leave at the time specified. Consequently President Moore issued credentials to Mr. Draper and Mr. Gus. Francq, of Montreal, who were also elected as representatives of the Congress, Mr. Gus. Francq leaving with the American Federation of Labour party, Mr. Draper already being in England. On Mr. Watters' return to Ottawa he applied for credentials, but as only two delegates were invited, he was refused. Mr. Watters decided, however, to proceed to Europe with a view, as it is understood, to making representations to the labour section of the Peace Conference, and sailed on January 30.

FIFTH SUNDAY MEETING ASSOCIATION OF CANADA

IN 1916, the Fifth Sunday Meeting Association of Canada was organized by a small group of railwaymen in Montreal, the name being taken from the fact that they meet every time there is a fifth Sunday in the month, which occurs four times a year. The meetings are for the purpose of bringing railroad men of the Dominion closer together, and they are conducted somewhat on the forum principle — prominent citizens outside of the organization being invited to deliver addresses. The Association has since been extended to every branch of the railroad service, and last year steps were taken to form local branches

in all railroad centres in Canada. There are at present some thousands of members in Montreal alone, where its head office is situated.

The platform and constitution of the Association, which appear in the October issue of the *Canadian Railroader*, a magazine published by the Association, are here given in summarized form. The Association declares itself pledged to support all educational plans and objects which have for their purpose to advance the standard of education on a par with the most enlightened educational systems in any part of the world. It stands for the abolition of all pro-

perty qualifications for the franchise, or for election to public office; the adoption of the Initiative, Referendum and Recall; proportional representation; abolition of contract prison labour, the employment of prisoners in serviceable trades and occupations, and payment at fixed wages for the support of their families, reasonable deduction to be made for their own maintenance. It advocates also municipal ownership of public utilities; the gradual transfer of taxes from improvements and all products of labour to land values, and progressive taxation of incomes and inheritances; the establishment of co-operative banks for the assistance of farmers; adequate representation of the workers upon all boards or commissions for the management of public services or for the supervision of private enterprises; the regulation of immigration so as to limit the number of immigrants to the capacity of our country to assimilate without lowering our industrial, political or social standards; a rest period of not less than one and one-half days in each week for every worker; government insurance against sickness, injury and death for the protection of workers, maternity benefits and old age pensions; the encouragement of co-operative producing and trading associations; the developing of technical schools and national training academies; pensions for mothers with dependent children; universal suffrage on the principle of one man or one woman one vote, and a system to enable the voter who is compelled through his vocation to be absent on the day of election to cast his ballot legally.

The Association also declares itself in favour of the extension of the labour bureau system, adequate pensions for

disabled soldiers and widows and orphans of soldiers, and plans of reconstruction, rehabilitation, and vocational training for the benefit of the soldiers.

With regard to international questions, it declares for the abolition of secret diplomacy, and urges that the sanction of the people be made essential to all treaties or agreements.

In regard to the constitution of the Association, membership is open to every railroad man in Canada in any branch of the service, and in addition to all workers in any calling or profession who evidence their sympathy and have made written application.

The Association is administered by Dominion conventions, Advisory and Executive committees, officers of the Association, comprising president, vice-president, and secretary-treasurer, local organizations and individual members.

The Dominion conventions are to be held at least once in three years or whenever the executive committee shall determine. Each local is entitled to one delegate to the convention. The executive committee composed of from 15 to 25 members, and an advisory committee of six members, are to be elected in convention by the Hare system of proportional representation and shall hold office for three years.

The principle of initiative and referendum is followed with regard to changes in the platform or constitution of the Association.

The officers of the Association are: president, T. C. Woodward, railway conductor; vice-president, T. N. Potvin, train despatcher; and secretary-treasurer, W. E. Berry, railway conductor. The head office is at 65 Dandurand Building, Montreal.

EMPLOYMENT AND UNEMPLOYMENT

CO-ORDINATION OF EMPLOYMENT OFFICES IN CANADA

THE steps that had been taken up to the end of 1918 towards administering the Employment Offices Co-ordination Act formed the subject of an article in the January issue of the *LABOUR GAZETTE*. The present article reviews briefly the further progress that has now been made in the establishment of provincial employment offices, and in the work of the newly created Employment Service of the Department of Labour.

It is proposed that some 60 employment offices—including those Provincial offices that were in operation before the Act came into effect—shall be established in the more important centres. Of this number, 26 offices are already in operation under the control of the provinces, in the following cities:

ONTARIO—Toronto, Ottawa, London, Hamilton, Port Arthur, Fort William, Kingston, Sudbury, Brantford.

MANITOBA—Winnipeg.

SASKATCHEWAN—Regina, Moose Jaw, Saskatoon, Yorkton, Weyburn, Prince Albert, Swift Current.

ALBERTA—Edmonton, Calgary, Lethbridge, Medicine Hat.

BRITISH COLUMBIA—Vancouver, Victoria.

QUEBEC—Montreal, Quebec, Sherbrooke.

The provincial governments of the Maritime Provinces are not prepared to establish employment offices, and the work is being undertaken by the Federal Government. The provincial governments have, however, agreed to provide premises. Offices are being opened at Charlottetown, P.E.I.; St. John, Fredericton, Moncton, Newcastle and Bathurst, N.B.; and Halifax, Glace Bay, Amherst, Sydney, Truro and New Glasgow, N.S.

The provincial governments will operate Clearing Houses at Vancouver, Edmonton, Regina, Winnipeg, Toronto and Montreal; and the Dominion Government will conduct Interprovincial Clearing Houses at Ottawa, Winnipeg and Halifax.

In order that the Employment Service now being established may have accurate information with regard to labour conditions throughout the country, so that unemployment may be anticipated and preventative measures taken, a weekly post-card questionnaire to employers has been prepared covering the following points:

Number of persons on payroll during week.

Approximate number next week.

Amount of payroll.

Additions next week (if any) by occupations.

Reductions next week (if any) by occupations.

In planning this enquiry a special effort has been made to cause employers as little inconvenience as possible, and all Federal departments concerned in the matter have agreed that this questionnaire, which supersedes the return formerly made to the Canada Registration Board, shall be the only one issued on the subject. In any report that may be published based on information obtained from these cards, care will be taken that no individual return can be identified. A penalty has been provided by order-in-council for any employer who, without reasonable excuse, refuses or neglects to answer, or who answers falsely, any question of the above nature that may be put to him.

When the duly filled-in questionnaire post-cards are received by the Employment Service at Ottawa, the information given is transferred to the record-

ing sheets used in the compilation of necessary statistics and the cards are then forwarded to the provincial employment offices concerned, where action is at once taken for the placing of any released workers in other employment or in filling the requirements of the employers.

In addition to the above, special representatives of the Employment Service are engaged in visiting all employers in the lumbering and mining industries and reporting daily any vacancies to the employment offices. The Repatriation Committee are also assisting in this work by the use of the advertising columns of the principal journals

to place clearly before the public the part that the employment offices must take in the programme of reconstruction.

The Soldiers' Civil Re-establishment Department will maintain a representative in each employment office who will look after the interest of soldier applicants, arranging for vocational training when necessary.

By a system of reports, the Soldiers' Civil Re-establishment representatives in employment offices will be in close touch with the employment situation and will be enabled to ensure the preference which is to be extended to returned soldiers.

RAW MATERIALS IN RELATION TO EMPLOYMENT

DEMOBILIZATION, resettlement and revival of industry both for home consumption and for export, depend not only upon an adequate supply of raw materials but also upon their reasonable distribution.

The British Ministry of Reconstruction has recently issued a pamphlet* emphasizing the above statement, and drawing attention to the fact that both the importation of raw materials into Great Britain and their distribution should be so regulated as to give the greatest amount of employment during the present period of reconstruction. Employment, according to the pamphlet, is a more urgent problem than the problems of finance and commerce; and that, in so far as Great Britain is concerned, employment depends very largely upon imported raw materials. It is, then, certain that the supply cannot be left to depend upon the operation of forces at work before the war.

In order to avoid the danger of a "general scramble" for raw materials on the part of manufacturers, some government control or supervision becomes necessary, although it is stated

that such control ought only to exist where there is a shortage of supply or a shortage of ships. Special consideration must be given to those trades which afford employment for a large number of persons. Cotton, for example, may have to take precedence over timber; and, other things being equal, first consideration should be given to those which do not take up much tonnage. But merely to count the number of workers employed in any one industry does not completely solve the problem, for the supplying of raw material for that industry may set going many other subordinate trades.

The pamphlet does not suggest which trades should take precedence, or which imported material will employ most labour; its purpose is merely to draw the attention of the public to a problem which is both urgent and very complex. It does suggest, however, that the problem will be much simplified in those industries in which Joint Industrial Councils have been established along the lines recommended in the Whitley Report (see LABOUR GAZETTE, October, 1918, page 827), and also in industries where, at the suggestion of the Ministry of Reconstruction, Interim Reconstruction Committees have been created.

*Reconstruction Problems No. 6. Raw Materials and Employment.

EMPLOYMENT IN THE BUILDING TRADES DURING JANUARY, 1919, AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in 35 cities, showed a decline during January, 1919, as compared with the preceding month, the total value of building permits falling from \$1,640,724 in December to \$1,096,974 in January, a decrease of \$543,750, or 33.1 per cent. Nova Scotia, New Brunswick and Manitoba reported increases in comparison with the preceding month. As compared with the corresponding month in 1918, there was a decrease of 30.0 per cent, the value for January, 1918, being \$1,568,045. Quebec, Alberta and British Columbia were the only provinces to record declines in this comparison.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City.	December, 1918	January, 1919	January, 1918	January, 1919, compared with December, 1918.		January, 1919, compared with January, 1918.	
				Increase (+)	Decrease (-)	Increase (+)	Decrease (-)
				Amount	Per cent	Amount	Per cent
Nova Scotia.....	\$88,708	\$151,450	\$71,280	+	\$62,744	+	70.73
Halifax.....	74,390	137,293	62,470	+	62,905	+	84.56
Sydney.....	14,316	14,155	8,810	-	161	+	1.12
New Brunswick.....	5,825	9,500		+	3,675	+	63.09
Moncton.....	5,825	9,500		+	3,675	+	63.09
St. John.....							
Quebec.....	192,420	84,539	167,762	-	107,821	-	66.03
Montreal-Maisonneuve.....	176,045	60,154	116,110	-	115,891	-	65.83
Quebec.....	5,575	20,095	30,572	+	14,520	+	260.45
Sherbrooke.....		500	300	+	500	+	
Three Rivers.....	5,600	3,850	19,300	-	1,750	-	31.25
Westmount.....	5,200		1,500	-	5,200	-	
Ontario.....	1,140,530	623,633	612,362	-	516,897	-	45.32
Brantford.....	1,565	2,650	5,245	+	1,085	+	69.33
Fort William.....	54,365	500	80,000	-	53,865	-	99.08
Guelph.....	350	2,500		+	2,150	+	614.29
Hamilton.....	309,900	171,450	51,242	-	138,450	-	44.68
Kingston.....	8,545	2,267	5,195	-	6,278	-	73.47
Kitchener.....	400	99,600	3,600	+	99,200	+	24,800.00
London.....	27,980	17,530	17,150	-	10,450	-	37.35
Ottawa.....	58,183	50,350	8,875	-	7,813	-	88.08
Peterborough.....	3,175	190	3,300	-	2,985	-	94.02
Port Arthur.....	4,721	3,511	16,895	-	1,210	-	25.63
Stratford.....	35	180	2,945	+	145	+	414.29
St. Catharines.....	15,545	17,780	30,35	+	2,235	+	14.38
St. Thomas.....	3,500	3,200		-	5,300	-	62.35
Toronto.....	610,451	225,375	409,965	-	385,076	-	63.08
Windsor.....	36,835	26,550	4,915	-	10,285	-	27.92
Manitoba.....	16,150	99,400	41,100	+	89,250	+	879.31
Brandon.....	300			+	300	+	
Winnipeg.....	9,850	99,400	41,100	+	89,550	+	909.14
Saskatchewan.....	62,160	6,820	5,800	-	55,340	-	89.03
Moose Jaw.....	47,950	800		-	47,150	-	98.33
Regina.....	5,160	4,100	700	-	1,060	-	20.54
Saskatoon.....	9,050	1,920	5,100	-	7,130	-	78.78
Alberta.....	37,100	22,000	507,400	-	15,100	-	40.70
Calgary.....	27,300	18,000	505,000	-	9,300	-	34.07
Edmonton.....	9,800	4,000	2,400	-	5,800	-	59.18
British Columbia.....	103,833	99,572	162,321	-	4,261	-	4.10
New Westminster.....	11,440	5,500	1,650	-	5,940	-	51.92
Vancouver.....	81,653	78,197	53,125	-	3,456	-	4.23
Victoria.....	10,740	15,875	107,548	+	5,135	+	47.81
Total—35 cities.....	\$1,640,724	\$1,096,974	\$1,568,045	-	\$543,750	-	33.14

Of the larger cities, Winnipeg alone reported increases as compared both with the preceding month and with the same month in 1918. Vancouver showed a gain over January of last year, while

Montreal and Toronto recorded declines in both comparisons. Of the smaller centres, Halifax and Kitchener both reported increases as compared with December and with January, 1918.

EMPLOYMENT IN THE BUILDING TRADES IN THE YEARS 1910-1918 AS INDICATED BY BUILDING PERMITS

DURING the year 1918 there was a slight increase in the volume of employment in the building trades compared with 1917 as indicated by the value of building permits issued in the 35 cities with populations of 15,000 or over. The estimated cost of the building work in these cities in 1918 was \$36,838,270 as compared with \$33,936,426 in 1917, an increase of \$2,901,844, or 8.56 per cent. In the accompanying table which groups the cities by provinces increases are shown in all the eight provinces included except New Brunswick, Quebec and Manitoba. The greatest increase, 149 per cent, was shown in Nova Scotia, and substantial increases were also reported in Alberta and British Columbia. Of the larger cities, Halifax, Ottawa and Calgary showed marked increases, Toronto, Vancouver and Victoria also reported increases, and Montreal and Winnipeg reported slight decreases. Of the smaller centres, Brantford, Kingston, St. Catharines, Regina and Moose Jaw recorded gains as compared with the previous year.

The figures show that the pre-war level of employment in the building trades has been better maintained in Nova Scotia than in any other province. In the years 1915, 1916, 1917 and 1918 the total for the two Nova Scotia cities was higher than in any of the other five years of the record. In New Brunswick, however, the total for 1918 was less than it has been for any year since 1910. In

the province of Quebec there has been a steady decline from the high level of 1913. The yearly percentages of decrease for 1914, 1915, 1916, 1917 and 1918 are approximately 28, 50, 20, 10 and 22 per cent.

The total for the 14 Ontario cities fell from \$50,000,000 in the record years of 1912 and 1913 to \$18,000,000 in 1918. The lowest level was reached in 1915 when there was a falling off of over 60 per cent from 1914. In 1916 there was an increase of 41 per cent over 1915, but in 1917 there was a decrease of 14 per cent over 1916 and in 1918 an increase of only 6 per cent over 1917. The figures for 1918 show a decrease of 63 per cent from the record year of 1912 and an increase of 29 per cent over 1915 when the volume of building permits reached the lowest figure since 1910. In the four western provinces the highest figure was reached in 1912 and the lowest figure in Manitoba, Saskatchewan and Alberta in 1915, while in British Columbia the lowest figure was reported in 1917. In Manitoba the amount for 1918 shows a decrease of 113 per cent over 1912 (the record year) and an increase of 15 per cent over 1915 (the year building permits reached lowest amount). In Saskatchewan the corresponding decrease and increase amount to 89 per cent and 279 per cent. In Alberta the decrease is 95 per cent and the increase over the minimum amount since 1910 is 236 per cent. In British Columbia the decrease from the maximum figure in 1912 is 94 per cent and the increase over the minimum of 1917 is 85 per cent.

ESTIMATED COST OF BUILDING WORK IN THE YEARS 1910-1918, AS

CITY	1910	1911	1912	1913
	\$	\$	\$	\$
1—Nova Scotia.....	831,594	1,004,958	1,209,781	1,158,954
2—Halifax.....	484,040	509,316	555,020	837,756
3—Sydney.....	347,554	495,642	654,761	321,198
4—New Brunswick.....	469,215	645,556	689,795	2,882,780
5—Moncton.....	84,915	82,956	121,845	470,780
6—St. John.....	384,300	562,600	567,950	2,412,000
7—Quebec.....	20,003,902	25,705,190	26,672,297	34,893,449
8—Montreal-Maisonneuve.....	16,742,019	22,516,832	22,433,398	29,723,452
9—Quebec.....	526,498	795,254	933,002	1,939,781
10—Sherbrooke.....	555,000	920,004	1,100,004	747,450
11—Three Rivers.....	218,400	133,008	372,800	482,450
12—Westmount.....	1,961,985	1,340,092	1,833,093	2,000,316
13—Ontario.....	33,603,188	39,669,026	50,022,468	49,474,905
14—Brantford.....	681,030	613,860	1,167,105	1,015,886
15—Fort William.....	2,401,525	2,936,785	4,210,285	4,009,565
16—Guelph.....	143,700	513,690	395,695	357,335
17—Hamilton.....	2,603,605	4,255,730	5,491,800	5,110,000
18—Kingston.....	220,092	314,569	642,915	666,474
19—Kitchener.....	356,807	372,948	553,523	680,721
20—London.....	805,123	1,036,880	1,137,108	1,789,920
21—Ottawa.....	3,022,650	2,997,610	3,621,850	3,991,280
22—Peterborough.....	517,958	345,372	565,893	488,240
23—Port Arthur.....	1,066,116	595,180	2,492,554	1,935,575
24—Stratford.....	187,094	99,003	365,831	316,407
25—St. Catharines.....	263,000	265,435	810,435	759,468
26—St. Thomas.....	202,000	207,420	67,150	166,146
27—Toronto.....	20,740,498	24,373,949	27,401,761	27,038,913
28—Windsor.....	391,990	740,595	1,098,563	1,148,975
29—Manitoba.....	16,034,738	19,258,082	21,760,957	19,231,259
30—Brandon.....	929,288	1,024,532	1,165,207	609,609
31—Winnipeg.....	15,105,450	18,233,550	20,595,750	18,621,650
32—Saskatchewan.....	6,240,649	12,521,629	20,947,160	13,007,665
33—Moose Jaw.....	1,071,590	2,431,738	5,275,797	4,535,470
34—Regina.....	2,351,288	5,137,615	8,046,238	4,018,350
35—Saskatoon.....	2,817,771	4,952,276	7,625,125	4,454,846
36—Alberta.....	7,750,850	16,712,432	34,840,639	17,862,103
37—Calgary.....	5,589,594	12,907,638	20,393,820	8,619,653
38—Edmonton.....	2,161,256	3,804,794	14,446,819	9,242,450
39—British Columbia.....	15,423,410	22,653,517	29,090,352	15,151,727
40—New Westminster†.....		1,126,355	1,638,460	958,975
41—Vancouver.....	13,150,365	17,501,512	19,374,522	10,423,197
42—Victoria.....	2,273,045	4,025,650	8,077,370	3,769,555
Total—35 cities.....	\$100,357,546	\$138,170,390	\$185,233,449	\$153,662,842

†No record is available for New Westminster before 1911.

INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

1914	1915	1916	1917	1918	1918 compared with 1917 Increase (+) Decrease (—)		
					Amount	Per cent	
\$ 990,293	\$ 1,262,087	\$ 1,348,434	\$ 1,320,647	\$ 3,295,635	+	1,974,988	+ 149.55 — 1
879,320	1,063,985	1,220,329	904,377	2,866,852	+	1,962,475	+ 217.00 — 2
110,973	198,102	128,105	416,270	428,783	+	12,513	+ 3.01 — 3
852,655	864,339	675,980	870,963	498,748	—	372,215	— 42.74 — 4
337,355	518,064	211,630	339,713	147,425	—	192,288	— 56.60 — 5
515,300	346,275	464,350	531,250	351,323	—	179,927	— 33.86 — 6
24,527,591	12,267,849	9,890,630	8,794,149	6,852,354	—	1,941,795	— 22.08 — 7
2,022,640	8,263,021	5,527,544	5,501,918	4,882,873	—	619,045	— 11.25 — 8
2,759,573	2,576,342	2,912,157	2,459,386	904,375	—	1,555,011	— 63.23 — 9
191,322	354,876	368,830	254,000	150,920	—	103,080	— 40.58 — 10
652,130	484,205	537,345	423,860	638,975	+	215,115	+ 50.75 — 11
698,165	589,405	544,754	154,985	275,211	+	120,226	+ 77.57 — 12
38,558,430	14,353,828	20,229,574	17,407,571	18,477,012	+	1,069,441	+ 6.14 — 13
435,510	235,606	282,677	287,195	761,500	+	474,305	+ 165.15 — 14
1,530,865	638,930	400,525	658,445	535,615	—	122,830	— 18.65 — 15
521,734	219,672	155,222	111,435	83,044	—	28,391	— 25.48 — 16
3,703,865	1,522,348	2,410,131	2,746,675	2,472,254	—	274,421	— 9.99 — 17
288,577	244,088	184,321	150,705	318,943	+	168,238	+ 111.63 — 18
728,320	334,404	324,838	205,352	226,062	+	20,710	+ 10.08 — 19
1,837,735	1,207,630	926,125	837,890	877,660	+	39,770	+ 4.75 — 20
4,397,820	1,605,160	1,530,400	1,041,017	2,635,612	+	1,594,595	+ 153.18 — 21
452,335	97,610	128,040	953,503	241,251	—	712,252	— 74.70 — 22
1,234,085	83,625	1,565,095	1,345,174	610,527	—	734,647	— 54.61 — 23
440,715	209,800	190,619	449,036	89,786	—	359,250	— 80.00 — 24
782,253	445,981	595,715	79,875	465,727	+	385,852	+ 483.07 — 25
388,915	134,215	145,865	216,338	53,395	—	162,943	— 75.32 — 26
20,694,288	6,651,889	9,881,671	7,163,556	8,535,331	+	1,371,775	+ 19.15 — 27
1,121,413	722,870	1,508,330	1,161,375	570,305	—	591,070	— 50.89 — 28
13,240,385	1,862,455	2,752,173	2,392,788	2,140,672	—	252,116	— 10.54 — 29
395,335	36,155	244,873	180,338	90,022	—	90,316	— 50.08 — 30
12,845,050	1,826,300	2,507,300	2,212,450	2,050,650	—	161,800	— 7.31 — 31
2,783,235	574,987	687,170	1,294,659	2,177,290	+	882,631	+ 68.17 — 32
459,860	90,722	318,945	295,460	566,575	+	271,115	+ 91.76 — 33
1,761,875	464,065	222,075	416,460	1,006,000	+	589,540	+ 141.56 — 34
561,500	20,200	146,150	582,739	604,715	+	21,976	+ 3.77 — 35
8,938,627	460,375	895,040	858,000	1,548,270	+	690,270	+ 80.45 — 36
3,425,350	150,550	663,500	548,200	1,196,800	+	648,600	+ 118.31 — 37
5,513,277	309,825	231,540	309,800	351,470	+	41,670	+ 13.45 — 38
6,889,765	1,920,829	3,245,465	997,649	1,848,289	+	850,640	+ 85.26 — 39
261,629	85,130	85,307	81,515	108,300	+	26,785	+ 32.86 — 40
4,484,476	1,593,249	2,989,893	768,255	1,450,229	+	681,974	+ 88.77 — 41
2,143,660	242,450	170,265	147,879	289,760	+	141,881	+ 95.94 — 42
\$96,780,981	\$33,566,749	\$39,724,466	\$33,936,426	\$36,838,270	+	\$2,901,844	+ 8.56

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES, JANUARY, 1919, AND FOR THE YEAR 1918

REPORTS from 15 Cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in January, showed an increase of nearly 17 per cent in the number of employees and a decline of about 3 per cent in the wages paid in comparison with December, 1918. In January, 1919, 7,656 persons were temporarily engaged in the two weeks, and the pay-rolls amounted to \$235,874.98, as compared with 6,558 employees and an aggregate pay-roll of \$243,352.70 in December. In comparison with the same period of 1918, decrease of about 15 per cent in the number of workers and of 13 per cent in the wages paid, are in-

dicated, there being 9,042 employees with a total pay-roll of \$272,234.29 in the first two weeks in January, 1918.

St. John, Ottawa, Toronto and Calgary reported increases in the number of employees both as compared with December and with January, 1918. Montreal, Saskatoon and Victoria recorded gains in comparison with the preceding month, while Moosejaw and Winnipeg showed increases over January, 1918. As to wages, St. John, Ottawa and Calgary reported increases in both comparisons; Toronto, Brandon and Saskatoon showed gains over December, 1918, while at Hamilton, Winnipeg, Regina, Moosejaw, Edmonton and Victoria the pay-rolls were larger than in January, 1918.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS—JANUARY, 1919, COMPARED WITH DECEMBER, 1918, AND WITH JANUARY, 1918.

City	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	December, 1918	January, 1919	January, 1918	December, 1918	January, 1919	January, 1918
St. John.....	231	383	288	\$ 7,972.21	\$ 9,786.84	\$ 6,447.34
Montreal.....	2,173	2,736	4,278	69,922.55	58,005.08	92,377.98
Ottawa.....	528	534	283	17,239.58	18,347.64	10,776.46
Toronto.....	990	1,367	1,121	36,559.11	37,368.16	57,171.86
Hamilton.....	307	304	356	11,354.26	10,783.47	9,769.47
London.....	176	158	194	6,119.63	5,563.76	5,991.23
Winnipeg.....	460	412	377	17,818.00	16,438.75	13,618.70
Brandon.....	40	34	45	1,119.85	1,140.20	1,188.41
Regina.....	275	258	300	12,453.98	12,338.82	10,605.00
Moose Jaw.....	96	81	70	4,288.80	3,560.65	2,376.42
Saskatoon.....	219	228	290	9,582.01	10,208.12	10,625.98
Calgary.....	292	468	279	10,052.40	16,157.55	10,066.35
Edmonton.....	290	274	325	13,077.95	12,473.51	12,260.42
Vancouver.....	336	269	452	18,422.72	16,483.99	17,651.78
Victoria.....	145	150	166	7,369.65	7,218.44	6,045.85
Total.....	6,558	7,656	9,042	\$243,352.70	\$235,874.98	\$272,234.29

The following table shows for the year 1918 the volume of employment, both contract and municipal work, afforded working people temporarily employed by 15 city corporations. This is the first annual report on the matter of civic employment the Department has been able to furnish.

The monthly average number of temporary employees on the pay-rolls of these 15 cities was 8,738 and the amount of wages paid temporary employees during the year was \$7,098,056.47.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS DURING THE YEAR 1918.

City.	Monthly average of employees temporarily employed	Amount of wages paid employees temporarily employed
St. John.....	329	\$ 249,023.76
Montreal.....	3,356	2,369,436.30
Ottawa.....	463	400,813.42
Toronto.....	1,360	1,094,440.98
Hamilton.....	405	361,292.48
London.....	243	189,309.86
Winnipeg.....	559	481,104.81
Brandon.....	50	37,391.25
Regina.....	333	323,167.93
Moose Jaw.....	88	90,383.10
Saskatoon.....	252	259,118.98
Calgary.....	338	305,412.65
Edmonton.....	313	302,063.81
Vancouver.....	442	413,372.31
Victoria.....	207	221,724.83
	8,738	\$7,098,056.47

UNEMPLOYMENT IN TRADE UNIONS AT CLOSE OF DECEMBER, 1918

THE present article on unemployment among the members of local trade unions, which is the twelfth quarterly report on the subject, deals with unemployment as at the end of December, 1918, and is based on returns received from 1,485 labour organizations with a total membership of 178,671, or nearly 88 per cent of the entire trade union membership of the country. Trade unionists out of work on account of trade disputes or disability were not included. For all occupations represented, 2.8 per cent of the members were unemployed, as compared with .72 per cent in September, 1918, 2.4 per cent in December, 1917, 2.2 per cent in December, 1916, and 8.7 per cent in December, 1915. That the percentage unemployed at the end of December is slightly larger than in the previous quarter and also than in the same period of 1917 is due to a general slackness in all the groups of industries.

Employment in the manufacturing and mechanical industries, as reported by 394 unions, having a combined membership of 48,093, was not as brisk in December as in September, 1918, 2.7 per cent of the members being idle as compared with .96 per cent in the preceding quarter. This is chiefly due to less activity in the metals, machinery and conveyances, food, tobacco, and liquor, tex-

tile, and clothing trades. Pulp, paper and fibre, woodwork and furniture, and glass bottle blowing showed improvement, while in printing, publishing and paper goods there was practically no change. As compared with December, 1917, and also with the same months in 1916 and 1915, the percentage of unemployment altered very slightly. Metals, machinery and conveyances were slacker, as were foods, tobacco and liquors. The clothing trades, however, were brisker than in December, 1917 and 1916, and there was little change from December, 1915. Woodwork and furniture, leather, boots and shoes, and glass bottle blowing were more active than in 1917 and 1916.

Reports from 611 organizations of transportation workers, having a total membership of 71,737, indicate that 1.48 per cent of the members were out of work, as compared with percentages of .38 in September, 1918, .70 in December, 1917, .16 in December, 1916, and 3.0 in December, 1915. Steam railway employees, whose returns constitute nearly 73 per cent of the total group membership reporting, were slightly less well engaged than in September, 1918, but they were better employed than in December of 1917, 1916, or 1915. Street and electric railway employees reported a very small percentage out of work as

compared with no unemployment in September, 1918, but improvement was shown over December of the three preceding years. Navigation workers were slacker than in September, 1918, and in December, 1917, but they were more active than in either December, 1916, or December, 1915. Teamsters and chauffeurs were less well engaged than in previous quarters.

In the mining, quarrying and refining of ores group, reports were received from 53 unions having an aggregate membership of 14,699. The percentage of unemployment was larger than in September, 1918, and December, 1916, but improvement was shown over December, 1917 and 1915.

The percentage unemployed in the building and construction trades, as reported by 225 unions with 22,871 members, was 8.68 per cent, as compared with 1.31 per cent in September, 1918, 9.58 per cent in December, 1917, 5.24 per cent in December, 1916, and 28.3 per cent in December, 1915. Less activity as compared with September, 1918, was reported in all the trades except in bridge and structural iron working.

Bricklayers, masons and plasterers, electrical workers, granite and stone cutters, and bridge and structural iron workers were better employed than in December, 1917, but carpenters and joiners, painters, decorators and paperhangers, and plumbers and steamfitters were slacker.

In the public employment group, as reported by 79 unions with a combined membership of 9,150, 47 per cent of the members were out of employment, as compared with percentages of 1.54 in September, 1918, .17 in December, 1917, and .11 in December, 1916.

Employment in the group of miscellaneous trades, as indicated by returns received from 121 unions with 11,881 members, was slacker than in the preceding quarter and also than in the same periods in 1917 and 1916, but improvement was shown over December, 1915. Barbers and unclassified workers were better engaged than in September, but hotel and restaurant workers and stationary engineers and firemen were less active.

The percentages reported unemployed in the different groups of occupations are indicated in the following table:

TABLE I.

Occupation.	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Manufacturing and Mechanical Industries.	2.89	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1	3.1
Metals, machinery and conveyances.	3.53	1.24	.14	.28	.76	.15	.11	.29	.71	0	0	.9
Food, tobacco and liquors.	8.63	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	.4	.8
Textiles, carpets and cordage	1.41	0	.05	.05	0	0	0	0	0	.5	0	0
Clothing.	3.42	0	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6	3.3
Pulp, paper and fibre.	.43	1.75	0	0	.34	0	0	0	0	0	0	0
Printing, publishing and paper goods.	.86	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8	3.7
Woodwork and furniture.	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0	5.9	3.7
Leather boots, shoes and rubbers.	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.3	11.0	0	0
Glass bottle blowing.	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0	0
Jewelry.	0	0	0	0	0	0	0	0	0	0	0	0
Oil refining.	.67	0	0	0	0	0	0	0	0	0	0	0
Transportation.	1.48	.38	4.22	1.22	.70	.55	.51	1.26	1.6	.6	.5	3.00
Steam railways.	.35	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5	2.4
Street and electric railways.	.06	0	0	.38	.17	.44	.18	1.09	.2	0	.3	2.3
Navigation.	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3	12.2
Teaming and driving.	2.57	.27	.05	.08	0	0	0	0	0	0	0	0
Mining, quarrying and refining of ores.	1.24	.35	.18	.40	2.09	.22	.32	.80	.65	.7	1.2	5.9
Building and construction.	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6	28.3
Public employment.	.47	1.54	.02	0	.17	.04	.04	.47	.1	.1	0	0
Fishing.	0	0	0	0	0	0	0	0	0	0	0	23.3
Miscellaneous.	2.29	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1	8.4
All occupations.	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.4	2.1	8.7

The following table summarizes the returns by provinces, in all of which increases in the percentage of unemployment are shown as compared with September, 1918. Nova Scotia and New Brunswick reported a smaller percentage idle than in December, 1917, while New Brunswick and British Columbia had fewer trade unionists out of work than in December, 1916. Large decreases in the percentages were shown in all the provinces except Nova Scotia and Prince Edward Island in comparison with December, 1915.

TABLE II.

Province.	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Nova Scotia and Prince Edward Island.....	2.01	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49	.36
New Brunswick.....	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8	.7
Quebec.....	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8	9.9
Ontario.....	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7	8.1
Manitoba.....	1.31	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2	3.2
Saskatchewan.....	2.15	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6	7.0
Alberta.....	2.07	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03	4.3
British Columbia.....	3.81	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3	14.3
Canada.....	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1	8.7

The percentages reported idle in some of the largest industrial centres are indicated in the table which follows:

TABLE III.

City.	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Halifax.....	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0	4.03	0
St. John.....	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09	2.29
Montreal.....	2.77	.58	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6	10.6
Toronto.....	4.60	.11	.13	.81	3.81	1.68	1.74	1.06	1.32	.63	1.8	10.6
Winnipeg.....	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9	2.6
Regina.....	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38	14.31
Edmonton.....	1.54	.67	.23	.51	2.41	.55	1.68	1.11	3.32	4.27	1.78	8.43
Vancouver.....	3.65	1.42	1.05	1.94	3.28	2.99	2.67	4.75	5.94	4.56	8.4	18.0

The tabular statement on the following pages presents the returns in some detail.

UNEMPLOYMENT ON DECEMBER 31, 1918.

OCCUPATIONS	Nova Scotia & Prince E'd I'd				New Brunswick				Quebec				Ontario			
	No. re- porting		Unem- ployed		No. re- porting		Unem- ployed		No. re- porting		Unem- ployed		No. re- porting		Unem- ployed	
	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent
Manufacturing & Mechanical Industries	11	474	7	1.48	13	1019	7	.69	68	13402	263	1.96	185	20946	725	3.46
1-(a) METALS, MACHINERY AND CONVEYANCES	7	340	7	2.06	9	886	1	.11	21	3093	32	1.03	96	12567	572	4.65
2-Moulders	2	73	3		2	54	0		1	35	0		20	1771	94	
3-Blacksmiths	2	100	0		2	160	1		3	249	1		9	648	30	
4-Boilermakers and iron shipbuilders	2				2	169	0		3	318	0		13	2323	3	
5-Pattermakers									1	185	2		4	216	18	
6-Metal polishers, buffers and platers									3	320	0		6	179	13	
7-Machinists	3	167	4		3	503	0		10	1986	29		39	6919	404	
8-Sheet metal workers and tinsmiths									3	793	15	1.89	5	511	10	
9-(b) FOOD, TOBACCO AND LIQUORS					1	7	0	0	4				11	803	111	13.82
10-Flour and cereal mill employees									1	85	0		2	60	0	
11-Meat cutters and butchers									3	708	15		7	643	105	
12-Bakers and confectioners					1	7	0						2	100	6	
13-Cigar and tobacco workers													1	26	0	0
14-Brewery workers									2	1466	21	1.43	17	965	35	3.63
15-(c) TEXTILES, CARPETS AND CORDAGE									13	3311	180	3.93	17	965	35	3.63
16-(d) CLOTHING AND LAUNDERING									1	65	0		9	275	1	
17-Tailors									2	2301	100		8	690	34	
18-Garment workers									10	245	30					
19-Hat, glove and fur workers									13	1855	15	.86	6	1380	0	0
20-(e) PULP, PAPER AND FIBRE									11	1803	23	1.28	35	3563	4	.11
21-(f) PRINTING, PUBLISHING AND PAPER GOODS	4	134	0	0	3	126	6	4.76	7	1031	18		17	2144	0	
22-Compositors	3	116	0		2	99	6		3	699	5		7	602	2	
23-Pressmen and assistants	1	18	0		1	27	0						1	300	0	
24-Bookbinders									1	73	0		4	135	0	
25-Stereotypers and electrotypes													6	382	2	
26-Engravers and lithographers													4	145	0	0
27-(g) WOODWORK AND FURNITURE									4	1031	26	2.41	10	914	2	.22
28-(h) LEATHER, BOOTS, SHOES AND RUBBER													4	283	1	.35
29-(i) GLASS BOTTLE BLOWING													1	300	0	0
30-(j) JEWELRY WORKING																
31-(k) OIL REFINING																
Transportation	32	2219	14	.63	35	5166	0	0	77	12629	624	4.91	252	24391	76	.31
33-(a) STEAM RAILWAYS	28	1926	14	.73	30	2983	0	0	65	6774	17	.25	228	21426	29	.14
34-Conductors	1	40	0		2	117	0		3	186	0		25	1096	0	
35-Locomotive engineers	5	181	0		4	273	0		14	1047	0		36	2357	3	
36-Locomotive firemen	5	241	0		2	91	0		8	678	0		30	3309	0	
37-Carmen	2	163	0		2	520	0		8	1795	0		33	2515	0	
38-Trainmen	5	530	5		8	887	0		9	1675	2		33	5215	12	
39-Telegraphers (local unions)	1	27	0						1	20	0		2	87	0	
40-Telegraphers																
41-Road maintenance men	4	317	0		8	446	0		13	923	14		39	2891	0	
42-Shop employees																
43-Railway employees (N.E.S.)	5	427	9		4	649	0		9	450	1		30	3956	14	
44-(b) STREET & ELECTRIC RAILWAY EMPLOYEES					4	1983	0	0	1	130	0	0	11	1591	1	.06
45-(c) NAVIGATION	2	112	0	0					8	3683	544	14.77	10	970	46	4.74
46-Marine engineers	1	72	0						3	184	6		5	201	4	
47-Longshoremen	1	40	0						5	3499	538		5	769	42	
48-Others																
49-(d) TEAMSTERS AND CHAUFFEURS	2	181	0	0					3	2042	63	3.03	3	404	0	0
50-Mining, Quarrying & Refining of Ores	19	6536	169	2.59	1	200	0	0	1	600	0	0	3	1201	10	.83
51-Miners	19	6536	169						1	600	0		3	1201	10	
52-Mill and smeltermen																
53-Building and Construction	8	1185	25	2.11	7	399	16	4.01	27	4183	327	7.85	112	10130	1022	10.09
54-Bricklayers, masons and plasterers	3	467	10		2	63	12		2	372	25		27	1937	223	
55-Carpenters and joiners	1	450	0		2	196	0		16	2236	266		41	5410	487	
56-Electrical workers	1	54	0		1	72	0		3	664	29		7	715	10	
57-Granite and stone cutters	1	14	4						2	92	7		7	320	40	
58-Painters, decorators and paper hangers	1	188	11		1	25	4		3	592	0		7	223	71	
59-Plumbers and steamfitters	1	12	0		1	43	0		1	207	0		14	928	61	
60-Tilelayers, lathers and roofers													3	72	18	
61-Bridge and structural iron workers													4	111	2	
62-Steam shovel and dredgemen													1	180	60	
63-Hod carriers and building labourers													1	234	50	
64-Public Employment	3	58	0	0	1	29	0	0	9	2062	21	1.02	34	3720	12	.32
65-Civic employees									6	1603	21		12	2679	12	
66-Letter carriers and postal employees	3	58	0		1	29	0		3	459	0		22	1041	0	
67-Fishing	1	40	0	0												
68-Miscellaneous	3	277	2	.72	3	297	6	2.02	13	3172	10	.32	57	3813	49	1.29
69-Retail clerks	2	255	0						2	383	0		1	33	0	
70-Hotel and restaurant employees									1	35	0		18	561	2	
71-Barbers									3	279	0		17	2128	21	
72-Musicians and theatre employees	1	22	2						1	50	4		17	910	26	
73-Stationary engineers and firemen					2	97	6		2	168	6					
74-Others					1	200	0		4	2257	0		4	181	0	
All occupations	77	10789	217	2.01	69	6910	29	.42	195	36028	1245	3.46	643	64201	1894	2.95

*Commercial and Railway—organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada									
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed							
Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent.						
																			Sept. 1, 1918	Dec. 1, 1918	Dec. 1, 1917	Dec. 1, 1916	Dec. 1, 1915		
29	3948	139	3.52	15	607	1	.16	28	1345	13	.97	45	6352	233	3.67	394	48093	1388	.96	2.89	2.77	2.3	3.1	1	
15	2192	63	2.87	7	277	0	0	12	920	4	.43	18	4378	191	4.36	184	24653	870	1.24	3.53	.76	.71	9	2	
1	103	5	.5	2	112	0	0	1	30	2	.06	1	124	10	.8	30	2302	114	.25	4.95	1.49	1.6	1.90	3	
2	190	5	.5	4	165	0	0	2	104	0	0	4	324	9	.3	28	1940	46	.58	2.37	1.11	1.3	0	4	
2	320	0	0					2	240	0	0	4	2094	75	3.6	26	5464	78	4.18	1.43	.42	.08	6.9	5	
1	47	0	0					1	45	0	0	1	45	4	.1	7	493	24	.62	4.87	.89	0	0	6	
7	1422	53	3.7					5	425	2	.5	7	1778	93	5.2	74	13200	585	.26	4.43	.25	.06	.02	8	
2	110	0	0					2	121	0	0	1	13	0	0	13	1075	10	.62	.93	5.07	9	0	9	
3	325	52	16.00					4	117	3	2.56	8	494	38	7.69	31	2539	219	1.47	8.63	3.29	1.28	8.5	10	
1	170	27	15.88					1	66	3	4.5	1	23	0	0	3	259	30	0	11.58	0	0	0	11	
1	35	0	0					1	26	0	0	2	298	28	9.3	1	298	28	0	9.40	0	0	0	12	
1	120	25	20.83					1	10	0	0	3	27	0	0	15	1395	120	0	8.60	0	4.9	4.9	14	
2	430	0	0					1	12	0	0	1	118	10	8.5	5	353	41	3.01	11.61	3.15	0	2.82	15	
2	430	0	0					1	12	0	0	3	100	0	0	3	1492	21	0	1.41	0	0	0	16	
2	430	0	0					1	12	0	0	1	18	0	0	36	4818	165	0	3.42	11.21	6.48	3.3	17	
2	430	0	0					1	12	0	0	2	82	0	0	12	370	1	0	.27	1.57	1.4	3.5	18	
2	430	0	0					1	12	0	0	2	82	0	0	22	3503	134	0	3.83	13.03	7.9	.07	16	
2	430	0	0					1	12	0	0	2	82	0	0	2	945	30	0	3.17	6.87	0	16.3	20	
8	981	24	2.46	9	330	1	.30	8	261	6	2.30	11	458	0	0	21	3693	16	1.76	.43	.34	0	0	21	
2	513	0	0	5	251	0	0	3	183	6	3.3	6	414	2	.3	45	4751	32	.34	.67	.76	.5	4.6	23	
2	162	0	0	2	46	0	0	3	65	0	0	2	94	0	0	21	1713	7	.13	.41	.64	0	2.01	24	
1	209	24	11.48	1	22	1	.5	2	13	0	0	2	78	0	0	7	622	25	3.33	4.02	.51	.2	3.4	25	
1	26	0	0	1	11	0	0	1	13	1	.1	1	13	1	.1	8	258	1	0	.39	.54	0	0	26	
2	71	0	0					8	453	2	.2	5	165	0	0	5	165	0	.63	0	3.00	.6	1.5	28	
1	20	0	0					1	10	0	0	1	108	0	0	16	2113	28	0	1.33	2.92	4.33	0	29	
								2	25	0	0	1	65	0	0	6	308	1	1.49	.32	4.48	0	0	30	
								1	150	1	.7	1	150	1	.7	2	365	0	0	0	0	0	0	31	
								1	150	1	.7	1	150	1	.7	2	365	0	0	0	0	0	0	32	
55	10782	72	.67	55	4094	44	1.07	46	3601	12	.33	59	8855	217	2.45	611	71737	1059	.38	1.48	.70	1.52	3.0	33	
51	9277	72	.78	51	3794	35	.92	42	3237	10	.31	42	2505	6	.24	537	51917	183	1.16	.85	.76	.62	2.4	34	
5	324	0	0	3	220	1	.5	5	371	0	0	5	255	0	0	49	2609	1	.12	.04	.47	.44	.04	35	
7	544	0	0	9	422	0	0	6	296	9	3.0	5	287	2	.6	86	5407	16	.65	.30	.21	.41	.02	36	
5	1218	0	0	11	623	0	0	6	498	1	.2	6	391	0	0	73	6049	1	.02	.02	.02	.32	.04	37	
4	331	0	0	10	504	0	0	6	359	0	0	5	141	0	0	70	7328	0	.07	0	.03	.77	.04	38	
7	692	50	7.23	7	1068	0	0	4	482	0	0	6	493	0	0	79	11042	69	1.2	.62	.56	.48	1.39	39	
																	4	134	0	0	0	0	0	40	
15	1758	21	1.2	9	738	32	4.3	11	949	0	0	12	807	4	.5	111	8829	71	1.09	.80	.62	1.06	11.1	42	
2	3900	0	0														2	3900	0	0	0	0	0	43	
6	510	1	.2	2	219	0	0	4	282	0	0	3	126	0	0	63	6619	25	.04	.38	10.14	.93	0	44	
1	870	0	0	2	168	0	0	3	214	2	.93	2	481	0	0	24	5437	3	0	.06	.17	20	2.3	45	
								10	4864	161	3.31	30	9529	751	1.76	7.80	64	10.57	12.2	4.6	10.57	12.2	4.6	46	
								1	271	29	10.7	10	728	39	5.38	3.06	2.19	12.8	4.7	2.19	12.8	4.7	47		
								2	1535	11	.7	13	5843	591	1.67	10.11	.51	10.74	12.09	.48	10.74	12.09	.48	48	
3	635	0	0	2	132	9	6.82	1	150	0	0	5	1010	50	4.95	20	4754	122	.27	2.67	0	0	0	49	
								18	4283	3	.07	12	2079	1	.05	63	14699	183	.35	1.24	2.09	.65	5.9	51	
								18	4283	3	.07	10	1854	1	.05	51	14474	183	.44	1.26	1.9	.67	6.1	52	
								2	225	0	0	2	225	0	0	2	225	0	0	0	14.55	0	0	53	
11	2286	29	1.27	15	600	72	12.00	18	789	188	23.83	27	3319	306	9.22	225	22871	1985	1.31	8.68	9.58	5.24	28	54	
2	162	8	4.9	4	123	37	30.1	4	45	7	15.6	3	168	8	4.8	47	3337	330	1.94	9.88	26.39	7.72	49	1	
2	350	21	6.0	5	233	21	9.0	4	405	174	43.0	11	1602	200	15.4	32	10882	1169	.84	10.74	4.61	4.89	2	56	
2	1150	0	0	1	165	0	0	4	207	0	0	2	405	0	0	21	3432	39	.38	1.14	4.04	4.43	5.0	57	
				1	5	0	0	3	17	9	52.9	3	17	9	52.9	14	448	60	2.81	13.39	25.39	9.21	42.6	58	
				2	40	10	25.0	1	19	3	15.8	2	400	54	13.5	17	1487	153	0	10.29	5.74	6.13	10.9	59	
4	474	0	0	2	34	3	8.8	5	113	4	3.5	2	373	5	1.3	30	2184	73	0	3.34	2.88	1.77	12.2	60	
												1	14	0	0	4	86	18	0	20.93	20.00	22.18	35.3	61	
																	4	111	2	8.65	1.80	8.22	6.37	51	1
1	150	0	0									3	340	30	8.8	4	520	90	.69	17.31	1.79	12.18	39.7	63	
7	874	0	0	6	233	0	0	10	930	10	1.08	9	1154	0	0	79	9150	43	0	1.54	.47	.17	.11	0	65
5	452	0	0	2	86	0	0	7	610	10	1.6	6	842	0	0	38	6272	43	.50	.69	.32	1.23	0	66	
2	422	0	0	4	237	0	0	3	320	0		3	312	0	0	41	2878	0	2.63	0	0	0	0	67	
								1	200	0	0	1	200	0	0	2	240	0	0	0	0	0	0	23.3	68
8	987	7	.71	8	323	9	3.87	12	595	13	2.18	17	2507	176	7.02	121	11881	272	1.40	2.29	1.56	1.37	8.4	69	
1	7	0	0					2	140	6	4.3	3	226	4	1.1	8	871	4	0	.46	0	0	0	70	
								4	170	1	.5	2	387	20	5.2	6	595	26	2.76	4.37	5.88	5.15	6.4	71	
1	</																								

REPORTS OF EMPLOYMENT OFFICES FOR DECEMBER, 1918

DURING December there was a decrease of over 15 per cent in the demand for labour as compared with November, on the basis of the daily average of vacancies notified to 110 employment offices (80 commercial, 19 public and 11 philanthropic). As compared with the demand reported for December, 1917, by practically identical agencies, there was an increase of more than 13 per cent. The total number of vacancies notified to all officers in December was 33,614, a daily average of 1,338.3, as compared with 1,582.2 in November, 1918, and with 1,182.1 in December, 1917. The number of persons placed was 16,933, a daily average of 668.1, as compared with averages of 716.5 and 559.6 in the preceding month and in December, 1917. The proportion of the total vacancies filled to the total vacancies notified was 49.9 per cent, as compared with 45.3 per cent in November, and 47.3 per cent in December, 1917.

As to employment for woman and girl workers, the number of vacancies notified was 5,170, a daily average of 206.8, as compared with 253.6 in November and with 184.6 in December, 1917. The number of such workers placed was 1,709, a daily average of 68.4, as compared with 75.2 in November and with 70.8 in December, 1917. The proportion of vacancies filled to vacancies notified for men and boys was 53.5 per cent, and for women and girls 33.1 per cent, as compared with 56.3 per cent and 32.0 per cent, respectively, for November, 1918, and with 48.8 per cent and 35.1 per cent, respectively, for December, 1917.

Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Winnipeg alone reported an increase in the demand for labour as compared with

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association, and other agencies was 2,383, a daily average of 95.7, as com-

pared with averages of 106.5 in November, 1918, and 72.0 in December, 1917. The number of casual jobs supplied was 4,707, a daily average of 190.6, as compared with averages of 173.6 in the preceding month and 173.2 in December, 1917.

November, 1918, while Toronto, Winnipeg and Vancouver recorded increases in comparison with December, 1917. Of the smaller centres, Fort William and Port Arthur and Brandon showed gains in both comparisons.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED DECEMBER 31, 1918.

OFFICE	Individuals given casual employment				Number of casual jobs supplied.			
	Men	Women	Boys	Girls	Men	Women	Boys	Girls
Salvation Army	286	27	1	314	1012	175	4	11
Halifax	3			3	3			
St. John	25			25	25			
Quebec	27			27	27			
Montreal	60			60	572			
Ottawa	15			15	39			
Toronto	92			92	119			
Hamilton	5	1		6	13	4		
Winnipeg	14	15		29	70	43		
Calgary	13	4	1	18	50	112	3	8
Edmonton	7	7		14	12	16	1	3
Vancouver	25			25	82			
Y.W.C.A.	73	73	73	294	294			
Ottawa	3			3	3			
Toronto	4			4	15			
Winnipeg	6			6	6			
Saskatoon	25			25	75			
Calgary	29			29	167			
New Westminster	2			2	12			
Victoria	10			10	22			
Miscellaneous	422	1548	15	11	1996	992	2193	15
Montreal Catholic Social Service Guild	1	60		61	1	71		
Montreal Directorate of Female Immigration		10		10		10		
Toronto Municipal	159			159	194			
Toronto Provincial	10	1014		1024	20	1028		
Brantford Provincial	22	18	15	11	66	22	18	15
London Provincial	7	40		47	8	51		
Hamilton Provincial	16	11		27	24	14		
St. Thomas Provincial	5			5	7			
Winnipeg Girls' Home of Welcome		5		5		11		
Winnipeg Municipal	110	160		270	570	762		
Saskatoon Provincial	2			2	10			
Vancouver Municipal	90	230		320	130	230		
Total	708	1648	15	11	2383	2004	2662	19
Daily Average—								
November, 1918				106.5				173.6
December, 1918				95.7				190.6
December, 1917				72.0				173.2

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED DECEMBER 31, 1918

OFFICE	Vacancies notified								Individuals placed							
	Men	Women	Boys	Girls	Total	Daily Average			Men	Women	Boys	Girls	Total	Daily Average		
						Nov., 1918	Dec., 1918	Dec., 1917						Nov., 1918	Dec., 1918	Dec., 1917
Halifax—Commercial (2).....	3	27	1		31	1.84	.24	1.50	3	19	1		23	1.25	.92	1.48
St. John—Commercial (2)...	44	2		2	48	2.78	2.07	4.22	44	2		2	48	.54	2.07	2.45
Quebec—Provincial.....	102	2			104	10.32	4.16	5.75	48	1			49	2.64	1.96	3.79
Sherbrooke—Provincial....	250			19	269	14.04	10.76	2.42	250			19	269	5.82	10.76	1.50
Montreal.....	2256	164	3	3	2426	182.68	96.47	172.14	1964	57	1	1	2023	100.94	60.50	74.47
Provincial.....	245	50			295	19.67	11.80	9.13	176	28			204	11.83	8.16	6.83
Catholic Social Service Guild.	2	36	3	3	44	2.88	1.76	11.71	1	12	1	1	15	1.12	.60	.95
Directorate of Female Immi- gration.....		78			78	5.35	3.0	2.04		17			17	.77	.68	.44
Commercial (10).....	2009				2009	154.78	79.91	159.26	1787				1787	87.22	71.06	66.25
Ottawa.....	1566	100			1665	87.10	65.31	80.00	1280	42			1322	40.20	52.09	60.58
Provincial.....	557	39			596	35.08	23.84	46.80	414	36			450	14.81	18.00	46.80
Y.W.C.A.....		61			61	1.88	2.14	.85		6			6	.35	.24	.15
Commercial (5).....	1008				1008	50.14	39.33	32.35	866				866	25.64	33.85	13.63
Toronto.....	4777	1051	20	12	5860	269.81	233.39	110.77	2609	459	10	4	3082	131.09	122.54	74.84
Provincial.....	1496	725			2221	86.81	88.84	21.16	112	336			448	20.00	17.92	15.08
Municipal.....	392				392	24.68	15.68	25.38	392				392	22.32	15.68	18.62
Y.W.C.A.....		115			115	8.51	4.79	5.11		21			21	.64	.83	.62
Commercial (7).....	2889	211	20	12	3132	149.81	124.08	54.12	2105	102	10	4	2221	88.13	88.21	40.52
Hamilton—Provincial.....	249	131			380	37.68	15.20	2.96	86	50			136	4.77	5.44	1.84
London—Provincial.....	117	97			214	17.77	8.56	6.48	117	58			175	10.73	7.00	4.80
Grantford—Provincial.....	130	17	24	10	181	8.38	7.24	4.00	129	17	24	9	179	5.58	5.56	3.48
Kitchener—Provincial.....	30		8	18	56	2.27	2.43	1.79	22		2	1	25	1.04	1.09	1.00
St. Thomas—Provincial.....	37	9			46	2.80	1.77	2.16	23	6			29	1.44	1.12	1.24
Walkerville—Provincial.....	13	1			14	.64	.56	1.85	13	1			14	.57	.56	1.69
Fort William and Port Arthur.....	2260	13		10	2283	84.62	89.94	76.37	870	3			873	30.31	34.60	19.13
Provincial.....	494	11			505	21.92	20.20		328	2			330	11.08	13.20	
Commercial (5).....	1766	2		10	1778	62.60	69.74	76.37	542	1			543	19.23	21.40	19.13
Winnipeg.....	8221	1657	143	80	10081	382.67	394.50	257.89	2305	436	28	12	2781	107.60	104.21	87.50
Municipal.....	59	171	3	19	252	11.65	10.08	14.04	53	60	3	7	123	4.04	4.92	8.24
Girls' Home of Welcome.....		59			59	1.96	2.36	4.21		15			15	.27	.60	.63
Y.W.C.A.....		97			97	3.54	3.88	4.80		14			14	.58	.56	.80
Commercial (10).....	8162	1330	140	41	9673	365.42	378.18	234.84	2252	347	25	5	2629	102.71	98.13	77.83
Brandon.....	950	20	15	22	1007	22.25	40.28	22.25	73	8		3	84	4.76	3.36	4.76
Commercial (2).....	950	20	15	22	1007	22.25	40.28	22.25	73	8		3	84	4.76	3.36	4.76
Regina.....	643	150		29	822	31.08	32.86	40.26	449	57		6	512	26.36	20.47	24.22
Y.W.C.A.....				15	15	.08	.58	.40				3	3	.08	.11	.04
Commercial (4).....	643	150		14	807	31.00	32.28	39.86	449	57		3	509	26.28	20.36	24.18
Saskatoon.....	685	137	1		823	33.17	32.86	72.89	303	11		28	342	14.28	13.71	21.54
Provincial.....	80		1		81	6.48	3.38	6.46	71				71	5.36	2.92	5.58
Y.W.C.A.....		131			131	4.19	5.04	3.75		5		28	33	.65	1.27	.96
Commercial (2).....	605	6			611	22.50	24.44	62.68	232	6			238	8.27	9.52	15.00
Calgary.....	1076	224			1299	56.42	51.96	60.95	798	45			843	34.21	33.72	35.36
Y.W.C.A.....		207			207	8.27	8.28	2.20		35			35	1.04	1.40	.20
Commercial (5).....	1076	17			1092	48.15	43.68	58.76	798	10			808	33.17	32.32	35.16
Edmonton.....	2482	205	4	28	2719	149.92	107.72	130.19	1888	78		4	1970	58.51	77.97	54.29
Commercial (9).....	2482	205	4	28	2719	149.92	107.72	130.19	1888	78		4	1970	58.51	77.97	54.29
New Westminster.....	7	20			27	.98	1.16	.70	5	3			8	.40	.34	.27
Municipal.....	7				7	.63	.29	.16	5				5	.25	.21	.12
Y.W.C.A.....		20			20	.35	.87	.54		3			3	.15	.13	.15
Vancouver.....	2272	400	9	287	2968	172.08	126.89	113.40	1839	124	2	114	2079	128.78	85.09	74.93
Provincial.....	570				570	45.12	24.78		534				534	28.62	23.13	
Municipal.....	44				44	1.96	1.83	4.30	44				44	1.96	1.83	
Commercial (10).....	1658	400	9	287	2354	125.00	100.28	109.10	1261	124	2	114	1501	98.20	60.13	72.10
Victoria.....	43	205	5	38	291	11.17	11.93	11.17	33	22		7	67	4.01	2.89	4.48
Y.W.C.A.....		34			34	1.58	1.36	2.15		3			3	1.58	1.22	.31
Commercial (7).....	43	171	5	38	257	9.59	10.57	9.02	33	19	5	7	64	3.43	2.77	4.18
Total (23 centres).....	28211	4632	233	538	33614	1682.17	1338.26	1182.12	15151	1499	73	210	16933	716.49	668.07	559.63

WAGES AND HOURS OF LABOUR

WAGES (TEMPORARY REGULATION) ACT, 1918, OF GREAT BRITAIN

ON November 21 an Act was passed by the British Parliament for the purpose of continuing in effect the existing rates of wages during the period of reconstruction. The law applies to all trades and industries, except such as may be excluded by the Minister of Labour, and it is to be in force for six months. The rate of wages prescribed is defined as the time rate or other basis for determining wages, including allowances for overtime, night work and holidays, and additional war bonuses or advances, payable on November 11, either under an agreement or award, or where there is no agreement, the generally recognized rate.

For the purpose of settling any matters that may be in dispute with regard to the prescribed rate of wages, the Minister is authorized to constitute an interim court of arbitration composed of representatives of employers and workmen, and of independent persons from among whom the chairman of the court and of every division thereof shall be selected. This court, besides adjudicating upon the prescribed rates, may also make an award determining a new rate, and the Minister of Labour may, on the advice of the interim court, order any new award, agreement or settle-

ment to be binding on all workmen and employers of the class to which the new rate applies.

Differences, however, are first to be reported to the Minister of Labour, who shall take any steps to promote a settlement that he may think expedient, and on his failure by such step to effect a settlement he may either refer the matter to the interim court of arbitration, or if other suitable means already exist through an agreement between employers and employees, he may adopt these means.

Failure to pay the prescribed wages renders the employer liable to a fine of £5 a day, and the obstruction of an officer appointed by the Minister of Labour to ascertain whether the provisions of the Act are being observed renders the offender liable to a fine of not more than £10.

Part I of the Munitions of War Act, 1915, relating to the settlement of labour differences and the prohibition of strikes and lockouts, and sections of the Munitions of War Acts, 1916 and 1917, on the same subject are repealed, and disputes still pending before the Boards established under these Acts may be transferred by order of the Minister of Labour to the interim court of arbitration.

CANADIAN RAILWAY WAR BOARD'S INTERPRETATIONS No. 3 AND No. 4 OF SUPPLEMENT No. 7 OF THE McADOO AWARD

THE October, 1918, issue of the LABOUR GAZETTE contained the full text of Supplement No. 7 (see pages 861-4) to General Order No. 27, issued by the Director-General of the United States Railroads. The same issue contained also the Canadian Railway War

Board's interpretation of certain clauses of the Supplement (see pages 857-60) that was to govern its application to Canadian railways. An additional interpretation subsequently issued by the Board was printed on pages 1,005-6 of the November, 1918, issue of the LA-

BOUR GAZETTE. For purposes of reference these interpretations will be known as C.R.W.B. Interpretations No. 1 and No. 2 respectively. -

On October 22, 1918, and January 8, last, the Canadian Railway War Board issued two further interpretations, Interpretations No. 3 and No. 4, respectively, of Supplement No. 7 of the McAdoo Award. These are reproduced below.

C. R. W. B. Interpretation No. 3 of Supplement No. 7

The following rulings have been pronounced by the Board's Sub-Committee on Application of Supplement No. 7 to General Order 27, and will govern in applying the provisions of said Supplement to Canadian Railway employees concerned:

Question 9.—Where, on January 1st, 1918, a monthly salaried employee regularly worked every day, Sundays included, is it the intention that Sunday work shall be considered as overtime, and, if so, shall time be computed at *pro rata* or at time and one-half?

Answer. — Practice has not been changed. Where a monthly salaried employee has done regular work on Sundays no extra compensation under Supplement 7 is provided for him for such Sunday work nor is there any overtime up to eight hours. See Supplement 7, Article 11 (a) and Article 14 (a).

Question 10.—If employees covered by Supplement 7 whose regular working time has not included Sunday work be required in an emergency to work on Sunday shall time be computed *pro rata* or at time and one-half?

- (a) for monthly paid employees?
- (b) for daily paid employees?
- (c) for hourly paid employees?

Answer.—*Pro rata* up to ten hours, time and one-half after ten hours, unless there is an existing agreement of practice more favourable to the employees. See Supplement 7, Article 11 (a) and (b) and Article 14 (a).

Question 11.—Where a position has been abolished and is later re-established, is it the intention that the old rate plus the McAdoo Award will be paid, or is the railway at liberty to use its own judgment in establishing a new rate for the position?

Answer.—If the requirements of the position were re-established and the qualifications of the occupant are the same the increase prescribed by Supplement 7 will apply.

Question 12.—Where an employee vacates a position and a new employee is engaged, is it the intention that the new employee shall be given the increased rate which was paid his predecessor under the McAdoo Award, or is the railway at liberty to establish a new rate for that position?

Answer.—Where requirements of position and qualifications of employee are the same in each instance, increased rate in accordance with Supplement 7 will apply. (See General Order 27, Article 2, Section F, Clause I and Supplement 7, Article 1, Section F.)

Question 13.—(a) Occasionally certain classes of employees are required to work overtime for the purpose of getting out reports on time, etc., for which no remuneration has been allowed heretofore. Is overtime to be paid in such circumstances?

(b) The foregoing applies also to time worked Saturday afternoon where it has been customary to allow employees half holiday on that day?

(c) At some points it has been the practice to allow certain classes of employees pay while absent for short periods on account of illness, or with permission. If overtime is to be paid as suggested in foregoing, is it the intention that this privilege is to be withdrawn?

Answer.—(a) Interpretation of Article 11, Supplement 7, appearing in C.R.W.B. circular—September 30th, 1918, states that “pay for overtime should not be allowed unless specifically ordered to be worked.” Where over-

time work ordered, pay therefor shall be allowed in accordance with Article 11 and Interpretations thereof.

(b) General Order 27 and Supplement No. 7 contemplates that in the case of monthly rated employees working six days per week, forty-eight hours' work may be required without payment of overtime. If Saturday afternoon holiday allowed, the railway is entitled to an equivalent number of hours in excess of eight hours per day during the week before overtime becomes due. If employees who have heretofore been regularly working only six days per week are now working forty-eight hours apart from Saturday afternoon, and in lieu thereof, overtime pay shall be allowed for Saturday afternoon work on the basis of *pro rata* time up to ten hours during the day and time and one-half thereafter. If forty-eight hours are not worked during the week apart from Saturday afternoon work, overtime pay shall not be allowed for such Saturday afternoon work.

(c) Supplement No. 7 does not require pay for time off duty. The point raised is, therefore, one within the jurisdiction of the individual railways.

Question 14.—In case of monthly rated employee working twelve hours per day, thirty-one days per month, is it intention he should be paid two hours per day overtime *pro rata* and two hours per day penalty overtime, under Supplement No. 7?

Answer.—Yes. Example:

Position which on January 1st, 1918, paid \$74.00 per month working 12 hours per day for 31 working days:

Old rate for month's service (12 hrs. per day)	\$ 74.00
New rate for month's service (8 hrs. per day)	99.00
62 hours overtime <i>pro rata</i> ...	24.74
62 hours overtime time and one-half	37.08
	<hr/>
	\$160.82

Question 15.—Does Supplement No. 7 apply to chief train despatchers and train despatchers?

Answer.—No, General Order 27 applies to train despatchers. See C.R.W.B. circular letter October 17th, 1918, in which provision is made for chief despatcher's rate.

Question 16.—On what basis should General Order 27 and Supplement 7 be applied to employees engaged during summer only at Beach resorts?

Answer.—Provided nature and requirements of duties remain same from year to year, provisions of General Order 27 and Supplement 7 should be applied on basis of positions being continuous. (See answer to Question 11 herein.) In arriving at basis for application of increases stipulated in Supplement 7, rates in effect at close of 1917 season should be taken as applicable at January 1, 1918. If nature and requirements of positions changed on re-opening of work to extent to warrant placing in category "new position"—Clause F, Article 1, of Supplement No. 7 governs.

Question 17.—In some instances increases in wages apart from adoption of Supplement 7 became effective January 1st, 1918. Are such increases to be added to or included in those awarded under Supplement No. 7?

Answer.—Article 1, Clause A, Supplement 7 reads in part as follows: "To this basic minimum rate . . . in effect January 1st, 1918, *prior to application of General Order 27.*" As General Order 27 became effective in United States as from January 1st, 1918, it is obviously the intent of Supplement 7 to apply the increases which it provides to the rates in effect as at December 31st, 1917, —therefore increases which became effective January 1st, 1918, should be included as part of the increases granted under application of Supplement 7.

If increases have been granted other than by the application of General Order 27 in excess of the increases provided for by Supplement No. 7 thereto, such increases shall not be reduced. See Supplement 7, Article 8 (a).

C. R. W. B. Interpretation No. 4 of Supplement No. 7

On January 8, last, the Canadian Railway War Board issued a further Interpretation known as Interpretation No. 4 of Supplement No. 7 of the McAdoo Award. The text of this Interpretation is reproduced below, but some preliminary explanation is necessary. The Interpretation represents conclusions reached by the Board after making a study of the United States Railroad Administration No. 1 of Supplement No. 7. (The latter interpretation has not been printed in the LABOUR GAZETTE.) In what follows the United States Interpretation is printed in smaller type, while the conclusions of the Canadian Railway War Board, based on such interpretations, are printed in ordinary type:

ARTICLE 1.—METHOD OF COMPUTING HOURLY RATE OF PAY FOR EMPLOYEES PAID ON MONTHLY, WEEKLY OR DAILY BASIS.

Eight consecutive hours, exclusive of the meal period, constituting a day's work from the effective date of Supplement 7 to General Order No. 27, the increases provided for therein and applicable to monthly, weekly, and daily paid employees, specified in Articles I, II and VI of Supplement No. 7, are based upon the recognized number of working days constituting a calendar year (including Sundays or holidays where they have been considered a part of the employees' assignment) and the rate of pay in effect January 1, 1918, prior to the application of General Order No. 27 exclusive of overtime. The following examples illustrate the method to be used in establishing the straight time hourly rate, as the basis of payment for overtime service.

Example (a)—Employees working 30 days per month at a wage amounting to \$60 per month on January 1, 1918, prior to the application of General Order No. 27, would on September 1, 1918, advance to the basic rate of \$62.50 per month, plus \$25.00 increase, establishing the rate of \$87.50 or \$1,050 per year. In computing the *pro rata* rate per hour for overtime pay for monthly, weekly or daily paid employees, take the number of working days constituting a calendar year, multiply by eight and divide the annual salary by the total hours, exclusive of overtime, and disregarding time absent on vacations, sick-leave, holidays, or for any other cause. In determining the hourly rate, fractions less than one-fourth of one cent shall be as one-fourth of one cent; over one-fourth and under one-half, as one-half cent;

over one-half and under three-fourths, as three-fourths; over three-fourths as one cent.

Example (b)—Yearly wage, \$1,050 ÷ 2,880 hours, 36.45 or 36.5 cts. per hour.

Example (c)—Yearly wage, \$1,200 ÷ 2,880 hours, 41.66 or 41.75 cts. per hour.

Example (d)—Yearly wage, \$1,300 ÷ 2,880 hours, 45.14 or 45.25 cts. per hour.

Example (e)—Yearly wage, \$1,500 ÷ 2,880 hours, 52.1 or 52.25 cts. per hour.

Example (f)—Yearly wage, \$1,800 ÷ 2,880 hours, 62.5 cts. per hour.

Note.—It is to be understood that 2,880 hours is illustrative only, the hours per year will vary as the assigned work days per year vary.

It is recommended that member lines adopt the practice set forth in the foregoing article—example (a)—in computing hourly rates for employees paid on the basis specified.

With reference to a question which was raised as to the payment of overtime to monthly paid employees in all cases where work is performed in time outside of the regular assignment, the opinion was expressed that where such an employee works overtime in order to catch up with his work where it has gone behind owing to the incompetency of the employee or some other circumstance for which he is responsible, the payment of overtime should not be considered compulsory, nor the circumstances considered in the same light as those in which an employee or group of employees are instructed to put in overtime in order to perform extra work and for which overtime pay would properly be allowed. As a general thing cases such as the former should be left to the judgment of the employer who is familiar with the peculiar conditions affecting a special case.

The working out and use of tables showing the rate of overtime applicable under the various positions and rates of pay, such as are now in effect on some lines, are recommended in the interests of accuracy and saving time in the computation of overtime payments.

ARTICLE II.—PAYMENT OF PUNITIVE OVERTIME.

On February 21, 1918, the director general issued General Order No. 8, paragraph 3 thereof reading as follows:

The broad question of wages and hours will be passed upon and reported to the director general as promptly as possible by the present Railroad Wage Commission. Pending a disposition of these matters by the director general, all requests of employees involving revisions of schedules or general changes in conditions affecting wages and hours will be held in abeyance by both the managers and employees. Wages, when determined upon, will be made retroactive to January 1, 1918, and adjusted accordingly. Matters of controversy arising under interpretations of existing wage agreements and other matters not relating to wages and hours will take their usual course, and in the event of inability to reach a settlement, will be referred to the director general.

If employees coming within the scope of Supplement No. 7 to General Order No. 27 were paid a punitive rate for overtime after the regular day's work, Sundays and or holidays prior to February 21, 1918, the same conditions should apply to the eight hour basis. Any punitive overtime rate established for employees under this interpretation since February 21, 1918, except as established by director general, is unauthorized and cannot be recognized.

Example (a) Employees working 10 hours per day January 1, 1918, prior to the application of General Order No. 27, and who were prior to February 21, 1918, paid at the rate of time and one-half for overtime, should be paid as follows:

8 a.m. to 12 noon, 4 hours work.
 12 noon to 1 p.m., 1 hour for meal excluded.
 1 p.m. to 5 p.m., 4 hours work.
 5 p.m. to 7 p.m., 2 hours at rate of time and half time.
 Elapsed time, 11 hours.
 Time for meal, 1 hour deducted.
 Overtime, 2 hours.
 Total time to be paid for, 11 hours.

Example (b) Overtime commences immediately following the 8th consecutive hour of continuous service, after deducting the meal period.

On the basis of *pro rata* time for the 9th and 10th hour.

8 a.m. to 12 noon, 4 hours.
 12 noon to 1 p.m., 1 hour for meal excluded.
 1 p.m. to 5 p.m., 4 hours work.
 5 p.m. to 7 p.m., 2 hours overtime, *pro rata* rate.
 7 p.m. to 9 p.m., 2 hours overtime, one and one-half times *pro rata* rate.
 Elapsed time, 13 hours.
 Time for meal, 1 hour deducted.
 Continuous service, 12 hours.
 Total time to be paid for, 13 hours.

Example (c) Employees working straight through eight consecutive hours.

6 a.m. to 2 p.m., 8 hours work.
 2 p.m. to 4 p.m., 2 hours overtime, *pro rata* rate.
 4 p.m. to 6 p.m., 2 hours overtime, one and one-half times *pro rata* rate.
 Elapsed time, 12 hours.
 Continuous service, 12 hours.
 Total time to be paid for, 13 hours.

The intent of article 2 appears to be quite clear. With the establishment of the eight hour a day and under the provisions of this article, the 9th and 10th hours become punitive hours, if, prior to February 21, 1918, the practice of paying overtime after the then established working day was in effect.

ARTICLE III.—METHOD OF COMPILATION OF HOURLY RATES ESTABLISHED UNDER SUPPLEMENT NO. 7.

The employees coming under the provisions of Articles III, IV and V of Supplement No. 7 to the General Order No. 27, who were on January 1, 1918, prior to the application of General Order No. 27, paid on a basis of ten hours or more to constitute a day, for whom hourly rates have been established, as per the above specified articles, shall, on and after Sept. 1, 1918, the effective date of Supplement No. 7, receive one-eighth of the wages received for ten hours on January 1, 1918, prior to the application of General Order No. 27, as their basic hourly rate, to which shall be added 12c per hour, provided the hourly rate thus obtained shall not exceed the maximum rate specified in the respective articles.

Example (a) Employees coming under the provisions of Articles III, IV and V of Supplement No. 7 to General Order No. 27, on a ten hour basis, rate \$2.50 per day; one-eighth of 250 equals 31.25c per hour, adding the increase of twelve cents produces a rate of 43.25 cents under Articles III and IV. Under Article V (a) the rate would revert to the maximum of forty-three cents; under Article V (b) the rate would revert to the maximum of forty cents.

Note.—To determine the hourly rate to be paid employees on the hourly basis and for whom ten hours or more were the established hours of service, use the method and example (a) of above Article III; for classes specified in Supplement No. 7, Articles III, IV and V working less than ten hours and over eight hours, one-eighth of the wage received for the number of hours recognized as a day's work.

No further explanation of the provisions of Article III appears to be necessary. It will be noted, however, that

reference is made in this article only to the classes of employees covered by Articles III, IV and V of Supplement No. 7. Questions have been raised by the railways as to the nature of the action which should be taken in computing the new rates for stationary engineers and firemen who are covered by Article 2 of Supplement No. 7. It is the consensus of opinion of this meeting that the provisions of the above quoted Article 3 should be considered as applying to stationary engineers and firemen and the following resolution will therefore govern:

"That Article III of Interpretation No. 1 of Supplement No. 7 as related to Article II of Supplement No. 7 shall be, that previous daily rate for twelve hours work shall now be figured on the basis of one-eighth of the wages received for ten hours on January 1, 1918, and twelve cents per hour added thereto, subject to specified monthly minimum for eight hours service per day. If the former working day is continued, *i.e.*, if the employee continues to work twelve hours per day he shall be paid *pro rata* for the ninth and tenth hours and time and one-half time for the eleventh and twelfth hours, where no more favourable practice was in effect prior to January 1, 1918."

In connection with the application of Article III some railways have in effect certain shop rules governing shops and roundhouses under which provision is made for ten hour day with the privilege, however, of reducing hours to meet conditions. On Jan. 1, 1918, some shops were working ten hour day and others nine hours. In these circumstances a question arises as to whether the ten hour or the nine hour day should be used in the basis in arriving at the rate to which the stipulated increase of twelve cents per hour is to be added. Reference is made to the last clause of the note appended to Article III, quoted above, which is applicable to the case in question.

ARTICLE IV.—PAY FOR CALLS.

Employees who are notified or called to work outside the eight consecutive hours, exclusive of the meal period and continuous service constituting their regular assignment, shall be paid a minimum allowance of three hours for two hours work or less; if held over two hours, time and one-half will be paid computed on the minute basis.

Example (a)

8 a.m. to 12 noon, 4 hours work.

12 noon to 1 p.m., 1 hour for meal excluded.

1 p.m. to 5 p.m., 4 hours work.

6 p.m. to 7.30 p.m., 1½ hours overtime, 1½ times *pro rata* rate.

Elapsed time, 10½ hours.

Time for meal, 1 hour.

Break in continuous service, 1 hour.

Time for call, 3 hours, minimum guarantee.

Total time to be paid for, 11 hours.

The circumstances under which minimum allowance shall be given for extra calls is the subject of a ruling issued by the Canadian Railway War Board under date of September 30th, 1918, in connection with Supplement No. 7, Article II, Clause B, as follows:

"Clause B.—When notified or called to work outside of established hours, employees will be paid a minimum allowance of three hours.

Interpretation.—This clause is applicable only when employees have been called after they have gone off duty for the day. When service is continuous, except for the meal period, this clause does not apply."

The foregoing ruling continues to govern.

In the examples quoted under Article IV, the meal period is shown as "one hour." Reference is made here to the provisions of Article 7, of Interpretation No. 1, under which the duration of the meal period may vary, according to agreement between employer and employees.

ARTICLE V.

Exclusive of employees whose regular assignment includes Sundays and or holidays, employees notified or called to work on Sundays and or holidays, will be paid not less than the

minimum allowance of three hours, and where no existing agreement or practice is more favourable, such employees will be paid as per examples (b) and (c) of Article II.

No further interpretation considered necessary.

ARTICLE VI.

Payment of overtime at a rate in excess of *pro rata* will be computed from and added to the *pro rata* rate.

No further interpretation considered necessary.

ARTICLE VII.

Unless acceptable to a majority of employees in a department or sub-division thereof, the meal period shall not be less than thirty minutes or more than one hour.

In connection with this article it is reported that in accordance with long established practice and in some cases at request of employees, the meal period is longer than one hour. In such circumstances, in order to permit of maintenance of the eight hour working day, as provided for by Supplement No. 7, the closing time should be set back to offset the time by which the meal period is extended. For example:

Office hours have been 8.00 a.m. to 12 noon; 12.00 noon to 1.15 p.m. meal period; 1.15 p.m. to 5.00 p.m.

Elapsed working time, 7 hours 45 minutes.

Closing time should be extended to 5.15 p.m. in order to make the working day eight hours.

ARTICLE VIII.

Where unjustifiable inequalities develop or exist in the rates of pay for relatively the same service and responsibility, as between employees of the same class within the respective groups, as specified in Supplement No. 7 to General Order No. 27, the regional directors are hereby authorized to establish uniform rates of pay by zones or districts throughout their respective regions, under the following conditions:

- (a) The maximum rates established by Supplement No. 7 to General Order No. 27 must not be exceeded.
- (b) Rates established by Supplement No. 7 to General Order No. 27 must not be reduced.

- (c) The specified differentials in the established minimum rates for hourly workers to be preserved.
- (d) All rates herein provided for shall be filed by the regional directors with the Board of Railroad Wages and Working Conditions.

Under the adoption of this Article by Canadian lines with respect to Clause D, the rates established under the article are left to the judgment of the individual management.

Policy to be followed with respect to payment for time lost by monthly and weekly paid employees on account of illness, absence for short period with permission, annual vacation, etc.

Interpretation No. 3, Question 13 (c) issued by this Board, October 22nd, 1918, concerns this matter. It reads as follows:

"Question.—At some points it has been the practice to allow certain classes of employees pay while absent for short periods on account of illness or with permission. If overtime is to be paid as suggested in foregoing, is it the intention that this privilege is to be withdrawn?"

Answer.—Supplement No. 7 does not require pay for time off duty. The point raised is, therefore, one within the jurisdiction of the individual railway."

It has been the practice on a number of railways, for many years, to allow certain classes of employees compensation for odd days off duty on account of illness or with permission and for leave of absence annually after varying periods of service. In arriving at a conclusion under this heading, therefore, the last sentence of Article 15 of Supplement No. 7 should be considered. This sentence reads as follows:

"Agreements or practices, except as changed by this order, remain in effect."

In view of the varying practices which prevail, not only as between railways but amongst departments of the individual lines, it is advisable to obtain a report from member lines as to the procedure which they follow, and

after receipt of this information the Board will be in a position to formulate a policy for general observance. It is considered, tentatively, that so far as payment for odd days absence is concerned, the matter is one which would be best left to the judgment of the head of the department, and that, with respect to annual vacation with pay in the case of employees the nature of whose duties necessitates close confinement, the practice is commendable in the interests of welfare of both employees and service.

COMPUTATION OF PAY FOR BROKEN TIME
FOR MONTHLY PAID EMPLOYEES.

Question.—Prior to the application of General Order 27 and supplements it was the practice to pay employees for broken time on the basis of number of calendar days in the month whether the employee was required to work every day or had one or more Sundays off per month. Since the application of the Order and Supplements in paying overtime to employees working over eight hours per day we have determined the overtime rate by dividing the total number of days an employee was required to work per year at eight hours per day into the total yearly compensation. On this basis it would seem proper that an employee required to work twenty-six days in a thirty day calendar month, who actually worked twenty-five days, would be paid 25/26ths of the monthly rate.

Answer.—The number of calendar days in the month, minus Sundays, should be used as the basis.

RATE OF PAY APPLICABLE TO POSITION OF
TRAIN DESPATCHER.

It is understood that, in connection with the application of General Order 27 in the United States a special rate of increases has been awarded to train despatchers. In Canada, particularly in the case of most of the larger lines, the position is covered by agreement with the Order of Railroad Telegraphers, and

application of increases, under General Order 27 has been held in abeyance in such cases at request of the organization, pending issuance of a special award by the United States Railroad Administration in favour of employees classed as "telegraphers." This award is covered by Supplement No. 13* to General Order 27 and the employees have commenced negotiations regarding its adoption in Canada. The status of the train despatchers will no doubt be decided at an early date in case of the railways on which the position is covered by schedule, and as the decision reached will affect the position on other lines it is considered advisable to make no ruling at this time.

STATUS OF EMPLOYEE PERFORMING WORK
FOR TWO COMPANIES AND CARRIED ON
PAYROLL OF COMPANY NOT SUB-
JECT TO PROVISIONS OF
GENERAL ORDER 27.

Question.—"We have an enquiry from a watchman at a crossing of our line by an electric railway, junior to us, as to whether he is entitled to increased rate under the McAdoo Award. This man is really an employee of the electric railway and he is carried on their payroll at their own expense."

Answer.—In the circumstances described General Order 27 does not apply.

RATE FOR STOREKEEPERS.

It is reported that in the case of storekeepers, to whom overtime regulations do not apply, even after allowing them the increase provided under the McAdoo Award, their rates are equalled or exceeded by those of employees coming under their jurisdiction who are paid overtime rates.

In the foregoing circumstances the rate paid the storekeeper should be increased sufficiently to preserve the differential which existed between his rate and that paid his subordinates prior to the application of the McAdoo Award.

*The text of Supplement No. 13 is reproduced on pages 174-176 of this issue.

POSITION OF EMPLOYEES OF RAILWAYS ENGAGED IN CARTAGE OF FREIGHT BETWEEN RAILWAY PREMISES AND SHIPPERS' AND CONSIGNEES' WAREHOUSES IN RELATION TO McADOO AWARD.

In case of majority of the railways who have to do with cartage service, the cartage is performed by outside companies who are not concerned in the McAdoo Award. The employees engaged in cartage service are not, strictly speaking, railway employees, as they do

not perform what is commonly known as railway work any more than those employed by steamship lines owned and operated by railways who are specifically excluded from the Award. It is the sense of this Board, therefore, that the Award does not apply in the case of the employees mentioned.

THE CANADIAN RAILWAY WAR BOARD.

W. M. NEAL,
General Secretary.

SUPPLEMENT No 13 OF THE McADOO AWARD—AFFECTING TELEGRAPH AND TELEPHONE OPERATORS AND AGENTS IN THE UNITED STATES

THE *Official U. S. Bulletin* for January 15 prints the text of Supplement No. 13 to General Order No. 27 issued by the Director General of United States Railroads. This supplement supersedes and is in lieu of Supplements Nos. 10 and 11, which have already been summarized in the January issue of the LABOUR GAZETTE.

The Director General, in commenting on the new supplement, states that it was framed with the purpose in view of helping to eliminate Sunday and holiday work wherever practicable, and where such work cannot be altogether eliminated to reduce it to the fewest number of hours. "This," he says,

"will result from the fact that hereafter all such work will be paid on an hourly basis instead of on a monthly basis, as has been true in the past to a considerable extent. Therefore, the employing officer will realize that he must pay additionally for every hour of Sunday and holiday work, and his anxiety to prevent unnecessary expense will be a strong inducement to eliminate unnecessary work on those days. I regard this as a great step forward, and I believe I am justified in expecting that it will bring about a marked reduction in Sunday and holiday work of an avoidable character."

The text of the supplement follows:

Supplement No. 13 superseding Supplements Nos. 10 and 11 to General Order No. 27

Effective October 1, 1918, for positions held by telegraphers, telephone operators (except switchboard operators), agents, agent telegraphers, agent telephoners, towermen, levermen, tower and train directors, block operators, and staffmen, the following rates of pay, rules for overtime, and working conditions upon railroads under Federal control are hereby ordered, superseding General Order No. 27, its supplements Nos. 10 and 11, and in lieu thereof.

ARTICLE I.

(a) All employees herein specified shall be paid on the hourly basis except those provided for in Article IV.

(b) To determine the hourly basis for positions held by monthly paid employees, multiply by twelve the regular monthly rate in effect as of January 1, 1918, prior to the application of General Order No. 27 (exclusive of all compensation for extra services), divide by 306 (number of working days for the year), and apply provisions of section (e) of this article.

(c) To determine the hourly rate for positions held by weekly paid employees, multiply by 52 the regular weekly rate in effect as of January 1, 1918, prior to the application of General Order No. 27 (exclusive of all compensation for extra services), divide by 306 (number of working days for the year), and apply provisions of section (e) of this article.

(d) To determine the hourly rate for positions held by daily paid employees, multiply the daily rate in effect as of January 1, 1918, prior to the application of General Order No. 27 (exclusive of all compensation for extra services) by 365, divide the result by 306 (number of working days for the year), and apply provisions of section (e) of this article.

(e) Employees who were on January 1, 1918, prior to the application of General Order No. 27, paid on a basis of 10 hours or more to constitute a day's work shall receive one-eighth of the wages received for 10 hours on January 1, 1918, prior to the application of General Order No. 27, as their basic hourly rate; employees working less than 10 hours and over 8 hours shall receive one-eighth of the wages received for the number of hours recognized as a day's work.

(f) Where there are no regular assigned or established daily hours for the purpose of computing the hourly rate, daily hours shall be regarded as 10, one-eighth of which will be the hourly rate.

(g) In determining the hourly rate, fractions less than one-fourth of 1 cent shall be as one-fourth of 1 cent; over one-fourth and under one-half, as one-half of 1 cent; over one-half and under three-fourths, as three-fourths of 1 cent; over three-fourths, as 1 cent.

ARTICLE II.—RATES OF PAY.

For positions held by telegraphers, telephone operators (except switchboard operators), agents (except as provided in Article IV), agent telegraphers, agent telephoners, tower-men, levermen, tower and train directors, block operators, and staffmen to the rates in effect on January 1, 1918, prior to the application of General Order No. 27, add 13 cents per hour and two cents per hour additional in lieu of vacations (applicable to all roads irrespective of present practice). Where this increase fails to establish a rate of 48 cents per hour, establish a minimum rate of 48 cents per hour.

ARTICLE III.—PRESERVATION OF RATES AND CLASSIFICATION.

(a) The minimum rates and all rates in excess thereof, as herein established, and higher rates which have been authorized since January 1, 1918, shall be preserved.

(b) The entering of employees in the positions occupied in the service of changing their classification or work shall not operate to establish a less favourable rate of pay or condition of employment than is herein established.

(c) Where existing pay-roll classification does not conform to Article II, employees performing service in the classes specified therein shall be classified in accordance therewith.

ARTICLE IV.—EXCEPTIONS.

The provisions of this order will not apply:

(a) To cases where salaries less than \$30 per

month are paid to individuals for special service which only takes a portion of their time from outside employment or business.

(b) To agents whose compensation as of January 1, 1918, was upon a commission basis or upon a combination of salary and commissions (not including express or outside commissions).

(c) To agents whose duties are supervisory and who do not perform routine office work, nor the small non-telegraph stations (except where they are now included in agreements), which, on account of the varying character and extent of their work and responsibilities, cannot be intelligently treated as a class.

The Federal manager on each railroad is hereby instructed to consider the individual cases of the smaller non-telegraph stations, or stations paid on a commission basis or on a combination of salary and commission, both as to compensation and working conditions, with committees of employees, and where agreement can be reached are authorized to put the same into effect.

In case of disagreement, either as to compensation and or working conditions, or as to whether a station comes properly under the terms of this article, the exact points of such disagreement shall be reported to the Board of Railroad Wages and Working Conditions through the Regional Director for consideration and recommendation to me.

ARTICLE V.—HOURS OF SERVICE, OVERTIME AND CALLS.

(a) Eight consecutive hours, exclusive of the meal hour, shall constitute a day's work, except that where two or more shifts are worked, eight consecutive hours with no allowance for meals shall constitute a day's work.

(b) Overtime shall be computed at the rate of time and one-half time. Even hours shall be paid for at the end of each pay period, fractions thereof will be carried forward.

(c) When notified or called to work outside of established hours, employees will be paid a minimum allowance of two hours at overtime rate.

(d) Employees will not be required to suspend work during regular hours or to absorb overtime.

ARTICLE VI.—UNITED STATES MAIL.

When the carrying of United States mail and parcel post by the employees herein specified becomes unduly burdensome or interferes with the proper operation of trains, they will be relieved from such work.

ARTICLE VII.—DISCIPLINE AND GRIEVANCES.

(a) An employee disciplined, or who considers himself unjustly treated, shall have a fair and impartial hearing, provided written request is presented to his immediate superior within five (5) days of the date of the advice

of discipline, and the hearing shall be granted within five (5) days thereafter.

(b) A decision will be rendered within seven (7) days after the completion of hearing. If an appeal is taken, it must be filed with the next higher official, and a copy furnished the official whose decision is appealed within five days after date of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding section.

(c) At the hearing, or on the appeal, the employee may be assisted by a committee of employees or by one or more duly accredited representatives.

(d) The right of appeal by employees or representatives, in regular order of succession and in the manner prescribed, up to and inclusive of the highest official designated by the railroad to whom appeals may be made is hereby established.

(e) An employee on request will be given a letter stating the cause of discipline. A transcript of the evidence taken at the investigation or on the appeal will be furnished on request to the employee or representative.

(f) If the final decision decrees that charges against the employee were not sustained, the record shall be cleared of the charge; if suspended or dismissed, the employee will be returned to former position and paid for all time lost.

(g) Committees of employees shall be granted leave of absence and free transportation for the adjustment of differences between the railroad and the employees.

(h) Where the time limits in discipline and grievance rules now in effect are more extensive they may be preserved.

ARTICLE VIII.—RULES FOR APPLICATION OF THIS ORDER.

(a) The pay for female employees, for the same class of work, shall be the same as that of men, and their working conditions must be healthful and fitted to their needs. The laws enacted for the government of their employment must be observed.

(b) If the operation of this order creates either unreasonably low or excessively high rates for service, individual cases and circumstances considered, it will be the duty of the Board of Railroad Wages and Working Conditions to investigate, on complaint, and recommend equitable treatment therefor.

(c) Vacations with pay are abolished, effective January 1, 1919.

ARTICLE IX.—INTERPRETATION OF THIS ORDER.

The rates of pay and rules herein established shall be incorporated into existing agreements and into agreements which may be reached in the future, on the several railroads; and should differences arise between the management and the employees of any of the railroads as to such incorporation, intent, or application of this order, such question of differences shall be referred through the director of the Division of Labour as prescribed in supplement 6 and 6a to General Order No. 27 for decision subject always to review by the Director General.

Agreements and practices, except as changed by this order, remain in effect.

W. G. McADOO,

Director General of Railroads.

MINIMUM WAGES FOR FEMALE EMPLOYEES IN MANITOBA

REGULATIONS of the Manitoba Minimum Wage Board affecting twenty-five industries have already been noted in the *LABOUR GAZETTE*.^{*} Additional regulations covering (26) knitting factories, (27) tailoring establishments, and (28) millinery establishments were published in the *Manitoba Gazette* of January 18, and became effective on February 9. The new regulations contain the usual requirements regarding general conditions of labour and, as a typical set of regulations appeared in the *LABOUR GAZETTE* for December, only those sections of the new

orders which deal with hours and wages need be mentioned here.

In knitting factories and tailoring establishments the hours of labour shall not exceed nine hours per day and fifty hours per week. Saturday afternoon shall be a half-holiday, and Sunday a whole holiday, and no female worker shall be employed at night. Where a millinery establishment is in connection with a store, the same hours shall be observed as are in force for the regular store employees. In all other cases the hours of labour shall not exceed eight and one-half per day or fifty per week, and Saturday afternoon shall be a half-holiday during June, July and August.

^{*}See *LABOUR GAZETTE*, December, 1918, p. 1,121, and January, 1919, p. 62.

In establishments which remain open Saturday evenings, the hours of labour on Saturday may be eleven and one-half, but in such establishments the weekly hours of labour shall not exceed forty-nine, except during December, when they may be fifty-four hours, and these hours shall be arranged so that each female employee shall receive one afternoon half-holiday each week, except during the month of December.

The minimum wage fixed for experienced adults in the three occupations covered by the recent orders is \$12.00 per week. Adult learners in knitting factories must not be paid less than \$9.00 for the first, \$10.00 for the second and \$11.00 for the third six months' period. The minimum wage rate fixed for minors entering knitting factories varies from \$7.00 to \$8.75 according to the age of the employee. In each case the initial rate shall be increased by \$1.00 per week at the end of each six months' period, and at the end of eighteen months the full adult wage

shall be paid. In tailoring establishments the weekly wage paid to an inexperienced worker upon first being employed shall be not less than \$6.00 per week. This amount shall be increased \$1.00 per week at the end of each four weeks until the adult minimum of \$12.00 is reached. For millinery establishments the learning period is divided into four seasons, each consisting of at least ten weeks, but if an employee has worked at least six weeks but less than ten in any season, she may make up the difference in any following season. The minimum wage for the first season shall be \$5.00 per week; for the second season, \$6.00; for the third season, \$8.00; and for the fourth season, \$10.00. At the end of this learning period the full adult minimum shall be paid. Minors employed in tailoring and millinery establishments shall be classed with adult learners.

The following is a tabular summary of the sections dealing with wages and hours:

TABLE OF WAGES AND HOURS FOR FEMALE EMPLOYEES IN MANITOBA.

Industry	Maximum Hours		MINIMUM WEEKLY WAGE									
	Per day	Per wk	Experienced Adults	Adult Learners						Minors		
				(1st period)	(2nd period)	(3rd period)	(4th period)	(5th period)	(6th period)	(1st period)	(2nd period)	(3rd period)
(26) Knitting factories...	9	50	\$12.00	\$9.00 for 1st 6 months	\$10.00 for 2nd 6 months	\$11.00 for 3rd 6 months	.....	.....	.....	If 15 yrs. of age \$7.00 If 16 yrs. of age \$8.00 If 17 yrs. of age \$8.75 for 1st 6 months	\$8.00 for 2nd 6 months	\$9.00 for 3rd 6 months
(27) Tailoring establishments*.....	9	50	\$12.00	\$6.00 for 1st month	\$7.00 for 2nd month	\$8.00 for 3rd month	\$9.00 for 4th month	\$10.00 for 5th month	\$11.00 for 6th month	Minors classed as adult learners.		
(28) Millinery establishments.....	8½	50	\$12.00	\$5.00 for 1st season†	\$6.00 for 2nd season	\$8.00 for 3rd season	\$10.00 for 4th season					

*Minimum wage shall be averaged over a period of six (6) months which may be taken at any time of the year.

†A season consists of at least 10 weeks.

MINIMUM WAGES FOR FEMALE EMPLOYEES IN BRITISH COLUMBIA

THREE orders embodying the first award of the British Columbia Minimum Wage Board appeared in the official provincial *Gazette* of January 23, and are to be effective on and from February 24, 1919.

Order No. 1 fixes a minimum wage of twenty-six and nine-sixteenths of a cent (26 9/16c) per hour and twelve dollars and seventy-five (\$12.75) per week for women of eighteen years and over employed in the mercantile industry.

Order No. 2 affects minor employees in the same industry. The minimum wage for minors during the first three months of employment shall be \$7.50 per week. This rate shall be increased by fifty cents at the end of each succeeding three months' period until at the end of 21 months a rate of \$11.00 per week is reached. At the end of two years the full adult minimum wage shall be paid. Any girl, however, who reaches the age of eighteen years after having

been employed for at least one year shall, upon attaining that age, receive the adult wage. An employee who reaches the adult age before completing one year's apprenticeship may, with the consent of the Board, be permitted to complete her apprenticeship period of one year.

Order No. 3 contains the conditions under which the Board, as authorized by section 10 of the Minimum Wage Act, will issue licenses permitting the employment of adult apprentices at less than the minimum wage fixed for the industry. The period of adult apprenticeship in the mercantile industry shall be one year. The initial minimum wage for adult apprentices shall be \$9.00 per week, and at the end of each three months' period the rate shall be increased by \$1.00 per week. The number of employees holding special licenses in any establishment shall not exceed ten per cent of the total number of persons employed.

REDUCTION IN HOURS IN A DEPARTMENTAL STORE

A RADICAL change in working hours was inaugurated at the beginning of the year by the T. Eaton Company, Limited, of Toronto. Formerly it was the custom of the store to close on Saturday afternoons during July and August. Under the new plan all the stores and factories of this company will close at 5 p.m. on Fridays, not reopening until Monday morning during these two summer months, and all the rest of the year there will be a Satur-

day half-holiday. It is estimated that this reduction in hours will apply to about twenty thousand employees throughout Canada.

A reduction in hours was also decided upon for the departmental stores at Hamilton, Ont., following a meeting of representatives of these stores on January 29. It was unanimously agreed at that meeting to open the stores at 9 a.m. and close at 5 p.m., except on Saturdays, when the closing hour would be 6 o'clock.

FURTHER AWARD OF ADJUSTER OF WAGES IN B.C. SHIPYARDS

THE adjuster of wages in the shipyards of British Columbia has issued his second award,* which is made effective from December 1, 1918. This award is based on the increase in the cost of living in British Columbia as shown by comparison of figures published in the LABOUR GAZETTE relating to the months of August and November. The effect of the award was to raise the wages by $2\frac{3}{4}$ cents per hour. It was made in accordance with clause 15 of the agreement† in force between the employers and the men, which provides for a revision of the wage rates every three months according to official information on the cost of living as published in the LABOUR GAZETTE.

The text of the award is as follows:

I find that the cost of living in the cities of Vancouver, Victoria, and New

Westminster combined, as shown by the LABOUR GAZETTE, amounted for the month of August to \$21.166, and for the month of November \$21.894, showing an increase of \$.728 or 73 cents per week. Dividing this by 44 hours, which is the ordinary working week in the shipbuilding yards, would give an increase of 1.65 cents per hour.

As the articles enumerated in the LABOUR GAZETTE do not include all the necessities of life, I have further investigated the increase in the prices of clothing and other necessities, and find that such increase will be met by a further increase of 1.10 cents per hour to the wages, which, in addition to the 1.65 cents per hour referred to above, makes a total of $2\frac{3}{4}$ cents per hour increase in the wages of all employees covered by the above agreement, such increase to be effective as and from December 1, 1918.

W. L. MACDONALD,
Adjuster.

*For the first award see the LABOUR GAZETTE, December, 1918, p. 1,125.

†For text of the agreement see the LABOUR GAZETTE, June, 1918, p. 412.

FURTHER REGULATIONS AFFECTING WESTERN COAL MINES

EIGHT new orders have been received from the director of coal operations for Alberta and southeastern British Columbia, none of them, however, being of great importance. A summary of these orders is given below:

ORDER No. 105.—An application was made for a rate for employees operating motor trucks at Greenhill mines of the West Canadian Collieries, Limited, at Blairmore, Alberta. The rate being paid was \$4.19 per day of nine hours. In the opinion of the director, this rate was adequate, being in excess of that paid to teamsters. He, therefore, found that this rate should be continued without change.

ORDER No. 106.—This order relates to Order No. 98, which is given in the January issue of the LABOUR GAZETTE on page 66, and refers to a dispute at the mines of the Western Commercial Company at Wayne, Alberta, regarding payment for removal of bone in the seam. An investigation into the company's books and a statement of the men confirmed the company's contention that employees were paid for refuse which included excess bone, and because the men had obtained a substantial concession in receiving payment for bone, it was ruled that Order No. 98 should become operative from the date at which the dispute was adjusted, namely, December 16, 1918.

ORDER No. 107.—A dispute arose at the Bellevue Mine of the West Canadian Collieries, Limited, where the men

*For previous regulations see the LABOUR GAZETTE, p. 64, and various preceding issues.

claimed that the company had ceased to pay an amount for loading, pushing, etc., coal mined from cross-cuts which are driven up the pitch between rooms across the pitch. It was shown that the company paid the contract miners driving these cross-cuts the sum of 30 cents per cubic yard for the coal taken from the cross-cuts and handled by the miners to the chutes. The company claimed the amount paid was not at the rate of 30 cents per cubic yard, but as an allowance for work performed. In the opinion of the director, the company had made a certain allowance which was practically equal to 30 cents per cubic yard. He therefore ordered that where the contract miner performed this work he should be paid 30 cents per cubic yard for the coal which he handles.

ORDER No. 108.—Another dispute at the Bellevue mine of the West Canadian Collieries, Limited, was regarding the rate for splitting pillars. It was ordered that employees working in this place should be paid room price for a width of twenty feet through the pillar.

ORDER No. 109.—A request was received from the McGillivray Creek Coal and Coke Company, Carbondale, Alberta, for an interpretation of the following clause in Order No. 2:

No. 1. Tonnage.—The company is requested that, where more than two contract miners are placing coal into the same chute on a tonnage contract, to pro rate the tonnage from each working place on a basis of cubical measurements.

It was explained that this clause was inserted on account of a complaint that owing to coal from more than one working place being dumped in a common chute and weighed under one check number, it was impossible to allow each working place its proper share. This clause was therefore made to cover cases where coal on a tonnage contract from more than one working place goes into a common chute.

ORDER No. 110.—A dispute arose at the mines of the Newcastle Coal Company, Drumheller, Alberta, regarding

the price to be paid for a cross-cut driven 16 feet wide between rooms 23 and 24 off 4 east entry. The men claimed that this was narrow work and should be so paid, while the company claimed that it was wide work and should bear the room price. It was further contended that this class of work had been performed since the time the present contract was made. It was ruled by the director that whatever has been the custom to pay for this class of work should continue during the life of the agreement.

ORDER No. 111.—This order has reference to the dismissal of an employee. The district officers of the union claimed that he had been dismissed without cause, and asked for compensation on his behalf. It was alleged that the mine manager had informed this employee that he would be obliged to resign his position on account of his membership in the union, and the statement was confirmed by several of the employees of the mine. On behalf of the company it was alleged that this man had made certain remarks regarding the number of loaded cars of coal in the mine, and that he had claimed that certain employees were being discriminated against. It was held by the director that these charges were not sufficient excuse for dismissing the employee and it was therefore ruled that he was entitled for compensation between August 28th, 1918, and the day when he was reinstated, the compensation to be paid only for the days on which the mines were in operation.

ORDER No. 112.—This order also concerns the discharge of employees. Two men were dismissed from a mine of the Rosedale Coal and Clay Products, Limited, at Rosedale, Alberta. The officer of the union made a claim for their reinstatement and compensation, alleging in their behalf that they were wrongfully dismissed and had been discriminated against. It was ruled by the director that one of the employees had no case and that the other should be reinstated without compensation.

RECENT INDUSTRIAL AGREEMENTS

DURING the fourth quarter of 1918 the following industrial agreements were received by the Department affecting (1) electric railway employees at

Winnipeg; (2) mill carpenters at Winnipeg; (3) 'longshoremen at St. John, N.B.; and (4) moving picture operators at Winnipeg.

Agreement between the Winnipeg Electric Railway and its employees

Pursuant to report of Board of Conciliation and Investigation established under the Industrial Disputes Investigation Act, 1907.

This agreement made and entered into this 16th day of October, 1918, by and between the Winnipeg Electric Railway and the employees hereinafter mentioned.

SECTION No. 1.

That each party to this agreement herein made agrees and consents to the following rules and regulations which shall govern the mutual relations of the parties hereto mentioned.

SECTION No. 2.

Hours of Work—Shops and Car Barns:

(a) For men employed in Main Street shops and in Fort Rouge shops, 9 hours' work between the hours of 7k. and 17k., with one hour off for dinner between the hours of 12k. and 13k., shall constitute a day's work. On Saturdays during the months of June, July and August, 5 hours' work between the hours of 7k. and 12k. shall constitute a day's work. All time worked over 9 hours per day, except during the months of June, July and August, when 5 hours shall constitute a day's work on Saturdays, shall be considered overtime and shall be paid for at the rate of time and one-half. All time worked over 5 hours on Saturdays during the months of June, July and August shall be considered overtime and shall be paid for at the rate of time and a half.

(b) For car maintenance men, which includes painters, carpenters, controller-

men, airbrake men, pitmen and car cleaners, 9 hours' work between the hours of 7k. and 17k., with one hour off for dinner between the hours of 12k. and 13k., shall constitute a day's work, except that two men from the car maintenance force shall be required to work on watch from 17k. to 19k. when necessary for emergency. These two men required to work between 17k. and 19k. will commence work two hours later in the morning. On Saturdays during the months of June, July and August, all men not absolutely necessary to maintain equipment shall be worked only 5 hours, which shall be between the hours of 7k. and 12 noon. All time worked in excess of 9 hours per day, or 54 hours per week, by car maintenance men, shall be considered overtime and shall be paid for at the rate of time and a half.

(c) For night men 9 hours shall constitute a night's work, with one hour off for lunch, the time of commencing work on night shifts shall be between the hours of 18k. and 20k. 6 nights, total 54 hours, shall constitute a week's work for night men in all car barns. All time worked over nine hours per night, or 54 hours per week, shall be considered overtime and shall be paid for at the rate of time and a half.

SECTION No. 3.

Hours of Work—Trackmen:

10 hours, from 7k. to 18k., with one hour off for dinner between 12k. and 13k., shall constitute a day's work; 60 hours shall be considered a week's work. All time worked over 10 hours per day shall be paid for at the rate of time and a half.

When men are assigned to regular night work, or to shift work, 10 hours shall be considered a day's work and be paid for at the regular rate of pay per hour, with overtime rate of time and a half for all time worked in excess of 10 hours.

SECTION No. 4.

Pass Privileges:

Employees will enjoy the same privileges as regards passes over company lines as previously.

SECTION No. 5.

All grievances which may arise shall be given consideration as follows:

1. All complaints and grievances to be adjusted by the foreman in charge, if possible.

2. When such adjustment cannot be made between the foreman and the men directly interested, the matter will be taken up with the company direct by the committee representing the men having the grievance, and they shall endeavour to reach a mutual understanding.

3. In the event an understanding cannot be reached by the company and the men involved, a committee of representatives from the different crafts employed by the company affected by this agreement will meet the company and try to bring about an adjustment of the grievance. It is distinctly understood by the parties hereto that in the meantime there will be no lockout on the part of the company or strike on the part of the men.

SECTION No. 6.

No employee representing his fellow workmen will be discriminated against.

SECTION No. 7.

The following minimum wage shall prevail during the life of this agreement:

Machinists . . . . .	.60
Machinists' apprentice . . . . .	.20
(Advance 2½c each 6 mos.)	
Machinists' helpers and drill press men:	
1st 6 mos. . . . .	.35
2nd 6 mos. . . . .	.37½
After one year . . . . .	.42½
Babbitt men:	
1st 6 mos. . . . .	.37½
2nd 6 mos. . . . .	.40
After one year . . . . .	.45
Wheelmen . . . . .	.45
Blacksmiths . . . . .	.60
Welder . . . . .	.60
Blacksmiths' helpers:	
1st 6 mos. . . . .	.35
2nd 6 mos. . . . .	.37½
After one year . . . . .	.42½
Armature winders . . . . .	.60
Armature winders' apprentice . . . . .	.20
(Advance 2½c each 6 mos.)	
Armature winders' helpers:	
1st 6 mos. . . . .	.35
2nd 6 mos. . . . .	.37½
After one year . . . . .	.42½
Car wiring man . . . . .	.57½
Controllerman promoted from pitman:	
1st 6 mos. . . . .	.45
2nd 6 mos. . . . .	.47½
After one year . . . . .	.50
Car carpenters . . . . .	.54
Painters . . . . .	.54
Fender repair man:	
1st 6 mos. . . . .	.33
2nd 6 mos. . . . .	.35
After one year . . . . .	.40
Pitman leader:	
1st 3 mos. . . . .	.35
2nd 3 mos. . . . .	.37½
2nd 6 mos. . . . .	.40
3rd 6 mos. . . . .	.42½
4th 6 mos. . . . .	.45
Pitman helpers:	
1st 3 mos. . . . .	.33
2nd 3 mos. . . . .	.35
Afterwards . . . . .	.37
Air brake repair men promoted from pitman:	
1st 6 mos. . . . .	.45
2nd 6 mos. . . . .	.47½
After one year . . . . .	.50
Track labour . . . . .	.38
Leading trackmen or sub-foremen: 1st 6 mos., 2½c more than rates paid to track labour; 2nd 6 mos., 5c more than track labour.	

Car House Inspection and Cleaning.			
		Days.	Nights.
Car inspectors:			
1st 3 mos. ....	.35	.37	
2nd 3 mos. ....	.37½	.39	
2nd 6 mos. ....	.40	.42	
3rd 6 mos. ....	.42	.45	
4th 6 mos. ....	.45	.47	
Car cleaners, sweepers, stove			
tenders, etc. ....	.33	.35	

SECTION No. 8.

The above schedule to be treated as beginning on 15th August, and continu-

ing until 31st August, 1919, the necessary additions to be made to the company's payroll for second half of August.

Signed on behalf of the employees:

(Sgd.) R. B. RUSSELL.

(Sgd.) J. L. McBRIDE.

Signed on behalf of the company:

(Sgd.) A. W. McLIMONT,
General Manager.

Agreement between the Winnipeg Builders' Exchange and the Winnipeg District Council of Carpenters

An agreement entered into this 15th day of October, 1918, between millmen's section of the Winnipeg Builders' Exchange and the Winnipeg District Council of Carpenters, on behalf of their members of the millmen's section, Local Union No. 172.

CLAUSE 1.—HOURS.

Nine (9) hours shall constitute a day's work, to be performed between the hours of 7 a.m. and 5 p.m., except on Saturdays, when work shall cease at noon. These hours may be varied during the months of November, December, January and February to 8 a.m. to 6 p.m. Teamsters and labourers may work ten (10) hours.

CLAUSE 2.—HOLIDAYS AND OVERTIME.

Time and one-half shall be paid for all overtime, except on Sundays and the following holidays: New Year's Day, Dominion Day and Christmas, for which double time shall be paid. All time worked after midnight shall be paid for at the rate of double time. No work shall be allowed on Labour Day.

CLAUSE 3.—CLASSES.

It is agreed that the following classes only shall be employed in any mill within the jurisdiction of the Winnipeg Builders' Exchange:

Class A 1: Benchmen, shapermen, stickermen, trim sawmen, millwrights, woodturners and all round machine men, "glazier-and-finishers," who must be thoroughly competent mechanics in their several lines, but stickermen and shapermen shall be competent and capable of tempering and making their own knives.

Class A 2: Shall be composed of benchmen who are less capable than those mentioned in Class A 1.

Class B 2: Shall include competent machine men.

Class C 3: Shall include all employees employed in and around a mill, except teamsters and labourers, other than those specified in Classes A 1, A 2, B 2.

CLAUSE 4.

The following minimum rates of wages are agreed upon:

Class A 1	55c per hour.
Class A 2	50c per hour.
Class B 2	47½c per hour.
Class C 3	40c per hour.

CLAUSE 5.—STOCK WORKERS.

Glaziers, competent to cut all kinds of glass, 47½c per hour; putty layers, 37½c per hour.

Boys, fourteen (14) to eighteen (18) years of age, 15c to 30c per hour, according to their ability.

CLAUSE 6.—SETTLEMENT OF DISPUTES.

It is agreed that should any dispute arise between the two parties to this agreement, or any grievance develop in the mill, a committee of the employees shall meet the employer or employers, and try to adjust same. Failing a settlement, the matter shall be referred to the District Council, who shall take it up with the Builders' Exchange and try to effect a settlement. No stoppage of work shall take place until such conference has been held, and any settlement arrived at by this conference shall be binding on both parties.

CLAUSE 7.

It is agreed that no discrimination shall take place against any employee on account of his membership in this organization.

CLAUSE 8.

It is further agreed that the business agent of the Brotherhood of Carpenters shall have access to all mills with the consent of the superintendent thereof.

CLAUSE 9.

This agreement shall continue in effect for six months (6) from the date of signature.

CLAUSE 10.

Both parties agree to meet during the month of January in each year to formulate a new agreement for each year.

CLAUSE 11.

It is agreed that the provisions in this agreement shall take effect and prevail as of and from the 7th day of October, 1918.

Signed on behalf of the Winnipeg Builders' Exchange:

H. T. HAZELTON,
President.

J. S. HOOPER,
Secretary.

[SEAL]

(Winnipeg Builders' Exchange.)

Signed on behalf of the Winnipeg District Council of Carpenters, Local No. 172:

JAS. McCLEMENTS,
President.

C. J. HARDING,
Secretary.

[SEAL]

(Brotherhood of Carpenters and Joiners of America.)

Agreement between the Shipping Federation of Canada and Union Local No. 810, International Longshoremen's Association

This agreement was entered into by the above companies, December 1st, 1918.

New wage schedule and conditions of employment of the coal handlers and trimmers, loaders and unloaders, of all bulk cargo, Union Local No. 810, International 'Longshoremen's Association.

SEC. 1.—All men employed shall be members of the Coal Handlers' Union, No. 810, I.L.A. If it is impossible to ob-

tain sufficient men belonging to Local No. 810, I.L.A., non-union men may be employed until union men are available, but in no case can non-union men continue to work longer than to finish one ship.

SEC. 2.—The rate of pay shall be seventy (70) cents per hour for day and night work.

SEC. 3.—All work performed under steam shall call for six men or more.

SEC. 4.—Waiting time shall be paid for at full rate for first hour and half rate for succeeding hours.

SEC. 5.—When work is suspended for want of cars or any other cause the rate of pay shall be the same as stipulated for waiting time in Sec. 4.

SEC. 6.—Work done on Sundays, Christmas Day, New Year's Day, Good Friday, the 24th of May, Dominion Day, Labour Day and Thanksgiving Day shall be paid for at double rate. Should any of these holidays fall on Sunday, the following day shall be considered a holiday.

SEC. 7.—When men are taken away from the dock for work on scows, schooners or steamers, or any other vessels anchored in the stream only, they shall be paid from the time they leave the dock until they return; or if men are taken from one unfinished job to another, full time is to be paid until the work for the day is completed or the job finished.

SEC. 8.—The day shift will commence at 7 a.m. and finish at 5 p.m. Meal hour to be 12 mid-day to 1 p.m. Night work will commence at 7 p.m. and finish at 5 p.m. Meal hour to be from 12 midnight until 1 a.m.

SEC. 9.—When men start to work for the night shift they shall receive three hours' pay if the work ceases at or before 10 o'clock p.m. If the work con-

tinues after 10 p.m. the men shall be paid for the half night. If work commences at 1 a.m. or after that time ceases before 5 a.m., full time shall be paid from 1 a.m. until 5 p.m., except when work is discontinued through stress of weather.

SEC. 10.—All day work over the hour to the half hour to be booked as half an hour, and day work past the half hour to count as a full hour. This refers to the completion of the job, except where otherwise noted. The same procedure to be accepted in starting work where the start is not made at 7 a.m.

SEC. 11.—All work performed during the hours between 12 mid-day and 1 p.m., 5 p.m. and 7 p.m., 12 midnight and 1 a.m., 5 a.m. and 7 a.m., shall be paid for at double time for the prevailing rate for that day.

SEC. 12.—All foremen must be members of the Coal Handlers' Union, No. 810, I.L.A. All men are to be hired by the said foreman strictly in accordance with Sec. 1.

SEC. 13.—These rates and conditions take effect on December 1st, 1918, and to remain in force until 12 o'clock midnight November 30th, 1919.

In witness the parties have signed.

Shipping Federation of Labour
(except Dominion Coal Company.)

Agreement between the Provincial Exhibitors Associations and the Moving Picture Machine Operators, Union Local No. 299, of Manitoba

Memorandum of agreement entered into the 24th day of December, 1918, between the members of the Provincial Exhibitors' Association hiring union help in the following theatres: Do-

minion, Province, National, Bijou, Colonial, Gaiety, Rex, Starland, Columbia, Furby, Mac's, Avenue, and Monarch, and the Moving Picture Machine Operators' Union, Local No. 299, of the province of Manitoba.

CLAUSE 1.—Recognition of the Moving Picture Machine Operators' Union, Local No. 299.

CLAUSE 2.—Hours of labour.—Eight hours per day, six days per week.

CLAUSE 3.—Wages.—75c per hour for relief or overtime during regular show hours. No overtime can be recognized except after eight (8) hours' work per day.

CLAUSE 4.—25c per reel for all extra programme run before or after regular show times.

CLAUSE 5.—All Sunday work double time.

CLAUSE 6.—

Dominion Theatre.....	\$35.00-\$25.00	per week
Province "	35.00- 25.00	" "

(Minimum rate for new men,
\$31.00-\$24.00)

National Theatre.....	\$31.00-\$24.00	per week
Bijou "	30.00- 25.00	" "
Gaiety "	30.00- 25.00	" "
Columbia "	27.50- 24.00	" "
Starland "	27.50- 24.00	" "
Colonial "	27.50- 24.00	" "
Rex "	27.50- 24.00	" "
Mac's "	25.00- 20.00	" "
Monarch "	25.00- 20.00	" "
Avenue "	25.00- 20.00	" "

This agreement shall be retroactive from 1st day of December, 1918, and shall remain in force until the 1st day of May, 1919, after which date twenty

days' notice may be given by either party of any change desired, and should no such notice be given this agreement shall continue in force until the 1st day of May, 1920, and so on from year to year.

Signed on behalf of the Provincial Exhibitors' Association hiring union help:

(Sgd.) M. E. FURGESON.

(Sgd.) M. J. WILLIAMSON.

(Sgd.) G. W. A. GRAHAM.

(Sgd.) R. KERSHAW.

Signed on behalf of the Moving Picture Machine Operators' Union, Local No. 299:

(Sgd.) W. H. DUTHOIT.

(Sgd.) J. T. RENEY.

(Sgd.) C. E. ROLUF.

(Sgd.) V. ARMAND.

Witness:

(Sgd.) E. McGRATH,

Secretary Bureau of Labour,
and Chairman of Arbitration Board.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR DURING THE THIRD QUARTER OF 1918.

DURING the third quarter of 1918 there were 50 changes in wages and hours of labour reported to the Department, as compared with 41 changes in the same quarter of 1917 and 31 changes in the same quarter of 1916.

Of these 50 changes, 42 were changes in wages only, 7 were changes in wages and hours of labour, and 1 a change in hours of labour only. The approximate number of workers affected was 29,983, as compared with 22,000 in 1917, and 19,450 in 1916.

Of the different groups, Manufacturing claimed the largest number of changes, there being 18 in all, affecting approximately 2,072 workers. Out of the 18 changes, 6 occurred in the metal trades, affecting 661 workers. In the Building and Construction group, there were 8 changes affecting some 2,965 workers. The other groups presented a lower ratio.

The following table presents the changes as they have come to the Department:

CHANGES IN WAGES AND HOURS DURING OCTOBER, NOVEMBER AND DECEMBER, 1918.

Class of employees affected	Firm or establishment	Approximate number of employees affected	Date from which change took effect.	Particulars of change.
BUILDING AND CONSTRUCTION				
Carpenters.....	Construction Branch, Quebec Harbour Commission.	145	Nov.15	Increase of 10c. per hour.
Carpenters and millwrights..	British Chemical Company, Trenton, Ont.	80	Nov. 1	Millwrights increased to 70c per hour, carpenters to 65c.
Carters.....	Construction Branch of Quebec Harbour Commission.	145	Nov.15	Increase of 50c per day.
Bridge and structural iron workers.	Vancouver, B.C.....	70	Nov. 1	General increase.
Labourers.....	Construction Branch of Quebec Harbour Commission.	145	Nov.15	Increase of 5c per hour.
Plumbers and steamfitters...	Various firms, London, Ont.	30	Nov.25	Increase of 7½c per hour.
Plumbers and steamfitters...	Ottawa, Ont.....	150	Oct. 1	A minimum rate of 65c per hour and an 8-hour day.
Ship builders.....	The Davie Shipbuilding and Repair Company, Quinlan and Robertson, Que., S. B. Repair Company, Tide Water Shipbuilders, Limited, Three Rivers Ship Yards, Fraser Brace and Company.	2,200	Oct. 2	General increase, and 9-hour day.
DOMESTIC AND PERSONAL SERVICE:—				
Cooks, waiters and waitresses	Various establishments, Vancouver, B.C.	280	Oct. 1	A minimum of \$10 for a 6-day week.
MANUFACTURING AND MECHANICAL INDUSTRIES:—				
(a) <i>Chemicals, including explosives, etc.—</i>	National Manufacturing Company, Ottawa, Ont.	355	October (Retro-active from Sept.26)	General increase.
Munition workers.....				
(b) Food, Drink and Tobacco—				
Cigar makers.....	Winnipeg, Man.....	12	Nov.	Minimum wage of \$10.00 per week for unskilled workers and a 9-hour day.
(c) Iron, Steel, etc.				
Machinists.....	John Dougal Foundry, Montreal, Que.	43	Oct. 14	Increased from 40c to 70c per hour with a 9-hour day.
Machinists.....	Construction Branch of Quebec Harbour Commission.	145	Nov.15	Increase of 5c per hour.
Steel workers.....	Dominion Iron and Steel Company, Sydney, N.S.	.....	Oct. 25 (retro-active Sept. last)	Those whose earnings on August 31st, were less than 45c per hour got 2½c per hour increase. Others 2c per hour increase.
Boiler makers, etc.....	John Inglis Co., Polson Iron Works, Canadian Allis Chalmers Company, Toronto, Ont.	290	Oct. 11	General increase.

CHANGES IN WAGES AND HOURS DURING OCTOBER, NOVEMBER AND DECEMBER, 1918.—*Continued*

Class of employees affected	Firm or establishment	Approximate number of employees affected	Date from which change took effect.	Particulars of change.
<i>Iron, Steel, etc.—Con.</i>				
Iron moulders.....	Jas. Smart Manufacturing Company, Brockville, Ont.	33	Oct. 1	10 per cent increase.
File workers.....	Nicholson File Company, Port Hope, Ont.	150	Oct. 24	General increase.
(d) <i>Pulp and Paper—</i> Pulp and paper makers and boilermen.	J. R. Booth, Ottawa, Ont.	454	Dec. 14	General increase.
(e) <i>Printing Trades—</i> Job printers.....	"Colonist" and "Times", Victoria, B.C.	70	Dec. 2	Increased from \$30.00 to \$34.50 per week.
Members of Typographical Union.	Medicine Hat, Alta.....	15	Nov. 1	Increase of \$4.00 per week.
Newspaper and job printers..	Guelph, Ont.	36	Oct.	Flat rate of \$20.00 per week to Union printers.
Printers.....	"Morning Colonist," Victoria, B.C.	25	Dec. 2	Increased from \$33 to \$37.95 per week.
(f) <i>Textiles, Cloth, Cotton, c.</i> Bag Factory workers.....	Winnipeg, Man.	216	Nov.	Minimum wage of \$12 per week for skilled worker.
Bedding makers.....	Winnipeg, Man.	25	Nov.	Minimum wage of \$12 per week for experienced workers.
Glove makers.....	Winnipeg, Man.	70	Nov.	General increase.
Tailors.....	Various firms, Ottawa, Ont.	86	Oct. 31	Minimum wage of \$12 per week to experienced women workers; \$22.50 to men.
(g) <i>Woodworking, Furniture, etc.</i> Cabinet makers.....	Montreal, Que.	50	Nov.	Increase of 5c per hour.
PROFESSIONAL AND TECHNICAL Moving Picture Machine Operators.	Members of the Provincial Exhibitors Association.	32	Dec. 24	General increase and 8-hour day.
QUARRYING AND MINING— Coal mine employees.....	Western Coal Operators Association and Red Deer Valley Operators Association.	7,000	Dec. 1	Increase of 13c per day.
Miners.....	Vancouver Island.....	3,560	Nov.	Increase of 75c per day.
STEAM AND ELECTRIC RAILWAY (OPERATION) Conductors and motormen..	Winnipeg Electric Railway.	950	Oct. 1	General increase.
Shop employees.....	Winnipeg Electric Railway.	250	Oct. 16	General increase.
Freight handlers.....	C.P.R. St. John, N.B...	800	Nov. 26	Increase of 12c per hour.
Station baggagemen, etc....	The Temiskaming and Northern Ontario Railway Commission.	250	Dec.	General increase.
SHIPPING AND LONGSHORE WORK— Coal Handlers.....	Shipping Federation of Canada and Dominion Coal Company, St. John, N.B.	200	Dec. 7	Increase of 20c per hour.

CHANGES IN WAGES AND HOURS DURING OCTOBER, NOVEMBER AND DECEMBER, 1918.— *Continued*

Class of employees affected	Firm or establishment	Approximate number of employees affected	Date from which change took effect.	Particulars of change.
SHIPPING AND LONGSHORE WORK—<i>Con.</i>				
Coal handlers and trimmers...	Shipping Federation of Canada, Port of St. John.	120	Dec. 1	Wages increased to 70c per hour.
Members of International Longshoremen's Association No. 934.	Various elevator operators at Port William and Port Arthur, Ont.	350	Nov. 1	General increase and a 10 hour day.
Longshoremen.....	Various S.S. Companies, St. John, N.B.	1,600	Nov 29	Increase of 15c per hour, with 1 hour less per day.
Steamboat oilers, firemen, etc.	All steam and towboat companies on British Columbia coast.	400	Nov. 1	Increase of \$5-\$15 per month, according to the work.
Syndicated longshoremen of the Port of Montreal.	Anchor Donaldson Line, Cairn-Thomson Line, Cunard Line, Direct Line, Furness Line, Head Line, Hudson's Bay Company, Leyland Line, Manchester Lines, South African Line, White Star Line, New Zealand Shipping Company	1,100	Oct. 11	Increase of 5c per hour.
OTHER OCCUPATIONS—				
Firemen.....	Victoria, B.C.....	60	Nov. 1	Hours per week decreased from 168 to 84
Civic employees association.	New Westminster, B.C. ....	.....	Oct. 1	Increase of 25c per day.
Electrical workers.....	City Light and Power Depart. Winnipeg.	6	Nov. 7	Increase of 2½c per hour.
Saleswomen.....	Winnipeg, Man.....	2,500	Oct.	Minimum wage of \$12 for experienced women.
Garbage collectors.....	Victoria, B.C.....	35	Oct. 18	Increase of 25c per day.
Telephone employees.....	Regina, Sask.....	150	Nov. 11	Increase granted.
Employees of Canadian Express Company.	Canadian Express Company.	3,500	Oct.	General increase.
Operators, clerks and messengers.	Bell Telephone Company, Toronto, Ont.	500	Oct. 5	General increase. (See LABOUR GAZETTE, Nov. p. 945-946.)
City Hall employees.....	Vancouver, B.C.....	700	Dec. 5	General increase, ranging from \$10 to \$15 per month.
Telegraphers.....	Great North-Western Telegraph Company.	600	Dec. 18	Average increase of \$20 per month.

FAIR WAGES CONTRACTS, JANUARY, 1919

DURING January the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to 26 fair wage contracts, 16 of which were awarded by the Department of Public Works, and 10 by

the Department of Railways and Canals. These contracts all contained the usual fair wage clause.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for

the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Construction of a power house for Military Hospital, London, Ont. Name of contractors, A. E. Ponsford, Ltd., St. Thomas, Ont. Date of contract, January 3, 1919. Amount of contract, \$209,400.00.

Construction of a temporary storage building in connection with Customs Examining Warehouse, Toronto, Ont. Name of contractors, Dickie Construction Company, Ltd., Toronto, Ont. Date of contract, January 7, 1919. Amount of contract, \$15,293.00.

Construction of sewerage and water systems in connection with Temporary Barracks, London, Ont. Name of contractors, Bate, McMahon & Company, Ottawa, Ont. Date of contract, January 8, 1919. Amount of contract, \$29,528.00.

Water supply and drainage service for Rosedale Barracks, Toronto, Ont. Name of contractors, The Connolly Agnew Construction Company Ltd., Toronto, Ont. Date of contract, January 6, 1919. Amount of contract, unit prices.

Construction of tuberculosis pavilion in connection with Military Hospital, Freeport, Ont. Name of contractors, Dunker Brothers, Kitchener, Ont. Date of contract, January 6, 1919. Amount of contract, \$11,800.00.

Electric light, power and transmission line on site of Military Hospital, Ste. Anne de Bellevue, Que. Name of contractors, The Artistic Brass Works Company, Ltd., Montreal, Que. Date of contract, January 8, 1919. Amount of contract, \$5,354.90.

Sewerage and water system for Temporary Barrack Huts, Cove Fields, Quebec, Que. Name of contractor, Miles Lonergan, Quebec, Que. Date of contract, January 13, 1919. Amount of contract, \$24,500.00.

Construction of Neurological Ward, Long Active Treatment Ward, Active Treatment Ward, foundation walls with concrete piers on interior portion of all

buildings in connection with Military Hospital, Winnipeg (Tuxedo), Man. Name of contractors, Carter-Halls-Aldinger Company, Limited, Winnipeg, Man. Date of contract, January 4, 1919. Amount of contract, \$346,389.00.

Construction of tuberculosis pavilion at Mowat Sanatorium, Kingston, Ont. Name of contractor, Henry Hunter, Kingston, Ont. Date of contract, January 15, 1919. Amount of contract, \$23,400.00.

Construction of medical officers' residence, nurses' dormitories, orderlies' building and storage building in connection with Military Hospital, Toronto, Ont. Name of contractors, The Jackson-Lewis Company, Ltd. Date of contract, January 16, 1919. Amount of contract, \$181,000.00.

Painting and finishing of main buildings of the Military Hospital, Toronto, Ont. Name of contractor, James Phinmore, Toronto, Ont. Date of contract, January 21, 1919. Amount of contract, \$19,998.00.

Reconstruction of southern wing of the western breakwater, Tynemouth Creek, N.B. Name of contractor, J. Stewart Parker, Tynemouth Creek, N.B. Date of contract, January 21, 1919. Amount of contract, schedule of prices.

Extension to the office building of Department of Soldiers' Civil Re-Establishment, Ottawa, Ont. Name of contractors, Taylor & Lackey, Ottawa, Ont. Date of contract, January 28, 1919. Amount of contract, \$55,900.00.

Sewerage and water systems for Temporary Barracks, Kingston, Ont. (Barriefield Commons). Name of contractors, Elliott Bros., Kingston, Ont. Date of contract, January 24, 1919. Amount of contract, \$8,965.00.

Recreation building in connection with Orthopaedic Military Hospital, Toronto, Ont. Name of contractors, Dickie Construction Company, Ltd., Toronto, Ont. Date of contract, January 27, 1919. Amount of contract, \$28,931.00.

Officers' hospital in connection with Orthopaedic Military Hospital, Toronto,

Ont. Name of contractors, Dickie Construction Company, Ltd., Toronto, Ont. Date of contract, January 27, 1919. Amount of contract, \$58,112.75.

DEPARTMENT OF RAILWAYS AND CANALS.

Carrying on of certain work in connection with Section No. 1, Welland Ship Canal. Name of contractors, The Dominion Dredging Company, Ltd., Ottawa, Ont. Date of contract, January 17, 1919. Amount of contract, actual cost plus 8 per cent.

Carrying on of certain work in connection with Section No. 2, Welland Ship Canal. Name of contractors, Baldry, Yerburch & Hutchinson, Ltd. Date of contract, January 17, 1919. Amount of contract, actual cost plus 8 per cent.

Carrying on of certain work in connection with Section No. 3, Welland Ship Canal. Name of contractors, Doheny, Quinlan & Robertson, Montreal, Que. Date of contract, January 17, 1919. Amount of contract, actual cost plus 8 per cent.

Carrying on of certain work in connection with Section No. 5, Welland Ship Canal. Name of contractors, Canadian Dredging Company, Ltd., Midland, Ont. Date of contract, January 17, 1919. Amount of contract, actual cost plus 8 per cent.

Carrying on of certain work in connection with Section No. 1 of the Severn Division of the Trent Canal. Name of contractors, The York Construction Company, Ltd., Toronto, Ont. Date of contract, January 17, 1919. Amount of contract, actual cost plus 8 per cent.

Carrying on of certain work in connection with Section No. 3 of the Severn Division of the Trent Canal. Name of contractors, The Randolph MacDonald Company, Ltd., Toronto, Ont. Date of contract, January 17, 1919. Amount of contract, actual cost plus 8 per cent.

Construction of one 2,500-ton wooden ice-house at Edmundston, N.B., Canadian Government Railways. Name of contractor, A. J. Morin, Garthby, Que.

Date of contract, January 4, 1919. Amount of contract, \$15,500.00, with unit prices for additions or deductions.

Erection of a two-stall engine-house and necessary supply of heavy framing timber and labour; moving of bunk-house and freight shed from International Railway yard to the N. Transcontinental Railway yard, and making necessary repairs to freight shed, at St. Leonard, N.B., Canadian Government Railways. Name of contractor, Henry Post, Woodstock, N.B. Date of contract, January 20, 1919. Amount of contract, actual cost plus 10 per cent.

Renewal of trestle in the shed on Long Wharf at St. John, N.B., Canadian Government Railways. Name of contractor, D. C. Clark, St. John, N.B. Amount of contract, schedule rates.

Installation of heating and plumbing system in temporary station, baggage, mail, express and commissariat buildings at Halifax Ocean Terminals, Halifax, N.S., Canadian Government Railways. Name of contractor, Chas. R. Hoben, Halifax, N.S. Date of contract, January 29, 1919. Amount of contract, force account basis.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in January for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of Orders.	Amount of Orders
Making metal dating stamps and type and making other hand stamps and brass crown seals.	\$539.29
Making rubber stamps.	84.04
Supplying stamping material and repairing stamping pads.	1,244.98
Supplying 24-lb. double beam parcel scales.	6,311.40
Repairing satchels and mail bags.	710.58
Supplying mail bag fittings.	9,480.53
Supplying new mail bags.	6,359.00
Making and repairing miscellaneous articles of postal stores.	5.00
Supplying railway mail clerks tin travelling boxes.	3.50
Making and supplying letter carrier's uniforms.	4,779.78

PRICES AND COST OF LIVING

RENTALS IN SOUTH AFRICA, 1910-1918

A CENSUS of rents of habitations occupied by white persons was taken in August, 1918, by the Director of Census in the nine largest areas in the Union, Witwatersrand, Cape Peninsula, Durban, Pretoria, Port Elizabeth, Pietermaritzburg, East London, Kimberley, and Bloemfontein. Some 20,000 returns as to rented houses were obtained from agents, owners, and occupiers. Information was obtained as to the size of the house, the number of occupants, occupation of the householder, rent in January, 1910, and in January, 1918. Careful instructions were given to ensure uniformity of system and to secure information as to typical houses, the high class and poorest houses being excluded. The returns were classified according to grades, better, medium, and poorer, and also according to the number of rooms. In tabulation, rents of houses of less than three rooms or more than six rooms

were excluded. The rents were averaged and index numbers showing the increase in rents since 1910 were circulated, the figures being weighted according to the number of rooms and the grades shown by the statistics collected.

It was ascertained that the year 1910 was an abnormal year, as the country had not fully recovered from the commercial depression in the years 1904 and 1907. It was, therefore, decided to extend the inquiry back to 1895, the result to be published later.

The average monthly rents for the houses according to size in each locality were shown in the report. In Cape Town and Cape Peninsula, whereas the weighted average rent in August, 1918, was £4 18s. 2d., the average for the three roomed houses was £3 12s. 3d., for the four roomed houses £4 6s. 10d., for the five roomed, £5 10s. 1d., and for the six roomed £6 10s. 9d. In the other localities the proportions were approximately the same.

PREDOMINANT MONTHLY RENTS IN CERTAIN TOWNS, 1910 TO 1918.

Town or Area.	Jan. 1910	Jan. 1911	Jan. 1912	Jan. 1913	Jan. 1914	Jan. 1915	Jan. 1916	Jan. 1917	Jan. 1918	Aug. 1918
	£ s d	£ s d	£ s d	£ s d	£ s d	£ s d	£ s d	£ s d	£ s d	£ s d
Cape Peninsula.....	3 12 3	3 12 10	3 13 3	3 17 5	3 19 9	4 3 6	4 7 9	4 10 5	4 12 6	4 16 8
Port Elizabeth.....	4 11 10	4 7 7	4 8 4	4 11 5	4 17 11	5 0 0	5 1 5	5 4 0	5 6 4	5 8 0
East London.....	3 15 4	3 17 2	4 2 8	4 5 3	4 8 7	4 8 7	4 10 6	4 11 4	4 16 1	4 18 11
Kimberley.....	4 3 7	4 9 7	4 11 4	4 13 5	4 9 5	3 15 10	3 1 5	3 16 2	4 4 9	4 7 4
Durban.....	3 18 9	3 18 7	4 5 3	4 8 4	4 11 2	4 12 11	4 15 7	4 18 2	5 2 2	5 8 0
Pietermaritzburg.....	3 18 10	3 15 6	3 17 3	3 19 8	4 5 1	4 4 9	4 6 8	4 7 7	4 9 4	4 11 3
Johannesburg and Witwatersrand.....	6 13 8	6 14 2	6 14 10	6 14 1	6 12 10	6 4 8	6 1 9	6 2 4	6 10 7	6 15 2
Pretoria.....	6 13 5	7 3 8	7 8 7	7 5 8	7 1 2	6 14 9	6 12 11	6 11 4	6 16 9	7 3 2
Bloemfontein.....	6 1 11	6 1 4	6 2 11	6 6 11	6 8 7	6 6 0	6 5 11	6 9 3	6 10 0	6 12 11
All towns.....	5 8 4	5 9 3	5 11 0	5 12 1	5 12 7	10	5 8 3	9 11	5 16 6	6 0 0

The average number of occupants per house was shown for each grade, and each size of house, and for all houses. The average number of occupants per

house for the Union was 5.5, the average for Durban being highest at 6.4, and the lowest for Kimberley at 5.0.

The occupations of households were

shown by percentages for each locality but not for the Union. In Cape Peninsula, artisans, mechanics, etc., constituted 30.6 per cent; clerical and commercial, 44.5 per cent; professional and independent, 7.5 per cent; and unde-

fined, 17.4 per cent. In Bloemfontein the percentages were nearly the same, in Port Elizabeth the clerical and commercial class was 61.8 per cent, and in Witwatersrand, Pietermaritzburg, Durban, and Kimberley, artisans, mechanics, etc., constituted nearly 50 per cent.

INDEX FIGURES* OF RENTS IN CERTAIN TOWNS, 1910 TO 1918.

Town or Area.	Jan. 1910	Jan. 1911	Jan. 1912	Jan. 1913	Jan. 1914	Jan. 1915	Jan. 1916	Jan. 1917	Jan. 1918	Aug. 1918
Cape Peninsula.....	1000	1008	1014	1072	1104	1156	1215	1251	1280	1338
Port Elizabeth.....	1000	954	962	995	1066	1089	1104	1132	1153	1176
East London.....	1000	1024	1097	1132	1176	1176	1201	1212	1275	1313
Kimberley.....	1000	1072	1093	1117	1070	907	735	911	1014	1045
Durban.....	1000	998	1083	1122	1158	1180	1214	1247	1297	1371
Pietermaritzburg.....	1000	957	980	1011	1079	1075	1099	1111	1133	1157
Johannesburg and Witwatersrand.....	1000	1004	1009	1004	994	933	911	915	977	1010
Pretoria.....	1000	1077	1114	1092	1058	1009	996	984	1025	1073
Bloemfontein.....	1000	995	1008	1041	1055	1033	1033	1060	1066	1090
All towns.....	1000	1008	1024	1034	1039	1005	1004	1015	1075	1108

*For horizontal but not direct vertical comparison.

PRICES, RETAIL AND WHOLESALE, IN CANADA, JANUARY, 1919, AND IN OTHER COUNTRIES

IN the general level of prices there was little change, the index number of wholesale prices being slightly lower while the retail prices of food were slightly higher and the retail prices of fuel averaged lower. The index number of wholesale prices stood at 286.5 for January as compared with 288.8 for December and 258.7 for January, 1918. The average cost of a weekly budget of staple foods in some sixty cities was \$13.78, as compared with \$13.65 in December and \$12.42 in January, 1918. Of the thirteen cent increase in the cost of foods, slightly over ten cents was in eggs, milk, butter and cheese. In New Brunswick and British Columbia the cost of food averaged lower. The cost of coal and wood and coal oil averaged \$3.07 as compared with \$3.11 in December and \$2.65 in January, 1918. Rent was unchanged.

In retail prices of food, eggs, butter and cheese were higher and there were slight advances in meats. In bacon there was a slight decrease. Rolled oats, beans and sugar were slightly lower. Potatoes

averaged slightly higher. In fuel and light, anthracite coal and coal oil averaged slightly higher, but bituminous coal and wood averaged lower.

In wholesale prices the downward movement continued owing to lower levels in coarse grains, hay, metals, building materials, and chemicals, but there were seasonal changes in eggs, butter, fruits and vegetables. In animals and meats, cattle recovered from the lower levels in November, but hogs declined considerably and hog products fell slightly. In miscellaneous foods, oatmeal, tapioca, sugar, pepper, and cream of tartar were slightly lower. In woollens there was a slight fall, but cottons were firmer and floor-oilcloth advanced. In hides, etc., tallow was down. In metal goods, more lines of iron and steel were down, while most of the other metals were lower. In building materials, lumber prices were unchanged, but iron pipe, lead pipe, copper wire, linseed oil and turpentine were down. In house furnishings, wooden tubs and pails were up. In drugs and chemicals,

there were decreases in a number of the articles and a week market in others. In the Liquors and Tobacco group, malt was down, while hops and raw leaf tobacco were higher. In Sundries, pulp; raw rubber and manila rope declined.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada

having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In beef, the price of sirloin steak was slightly higher in several of the cities, but there were slight decreases in others. Prices of round steak and roast beef showed similar changes. Mutton also averaged higher. In fresh and salt pork the prices were higher in some of the cities, but lower in others. In bacon the average was lower, there being declines in several of the cities.

Fresh eggs were higher in nearly all of the cities except in British Columbia where prices were lower. Storage eggs were also higher, but were unchanged in many of the cities. Milk was higher at Three Rivers, Orillia, Brockville, Kitchener. In butter, there were a number of advances. Cheese was higher in some of the cities. Bread advanced at Sorel from 4c to 4½c per lb., the price being still the lowest in the Dominion. The price was also higher at Moose Jaw. Rolled oats and beans declined. Evaporated apples showed slight decreases, but prunes were slightly higher. Sugar was lower in several of the cities. Prices of potatoes were comparatively steady, there being, however, decreases in a few of the cities and increases in others.

Anthracite coal was slightly higher at Fredericton, St. Hyacinthe, St. John's, Hull, Niagara Falls, St. Catharines, Brantford, Stratford, London and Brandon, but was lower at St. John, N.B., Belleville, Sherbrooke, Orillia and Regina. Bituminous coal advanced at Charlottetown, St. John, N.B., Three Rivers, Niagara Falls, Woodstock, Stratford, but was lower at Sorel, Belleville, Brantford and Kitchener. In wood, there were a number of declines, the prices being considerably lower in many cases.

**COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT,
IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA †**

Commodities.	Quantité	1900*	1905*	1910	1911	1912	1913	1916	Jan. 1914	Jan. 1915	Jan. 1916	Jan. 1917	Jan. 1918	Dec. 1918	Jan. 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.8	44.4	50.3	46.4	47.2	47.2	52.8	63.8	73.4	73.6
Beef, shoulder, roast.....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	32.6	32.8	32.4	34.8	45.0	50.8	51.6
Veal, roast, forequarter..	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	16.6	17.6	17.8	20.3	25.3	27.5	27.7
Mutton, roast, hindq'r.....	1 "	11.8	12.2	16.8	18.0	17.8	19.1	23.3	20.9	20.4	21.1	24.8	31.2	34.2	34.9
Pork, fresh, roast, ham.....	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	20.6	19.0	19.9	24.6	33.1	36.7	36.9
Pork, salt, mess.....	2 "	21.8	25.0	34.4	33.0	33.2	35.2	38.7	36.2	35.8	36.0	44.8	62.6	69.6	70.8
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.8	22.5	24.7	28.8	24.8	25.1	26.7	31.2	44.8	51.3	51.0
Lard, pure leaf.....	2 "	26.2	28.2	40.6	36.0	35.6	38.4	40.4	37.2	35.6	36.6	48.6	66.6	73.8	73.8
Eggs, fresh.....	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	45.5	45.5	46.4	56.9	63.3	71.3	73.6
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	28.1	32.7	33.4	34.9	36.1	45.3	51.2	59.7	62.5
Milk.....	6 qts.	36.6	39.6	48.0	49.2	49.8	51.6	52.6	55.2	55.2	52.2	59.4	71.4	82.2	82.8
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	58.4	58.0	68.7	61.0	61.8	66.6	88.4	93.8	104.4	106.0
Butter, creamery, prints.....	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	35.9	35.0	38.1	48.9	51.2	58.1	59.1
Cheese, old.....	1 "	16.1	17.6	18.5	19.2	20.1	20.5	26.0	21.3	22.5	24.4	30.5	33.3	34.8	35.7
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	19.6	20.5	22.4	28.8	30.4	32.8	33.9
Bread, plain, white.....	15 "	55.5	58.5	68.0	64.5	60.0	61.5	74.8	64.2	67.5	66.0	91.5	114.0	118.5	120.0
Flour, family.....	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	32.0	39.0	37.0	53.0	65.0	69.0	69.0
Rolled oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	21.5	24.5	24.0	27.0	35.0	40.5	40.0
Rice, good, medium.....	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	12.0	12.2	12.0	13.6	19.6	25.2	25.2
Beans, handpicked.....	2 "	8.8	9.7	10.8	10.4	11.6	12.4	19.5	11.8	13.2	16.9	24.4	33.4	32.0	30.2
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	12.4	12.1	12.5	14.6	19.7	22.8	22.7
Prunes, medium size.....	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	12.2	12.9	12.7	13.6	17.3	19.4	19.6
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.8	22.8	30.8	31.2	36.8	42.8	49.6	49.2
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	16.6	10.2	14.0	14.4	17.0	19.8	22.6	22.4
Tea, black, medium.....	½ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	9.1	9.6	9.7	10.1	12.5	15.6*	15.9
Tea, green, medium.....	½ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	9.2	9.6	10.0	10.1	12.1	15.1	15.3
Coffee, medium.....	½ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	9.5	9.9	9.8	9.9	10.1	11.6	11.8
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	58.7	38.0	31.7	47.0	64.7	72.7	62.0	62.3
Vinegar, white wine.....	½ pt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.8	.9	.9
All foods.....		\$5.48	\$5.96	\$6.95	\$7.14	\$7.34	\$7.34	\$8.79	\$7.73	\$7.97	\$8.28	\$10.27	\$12.42	*13.65	\$13.78
Starch, laundry.....	½ lbs.	2.9	3.0	3.1	3.1	3.2	3.2	3.3	3.3	3.3	3.2	3.5	4.6	4.8	4.8
Coal, anthracite.....	1 ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	54.1	54.1	53.2	64.0	72.4	81.8	82.5
Coal, bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	37.1	38.0	36.9	47.7	55.9	63.6	63.4
Wood, hard.....	" cord	32.5	35.3	38.8	41.4	41.4	42.5	42.9	42.9	42.5	41.6	45.7	63.7	79.8	76.8
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.6	30.8	32.1	31.2	30.7	32.7	47.2	57.7	56.5
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.9	23.7	23.0	23.9	23.7	23.0	23.2	25.8	27.8	28.2
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$1.92	\$1.90	\$1.90	\$1.85	\$2.13	\$2.65	\$3.11	\$3.07
Rent.....	½ month	\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.04	\$4.83	\$4.37	\$3.98	\$4.03	\$4.50	\$4.83	\$4.83
Grand total.....		\$9.37	\$10.50	\$12.79	\$13.00	\$13.79	\$14.02	\$14.78	\$14.49	\$14.27	\$14.14	\$16.46	\$19.80	\$21.64	\$21.73

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$6.78	\$7.17	\$7.29	\$8.71	\$7.41	\$7.85	\$8.31	\$10.16	\$12.45	\$13.92	\$14.01
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	7.57	6.69	6.81	7.03	8.63	10.63	12.00	12.25
New Brunswick.....	5.38	5.83	6.55	6.84	7.13	7.04	8.70	7.45	7.75	8.29	9.92	12.33	13.58	13.41
Quebec.....	5.15	5.64	6.33	6.48	6.97	6.87	8.48	7.28	7.41	8.01	10.03	12.18	13.07	13.19
Ontario.....	5.01	5.60	6.50	6.67	7.25	7.20	8.84	7.27	7.71	8.13	10.35	12.51	13.62	13.70
Manitoba.....	5.85	6.19	7.46	7.41	7.68	7.87	8.68	8.23	8.13	8.44	9.80	11.84	13.29	13.50
Saskatchewan.....	6.88	6.92	7.86	8.08	8.16	8.25	8.86	8.52	8.86	8.47	10.44	12.18	13.86	14.31
Alberta.....	6.62	6.50	8.00	8.08	8.15	8.33	8.79	8.76	8.57	8.31	10.53	12.72	13.80	13.84
British Columbia.....	6.90	7.74	8.32	8.79	9.03	9.03	9.13	9.08	8.98	8.71	10.64	12.69	14.54	14.51

Revised.*

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick					Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel	
Per cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
1-Beef sirloin steak...lb.	40	35	30	40	40	37.0	26	35	40	35	36.7	29-31	38	30	30	
2-Beef, round steak... "	35	35	30	38	37	35.0	26	30-32	35	30	32.0	29-31	35	25	30	
3-Beef, rib roast prime... "	38	28	25	35	35	32.2	23	24-28	35	25	28.7	29	.....	25	30
4-Beef, shoulder roast... "	30-35	25	20	30	32	27.9	20	18-24	25	22	22.7	22-24	25	22	22	
5-Veal, roast, forequarter... "	.....	.....	22	22	22	22.0	.....	.....	22	16	19.0	24-29	35	.....	25
6-Mutton, leg roast, h'q... "	25-35	.....	30	35	.....	31.7	25-30	30	35	25	30.0	22-25	35	.....	35
7-Pork, fresh, roast, ham... "	40	35	30	35	33	34.6	30	35	35	30	33.3	33-35	32	32	30	
8-Pork, fresh chops... "	40	35	32	35	35	35.4	32	35	35	35	35.0	33	35	32	30	
9-Pork, salt, mess... "	35-40	40	35	35	35	36.5	30	35	35	32	34.0	32-34	35	30	32	
10-Bacon, br'fast, notsl'd... "	50	48	50	45	45	47.6	45	48	48	35	43.7	50	55	45-50	60	
11-Fish, fresh, g. qua'ty... "	9-30	15-20	30	10-35	15-18	21.2	.....	12	18-35	12-25	19.0	14	15-30	15-32	12-33
12-Fish, salt, herrings... doz.	75	65	60	60	60	64.0	84	60	60	70	63.3	75	60	.....	80
13-Salmon, canned, med. lb.	.....	35	35	35-40	.....	35.8	40	35	35	35	35.0	30	50	40	35
14-Lard, pure leaf, best... "	42	38	40	38	40	39.6	35	36	35	35	35.3	36	38	35	35	
15-Eggs, new laid... doz.	70	70	65	80	70	71.0	65	70	75	70	71.7	75	80	70	80	
16-Eggs, storage... "	.....	.....	60	.....	.....	60.0	.....	.....	60	55	57.5	65	60	.....	60
17-Milk, delivered... qt.	14-16	14	12	15	13	13.8	10-11	11	14	13	12.7	14	15	12.5	12	
18-Butter, dairy solids... lb.	58	55	55	60	55	56.6	47-52	50	50	47	49.0	49-51	57	.....	54
19- " creamery prints... "	63	62	60	65	65	63.0	55	55	60	60	58.3	53-55	60	58-59	56	
20-Cheese, old... "	.....	.....	.....	.....	.....	.....	30	.....	35	34	34.5	35-37	40	35	30
21-Cheese, new... "	35	35	32	35	35	34.4	30	32	35	30	32.3	31-33	35	.....	30
22-Bread, plain white... "	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7-9.3	8.7-9.3	8	8.7	8	7.3	8.3	4.5	
23-Flour, family... "	7.5-7.7	7.9	7.3	7.3	7.7	7.6	6.9	7.3	7.3	7.3	7.3	7.5	7.7	7.3	7.3-8.3	
24-Rolled oats, standard... "	9	7.5	8	.....	8	8.1	8	8	8	8	8.0	8	8	9	8
25-Rice, medium... "	14	12	12	11	12	12.2	10	12	12	12	12.0	11	.....	12	11
26-Rice, Patna... "	.....	13	12	12	12	12.3	12	.....	14	15	14.5	.....	15	15	15
27-Tapioca, medium pearl... "	22-25	25	25	25	20	23.7	20	.....	22	22	22.0	18	20	20-23	20
28-Tomatoes, canned 3's can	25	25	25	25	25	25.0	25	25	22	25	24.0	20	.....	20-25	17
29-Peas, canned 2's... "	20	20	20	20	18	19.6	20	20	18	18	18.7	20	20	20-22	20	
30-Corn, canned 2's... "	25	25	25	25	25	25.0	25	24	22	25	23.7	20	25	25	20	
31-Beans, common... lb	20	.....	20	18	18	19.0	16	20	12	17	16.3	13	16-18	18-20	15
32-Apples, evaporated... "	.....	.....	23	25	.....	24.0	25	25	.....	.....	25.0	16	25	25	25
33-Prunes, medium... "	20	20	18	20	.....	19.5	18	18	18	18	18.0	.....	25	20	18
34-Sugar, granulated... "	13	11.1	12.5	12	12.5	12.2	11	11	11.8	12.5	11.8	12	13	12.5	13	
35-Sugar, yellow... "	12	9.1	11.1	11	11.8	11.0	10	11	11.1	11.1	11.1	11	12	11	12	
36-Tea, black, medium... "	65	65	65	65	65	65.0	65	65	65	65	65.0	65	40-70	65	45-70	
37-Tea, green, medium... "	.....	65	65	.....	.....	65.0	70	.....	65	75	70.0	65	40-70	65	35-60
38-Coffee, medium... "	50-55	50	60	60	50	54.5	50	50	50	50	50.0	55-60	50	50	35	
39-Potatoes, local, per bag of 1½ bu., 90 lbs.	\$2.10	\$1.65	\$1.50	\$2.00	\$1.80	\$1.81	\$1.20	\$1.80	\$2.25	\$2.10	\$2.05	\$1.50	\$2.25	\$2.03	\$1.95	
40-Vinegar, white wine, XXX, per quart... "	.12	.13	.12	.15	.13	.13	.18	.12	.12	.10	.113	.22	.15	.15	.13	
41-Starch, laundry, per pound... "	.15	.15	.15	.15	.15	.15	.15	.15	.15	.14	.147	.14	.15	.15	.15	
42-Coal, anthracite, stove size, per ton, 2,000 lbs.	.....	7.50	15.00	17.75	14.25	13.63	17.90	.....	17.00	14.50	15.75	14.00	14.00	12.50	13.00
43-Coal, bituminous, domestic, per ton, 2,000 lbs.	6.65	.....	9.50	10.75	10.00	8.99	10.40	10.00	13.25	11.00	10.84	12.00	13.00	11.50	10.50
44-Wood, hard, best, per long cord. (128 cu. ft.)	6.00	8.50*	10.00	14.00	9.00	9.50	9.00	12.00	15.00	13.00	13.33	14.67	12.00	10.00	11.00	
45-Wood, soft, best, per long cord. (128 cu. ft.)	5.00	6.50	5.00	7.00	5.00	5.70	8.00	7.00	9.00	6.00	7.33	12.67	8.00	9.00	8.00	
46-Coal oil, prime white, per gallon	.28	.28	.27	.28	.28	.278	.28	.26	.24	.22	.24	.22	.25	.25	.25	
47-Rent, house, 6 roomed san. conveniences, mon.	14.00	.....	.....	.....	18.00	.....	.....	20.00	.....	.....	.....	17.00	.....	.....	.....
48-Rent, house, 6-roomed, no san. con., per month	12.00	9.00	7.00	25.00	15.00	12.40	9.50	16.00	10.00	12.00	12.33	.....	10.00	14.00	7.00

*Cut and split. †Sawn. ‡Calculated from the price per wagon load.

IN CANADA, AT THE MIDDLE OF JANUARY, 1919

Quebec (Continued)					Ontario																
St. Hyacinthe	St. John's	Montreal	Hull		Ottawa	Brookville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener			
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.		
25	35	28	35	31.4	38	35	32	35	40	35	30	45	38	35	43	35	40	38	1		
25	35	26	30-35	29.8	35	32	30	32	40	30-35	27	38	35	35	40	30	38	35	2		
15	28	20-22	28-30	26.3	32	32	30-35	30	30	28-30	25-30	30	30	30	32	28	32	35	3		
20	24	18-20	22-25	22.3	25	25	22-25	26	28	25	20-25	25	28	28	30	25	28	30	4		
15	30	15	22-25	24.3	25	20	25-30	.....	30	28	20-25	30	32	28	35	20	32	35	5	
30	30	35	30	31.2	35	25	30-32	32	40	25	30	38	30	34	40	35	35	40	6		
28	28	32	33	31.1	38	38-40	35	35	42	33	40	40	42	35	45	35	35	40	7		
28	28	38	33	32.1	38	38-40	38-42	35	45	35	40-45	45	42	40	48	40	42	43	8		
30	35	35	30	32.5	32	35	30	.....	37	.....	40	38	35	33	40	25	34	35	9
50	50	48	44-48	50.8	45-55	47	45	53	56	53	45	48	45-47	45-48	50	44	45	50	10		
.....	15-30	12-30	11-30	20.9	20-30	20-35	10-30	15-28	15	15-30	12.5-30	15-32	20-25	15-23	18-23	15-22	12-30	12-30	11		
.....	60	90	60	70.6	65	.....	60	.....	.....	60	.....	.....	75	.....	.....	.....	35	90	12
25	40	30	38-40	36.1	35-40	35	38	45	40	30-45	40	40	35-40	45	35	25-30	35-40	40	13		
35	36	32	37-38	35.6	30-35	36	35	37	38	36-38	38	40	35-37	35	38	35	36	38	14		
65	75	65	75	73.1	80	75	75	70	70	65	75	85	75	80	75	65	75	65	15		
.....	60	.....	54-58	60.2	60	55	55	.....	60	60	.....	.....	60	60	65	.....	60	60	16
.....	12	14	13	13.2	13	14	12	12	11.1	14	16	15	14	12.5	12	11.8	12-12.5	11	17		
.....	55	45	50-54	52.2	55	57	54	58	a57	a50	.....	50	58	56	57	55-57	a55	a55	18	
58	58	54	55-58	56.9	58-60	58	58	59	58	55	60	60	60	60	60	60	60	58	19		
28	35	36	.....	34.3	38	35	.....	.....	38	.....	35	40	40	.....	.....	35	40	38	20
.....	30	32	30-32	31.7	35	32	32	34	35	35	33	35	35	34	35	28	35	35	21		
6.3	6.7	8	7.3	7.1	8	7.3	7.3	6.3	7.3	7.3	7.3	7.3	7.3	8	7.3	7.3	7.3	7.3	22		
.....	7.3	7.3	7.5	7.5	7.3	6.7	6.9	7.1	6.5	6.3	6.9	6.7	6.7	6.6	6.7	6.5	.....	6.3	23	
8	10	8.3	7.5	8.4	8	7	7	.....	8	6.5	7.5	8	7.1	6.3	9	8.3	8.3	8	24	
12	12	14	10-12	11.9	12.5	12.5	12	14	12.5	12.5	.....	13	13	12	12.5	12.5	12.5	.....	25
15	15	15	15	15.0	15	18	13	15	15	15	15	15	15-16	15	13	15	15	12.5	26		
20	20	25	18-20	20.4	20	18	17	20	18	18	20	18	20	18	20	20	20	20	27		
25	20	18	18-20	20.2	20	20	18	20	20	25	20	20	25	18	25	25-30	25	18	28		
25	25	15	15-18	20.3	20	20	13	15	17	20	15	20	15-20	14	18	20	15	15	29		
22	25	20	22	22.4	25	20	18	.....	23	25	25	25	22-25	20	22	25	25	22	30	
12	15	15	15	15.1	12.5-15	10	10	12.5	15	12.5	15	15	15-18	12	15	18	12.5	12.5	31		
30	25	25	20-25	24.2	25	25	22	.....	25	22	.....	.....	15	.....	25	.....	.....	10	32
15	25	18	20	20.1	20-25	20	20	20	20	20	25	20	20	20	18	20-30	15	18	33		
12	12.5	12	12	12.4	13	11.8	11	11.8	12.5	12.5	11.1	12.5	11.1	12.5	11.1	12.5	12.5	11.8	34		
11	11.1	11	11	11.3	12	11.1	10	11.1	11.8	11.1	11.1	9.1	11.1	10	10.5	11.1	11.1	11.8	35		
50-70	50-70	65	60	60.9	60-70	65	50-60	60-70	60-70	60-70	60-70	.....	65-70	60-70	70	60-70	60-70	60-70	36	
50	50-70	50	.....	56.1	.....	70	50-60	60-70	70	40-70	60	50	55-70	60-70	70	60	60-65	60-70	37
50	50-70	40-45	50	49.4	40-60	50	45	40	50	40-50	45	40	50-55	40	45	30-50	40	35	38		
					\$1.90-		\$1.80-														
\$1.80	\$1.75	\$2.00	\$2.00	\$1.88	\$2.25	\$2.10	\$2.00	\$2.00	\$1.75	\$1.25	\$1.80	\$2.25	\$2.03	\$1.75	\$1.75	\$1.75	\$1.65	\$1.90	39		
.14	.16	.13	.10	.145	.125	.12	.125	.12	.14	.13	.12	.125	.12	.9	.10	.10	.13	.10	40		
.12	.15	.12	.135	.138	.15	.13	.12	.12	.14	.15	.13	.13	.14	.12	.15	.15	.13	.15	41		
13.00	12.50	12.50	11.85	12.89	11.85	11.00	11.50	12.50	12.00	12.50	11.75	12.00	12.00	10.50	10.50-	12.50	12.50	12.50	42		
13.00	.....	9.00	.....	11.50	9.50	.....	10.50	10.00	10.00	10.00	9.00	9.00	12.00	12.00	10.00	12.50	10.50	10.00	43
12.00	15.00	15.00	13.00	12.75	12.50	15.00	12.00	13.00	14.00	10.00	18.50	d	15.00	14.00	20.00	16.00	16.00	16.00	44		
10.00	9.00	9.50	10.75	9.47	7.50	12.00	9.00	10.00	9.00	6.50	17.50	d	.....	12.00	16.00	12.00	12.50	12.00	45	
.23	.25	.30	.23	.248	.25	.30	.25	.22	.28	.25	.....	.25	.25	.....	.25	.25	.25	.25	46
10.00	10.00	14.00	15.00	.....	.....	15.00	18.00	20.00	13.00	25.00	15.00	.....	23.00	15.00	.....	16.00	18.00	.....	47
12.00	12.00	18.00	20.00	14.75	20.00	16.00	20.00	20.00	25.00	16.00	30.00	20.00	16.00	25.00	20.00	18.00	18.00	22.00	48		
8.00	6.00	12.00	10.00	.....	.....	14.00	15.00	16.00	11.00	.....	.....	12.00	.....	17.00	.....	12.00	12.00	.....	49
10.00	10.00	13.00	15.00	10.43	15.00	11.00	16.00	18.00	18.00	13.00	18.00	15.00	14.00	19.00	13.00	14.00	14.00	15.00	50		

aDairy prints.

dNatural gas.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION,

Commodity	Ontario (Continued)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Port William	Average	Winnipeg	Brandon	Average
Per cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1-Beef, sirloin, steak.....lb.	38-40	36	38	35	38	38	38	40	40	40	40	37.6	30	35	32.5
2-Beef, round steak....."	25-35	34	35	30-32	35	35	35	38	35	35	35	34.2	25	30	27.5
3-Beef, rib, roast, prime....."	27-30	28	30-33	25-30	30	33	30	32	32	35-37	35	30.8	26	28	27.1
4-Beef, shoulder roast....."	25-28	26	28-30	25-28	25	30	25-28	30	28	30	30-32.5	27.1	22	25	23.5
5-Veal, roast, forequarter....."	35	30	28-30	25-28	28	35	30-35	35	35	35	35	30.0	22	30	26.0
6-Mutton, leg roast, hind q'ter....."	25-28	38	35	35	40	36	35	35	40	43	40-45	34.9	.....	40	40.0
7-Pork, fresh, roast, ham....."	40-45	40	37-39	42	40	50	35	38	40	45	45	39.4	40	35	37.5
8-Pork, fresh, chops....."	45	38	42-45	45	40	48	33-35	38	40	45	42.5-45	41.2	52	35	43.5
9-Pork, salt, mess....."	.....	36	40	43	38	.....	.....	35	40	40	40	36.1	.....	.....	.....
10-Bacon, breakfast, not sliced....."	50	50	52-60	50	50	55	50	52	50	55-60	55-60	50.3	52	60	56.0
11-Fish, fresh, good quality....."	12-18	20	10	15-20	15-30	15-30	18	20	16-30	15-18	15-18	20.0	16	18-30	20.0
12-Fish, salt, herrings.....doz	50	72	.....	40	.....	35	.....	65	50	.....	.....	58.1	60-1.20	.....	90.0
13-Salmon, canned, medium.....lb.	30	45	35	40-50	40	36	30	35	40	35-40	35-40	37.9	27	40	33.5
14-Lard, pure leaf, best....."	37	36	37	36	38	30	30	37	35	40	40	36.6	38	38	38.0
15-Eggs, new laid.....doz.	65	66	70	70	60	75	65	70	85	75	65-75	72.0	75	60	67.5
16-Eggs, storage....."	.....	60	60	.....	.....	13	60	.....	60	60-65	60-65	60.0	65	.....	65.0
17-Milk, delivered.....qt.	12	11	12	12	14	15	12	15	14.3	14.3	14.3	13.1	14	12.5	13.3
18-Butter, dairy solids.....lb.	a55	a50	53-57	55	56	60	52-55	56	55	55	55	55.1	.....	50	50.0
19-Butter, creamery prints....."	60	52	58	58	60	62	55	58	58	60	60	58.6	58	58	58.0
20-Cheese, old....."	40	34	35	38	35	38	35	35	35	35	35	36.7	38	32	35.0
21-Cheese, new....."	35	32	32	35	32	36	.....	35	35	35	35	33.9	32	.....	32.0
22-Bread, plain, white....."	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	7.5	7.5	7.3	7.4
23-Flour, family....."	6.3	6.3	6.7	6.7	6.9	6.7	6.3	7.3	7.3	6.5	6.5	6.7	6.5	6.9	6.7
24-Rolled oats, standard....."	7.1	8	9	7	8	8.3	8.3	9	8	7.5	7.5	7.8	.....	7.5	7.3
25-Rice, medium....."	12.5	13	13	12.5	13	12.5	10-12.5	12.5	12.5	15	15	12.8	14	12.5	13.3
26-Rice, Patna....."	15	15	13-15	15	15	15	12.5	16	15	20	18	15.1	12	.....	12.0
27-Tapioca, medium pearl....."	20	20	20	20	20	20	18	20	20	20	20	19.4	16	20	18.0
28-Tomatoes, canned 3's.....can	20	20	20	22	20	25	20	27	23	25-30	25	22.0	23	23	23.0
29-Peas, canned 2's....."	15	15	15	20	17	17	15	23-25	18	20	20	17.4	17	20	18.5
30-Corn, canned 2's....."	22	20	22	25	23	22	15	25	23	25	25	22.7	25	23	24.0
31-Beans, common....."	12.5	15	13	15	18	15	12.5	20	16	15-20	15-20	14.5	13	15	14.0
32-Apples, evaporated....."	20	.....	.....	.....	.....	20	12.5	28	20	25	25	21.3	22	20	21.0
33-Prunes, medium....."	20	20	18	18	20	25	15-18	20	20	20	20	20.0	22	20	21.0
34-Sugar, granulated....."	12.5	12.5	12.5	12.5	11.1	11	12.5	12.5	12.5	12.5	12.5	12.1	12.5	14.3	13.4
35-Sugar, yellow....."	11.1	10	11.8	11.1	11.1	10	11.1	12.5	11.8	11.1	11.1	11.0	12	12.5	12.3
36-Tea, black, medium....."	60-70	60	60-70	60-70	65-70	60-80	55-70	65	65	60-70	60-70	64.7	55	60	67.5
37-Tea, green, medium....."	55-65	60	60-70	60-70	50-65	60-80	60-70	65	60-70	55-65	55-65	61.7	55	60-65	58.8
38-Coffee, medium....."	40	45	50	45	45	35-50	60	55	45	40-50	40-50	45.4	35	50	42.5
39-Potatoes, local, per bag of 1½ bushels, 90 lbs....."	\$1.85	\$2.00	\$1.80	\$2.00	\$2.10	\$1.80	\$1.60	\$2.60	\$2.00	\$1.75	\$1.75	\$1.88	\$1.50	\$1.05	\$1.28
40-Vinegar, white wine, XXX, per quart....."	.10	.14	.13	.10	.13	.12	.125	.12	.15	.15	.15	.122	.12	.15	.135
41-Starch, laundry, per pound....."	.125	.125	.13	.10	.14	.15	.15	.15	.15	.15	.15	.137	.12	.15	.13.5
42-Coal, anthracite, stove size, per ton of 2,000 lbs....."	13.00	12.00	12.00	13.00	13.00	11.50	13.00	14.00	12.00	13.50	12.50	12.26	15.25	17.00	16.13
43-Coal, bituminous, domestic, per ton of 2,000 lbs....."	11.00	12.00	10.00	10.00	10.00	9.50	9.50	.....	12.00	11.00	10.00	10.41	12.75	12.00	12.25
44-Wood, hard, best, per long cord (128 cu. ft.)....."	11.00	16.00	19.00	13.00	12.00b	.....	15.00	11.50	11.00	10.50	9.50	13.87	.....	10.50c	10.60
45-Wood, soft, best, per long cord (128 cu. ft.)....."	8.00	14.00	.....	9.00	8.00b	.....	10.00	10.00	8.00	8.75	8.50	10.47	8.50	9.00	8.75
46-Coal oil, prime white, per gallon....."	.25	.25	.21	.22	.25	.22	.25	.30	.25	.25	.25	.25	.25	.27	.26
47-Rent, house, 6 roomed, san. conveniences, per month....."	15.00	15.00	25.00	23.00	20.00	28.00	13.00	22.00	25.00	25.00	25.00	19.22	30.00	20.00	22.00
48-Rent, house, 6-roomed, no san. conveniences, per mo....."	10.00	10.00	17.00	13.00	12.00	20.00	10.00	14.00	15.00	15.00	15.00	13.80	20.00	15.00	15.50

*Out and split. bCalculated from the price per wagon load. cPoplar, tamarac, jackpine.

CANADA, AT THE MIDDLE OF JANUARY, 1919—Concluded

Saskatchewan					Alberta					British Columbia									
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
40	35	35	35	36.3	40	38	42	40	40.0	42	43	43	37.5	40	39	45-50	41.7	36.8	1
30	30	30-32	30	30.3	35	32	35	35	34.3	35	40	40	30	32-35	35	38	35.9	33.1	2
28	30	32	30	30.0	30	32	35	32	32.3	33	35	35	30	35	32	38	34.0	30.3	3
25	30	20-25	28	26.4	22	22	25	20	22.3	30	30-35	30-35	25	22-25	25	32	28.6	25.8	4
25	30	25-28	30	27.9	25	25	32	25	26.8	25-33	30	30	30	30	.....	.....	29.8	27.7	5
35	35	38	35	35.8	40	38	45	35	39.5	42	40	38	30-35	35	40	45	38.9	34.9	6
35	30	35-38	40	35.4	40	35	45	35	38.8	36-40	42	42	35	35-40	35	35	37.8	36.9	7
40	35	40	45	40.0	40	42	45	35	40.5	38	45-50	50	35-40	40-50	40	50	44.0	39.3	8
.....	30	40	30	33.3	35	35	38	.....	36.0	35	38	38-40	35	45	38	.....	38.3	35.4	9
60	55	50	55	56.0	50	52	53	50	51.0	50-55	60	58	55	55	52	65	56.8	51.0	10
28	15-30	9-30	20-30	23.5	30	15-28	10-25	11-30	22.4	11-28	15-28	10-30	10	22	15	15	17.6	20.3	11
100	.....	.....	75	87.6	.....	90	.....	.....	90.00	.....	.....	.....	.....	.....	.....	60	60.0	66.6	12
40-45	35	40	40	39.4	25	35	40	45	36.3	25	20-35	20-35	40	25	28	30	29.0	35.1	13
40	40	35	40	38.8	30	35	40	35	35.0	38	38	38	40	30	37	45	38.0	36.9	14
80	60	80	75	73.8	75	85	80	80	80.0	75	85	85	80	85	75	85	81.4	73.6	15
65	.....	70	55	63.3	60	.....	65	60	61.7	.....	60	60	.....	70	63	60	62.6	62.5	16
15	15	14.3	18	15.6	15	14.3	14	14.3	14.4	16.7	20	20	14.3	15	16	16	16.9	13.8	17
50	50	50a-55	50	50.8	a50	a45	50	50	48.8	a47.5	44	44	55	52	55	.....	49.6	53.0	18
60	60	60	60	60.0	60	60	60	60	60.0	55-60	60	60	65	56	65	60	60.5	59.1	19
.....	35	.....	.....	35.0	35	35	37-40	35	35.9	.....	35	34	35	35	35	40	35.7	35.7	20
35	.....	40	35	36.7	30	35	37-40	35	34.6	4.0	.....	.....	.....	32	.....	40	36.7	33.9	21
10	8	10	12	10.0	7	8	7.3	8	7.6	9.9	8.9	8.9	8.9	8.9	8.9	8.9	9.0	8.0	22
6.5	6.5	6.7	6.5	6.6	6.3	6	6.3	6.7	6.3	6.9	6.7	6.7	6.3	6.9	6.5	6.5	6.6	6.9	23
8.1	7	8.1	8	7.8	8	6.5	9	8	7.9	8.1	9	8	8	7	9	9	8.3	8.0	24
12.5	10	.....	12.5	11.7	12.5	10	12	15	12.4	15	11	12.5	15	12	15	15	13.6	12.6	25
17.5	12.5	15	.....	15.0	.....	12	15	.....	13.5	.....	12.5	.....	.....	.....	10	.....	11.3	14.4	26
20	20	20	20	20.0	20	17.5	18	18	18.4	17.5	20	16	17.5	15	17	15	16.9	21.0	27
25	25	25	20	23.8	20	20	22	25	21.8	20	20	19	22.5	20	20	20	20.2	22.1	28
20-25	20	20-25	20	21.3	20	20	20	20	20.0	22.5	20	19	20	18	20	20	19.9	18.9	29
20-25	20	27	25	23.6	25	25	25	25	25.0	25	25	21	25	25	25	25	24.4	23.4	30
15	20	15	12.5	15.6	15	12	16.7	18	15.4	12.5	15	15	17.5	12	12.5	12.5	13.9	15.1	31
20	15	25	20	20.0	25	25	27	26	25.8	27.5	.....	21	20	25	..	..	23.4	22.7	32
20	20	20	.....	20.0	20	18	19	18	18.8	17.5	15	19	20	20	21	18	18.6	19.6	33
12.5	12.5	13.3	14.3	13.2	11.8	13.3	13	15	13.3	13.3	12.3	12.3	11.1	11.1	11.1	11.1	11.8	12.3	34
12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12	12.4	10	11.1	12.5	10	10	11.1	11.1	10.8	11.2	35
65-75	65	55-70	65	65.6	60	60	60-65	65	61.9	55-60	60	60	60	60	60	60	59.6	63.6	36
65-75	65	60	60-65	65.5	60	50	60-70	65	60.0	55-60	60	50	60	60	50-60	.....	56.2	61.0	37
45-55	50	40	55	48.8	40	40	40-45	50	43.1	40	50	46-50	50	40	45	50	46.1	47.1	38
\$2.10	\$1.90	\$2.10	\$2.25	\$2.09	\$2.40	\$1.95	\$2.05	\$2.03	\$2.11	\$2.25	\$2.25	\$2.25	\$2.00	f\$1.44	f\$1.80	f\$2.25	\$2.03	\$1.87	39
.15	.15	.20	.15	.163	.20	.15	.15	.20	.175	.30	.30	.22	.20	.25	.30	.15	.246	.148	40
.15	.15	.18	.15	.158	.15	.15	.15	.18	.158	.15	.15	.16	.15	.125	.....	.15	.148	.143	41
17.50	.....	18.00	18.00	17.83	d	.....	8.50	.....	8.13	.....	13.00	.....	.....	.....	.....	.....	13.00	13.20	42
10.75	e8.25-11.75	10.50	10.50	10.44	d	5.50-6.50	7.75-8.50	6.75	6.96	3.25-6.25	10.50	10.80	10.75	10.15	9.00-9.75	6.75	9.05	10.14	43
c12.00	e8.50	.....	.....	10.25	d	e6.50	.....	e7.00	6.75	.....	c7.50	c7.50	.....	.....	.....	.....	7.50	\$12.28	44
11.00	7.00	12.00*	12.00	10.38	d	4.25	.....	69.75	7.00	9.00	6.75	7.50	7.00	5.81	7.00	.....	7.18	9.04	45
.30	.30	.30	.35	.313	.35	.30	.40	.35	.35	.40	.55	.40	.30	.35	.50	.30	.40	.282	46
35.00	15.00	35.00	25.00	26.25	22.50	22.00	35.00	18.00	23.13	20.00	15.00	30.00	18.00	25.00	18.00	20.00	20.00	19.31	47
10.00-	10.00-	10.00	10.00	.....	.....	.....	15.00-	.....	.....	.....	.....	.....	10.00-	20.00-	20.00-	12.00-	.....	.....	48
15.00	12.00	15.00	15.00	13.09	15.00	12.00	25.00	10.00	14.25	18.00	.....	20.00	12.00	22.00	.....	15.00	16.70	13.39	48

eLignite. fFrom price per 100 lbs.

Wholesale Prices

GRAINS AND FODDER.—Prices of wheat were unchanged. In other grains there were considerable declines. Barley fell from \$1.01 at Winnipeg to 75c per bush. and from 97c to 78c at Toronto. Oats fell from 78c to 63c at Winnipeg and from 74c to 62c at Toronto. American corn was down from \$1.83 to \$1.45 at Toronto. Flaxseed declined from \$3.34 to \$2.93. Peas continued at \$2.00. Rye was down from \$1.54 to \$1.40. Hay had fallen to \$21.00-22.00 at Montreal in December and continued at this price until the last week in January when prices rose \$2.00 and the market was still firm. At Toronto the price continued steady at \$23.00-24.00. It was reported that stocks of hay in the country were much less than had been expected and that the supply was small beyond the need for feed on the farms. Straw, bran and shorts were steady.

ANIMALS AND MEATS.—Cattle had fallen until the end of November at Winnipeg and Toronto, and the market continued low until the end of December when some recovery took place. During January there was still more recovery with slight fluctuations at times. At Winnipeg the best butcher cattle rose from \$11.00 per hundred pounds to \$12.75. At Toronto, the price was up to \$15.00 at the end of December and reached \$15.25 early in January. Dressed beef declined 1c per pound toward the end of January, hindquarters being down to 22-25c per pound, and forequarters to 16-18c. In hogs the market had continued firm with slight fluctuations until the second week in January when there was a sudden drop owing to the large stocks of hog products in Canada and Great Britain. Live hogs de-

clined from \$17.75 per hundred at country points to \$15.25. Dressed hogs advanced 1c to 24-25c per pound early in the month, but fell the following week. Bacon declined to 40c in the last week, and ham declined 1c twice, being down to 33c-34c per pound. Lard declined from 30c to 28c. Sheep were firm at \$9.00-10.00, and dressed lamb advanced to 27-28c per pound. Fowl were easier but turkeys were firmer.

DAIRY PRODUCTS.—Finest creamery butter at Montreal rose $\frac{1}{2}$ c per pound to 53-54c. Fresh eggs rose from 75c to 80c, but declined to 70c. Storage eggs at Toronto were firmer at the middle of the month, but eased off again to 58-60c per dozen.

FISH.—Lake trout was slightly firmer, but whitefish was easier. Stocks of dried fish on the Atlantic coast were reported to be short. The export market was quiet, but shipments to Porto Rico were better than anticipated. Owing to a weak market in Europe prices in Newfoundland were reported lower.

FRUIT AND VEGETABLES.—Apples advanced to \$7.00-7.50 per barrel. Bananas fell from 7-7 $\frac{1}{2}$ c per pound to 5 $\frac{1}{2}$ -6c. Lemons declined \$1.00 per box. Oranges were slightly higher. Potatoes were lower at \$1.50 per bag at Toronto and declined slightly at Montreal.

MISCELLANEOUS FOODS.—Oatmeal declined from \$6.00 per bag to \$5.25. Tapioca was easier at 14-14 $\frac{1}{2}$ c per pound. Sugar was easier at \$10.32 per hundred. Honey was lower at 26-27c per pound. Pepper declined to 42-44c per pound and cream of tartar to 90-98c.

TEXTILES.—In woollen goods, a line of cloth declined from \$4.50 per yard to \$4.40. Raw cotton fluctuated, but was

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR JANUARY, 1919, DECEMBER, 1918, & JANUARY, 1918, 1916, 1915, 1914 & 1913.

(Average price 1890-1899=100.)

		INDEX NUMBERS							
	Number of Commodities	Jan.* 1919	Dec.* 1918	*Jan. 1918	*Jan. 1917	Jan. 1916	Jan. 1915	Jan. 1914	Jan. 1913
I.—GRAINS AND FODDERS—									
Grains, Ontario.....	6	292.4	307.0	405.2	270.1	189.5	203.6	140.5	146.2
Grains, Western.....	4	273.1	292.8	331.4	258.6	174.0	182.2	117.1	112.9
Fodder.....	5	247.6	247.6	208.1	193.1	176.5	184.9	160.5	157.1
All.....	15	272.3	283.4	319.8	258.7	181.0	191.7	140.9	140.9
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	357.0	354.8	321.8	247.5	199.9	214.9	228.2	177.8
Hogs and hog products.....	6	355.2	363.6	342.7	253.6	181.5	155.0	176.7	172.8
Sheep and mutton.....	3	270.8	250.5	279.6	223.5	189.4	149.5	162.3	123.3
Poultry.....	2	378.5	387.2	349.6	280.2	240.7	179.4	192.9	194.3
All.....	17	343.7	343.3	325.0	249.2	196.3	177.9	194.2	168.4
III.—DAIRY PRODUCTS.....									
	9	294.4	293.0	264.1	233.3	186.7	177.5	179.9	172.6
IV.—FISH—									
Prepared fish.....	6	264.9	264.9	241.6	186.4	151.8	160.6	151.7	160.5
Fresh fish.....	3	275.0	274.9	225.8	178.7	187.3	158.6	158.4	171.5
All.....	9	268.3	268.3	236.3	183.8	163.7	160.0	153.9	164.2
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	1	239.0	239.0	229.8	229.8	183.8	110.3	137.9	110.3
Fresh fruits, foreign.....	3	157.5	180.2	133.2	104.5	100.6	85.5	93.4	94.7
Dried fruits.....	4	249.0	243.7	256.1	200.4	143.0	120.8	116.8	113.2
Fresh vegetables.....	5	294.0	297.1	348.2	373.7	269.2	137.4	164.8	156.4
Canned vegetables.....	3	244.4	244.4	246.9	181.7	103.3	101.2	97.7	125.2
All.....	16	246.1	249.6	258.4	234.9	169.6	115.1	125.2	125.3
(b) Miscellaneous groceries—									
Breadstuffs.....	10	256.5	264.4	258.5	200.9	147.0	147.4	123.3	126.2
Tea, coffee, etc.....	4	193.9	193.9	151.6	138.7	126.5	115.2	110.3	118.2
Sugar, etc.....	6	312.2	312.2	237.8	180.9	153.7	134.8	106.3	111.0
Condiments.....	5	245.9	253.4	214.9	153.5	136.4	118.3	102.3	96.9
All.....	25	257.7	252.0	225.3	176.7	143.2	133.4	112.9	115.4
VI.—TEXTILES—									
Woolens.....	5	428.3	430.1	369.2	242.0	204.2	151.3	137.5	124.3
Cottons.....	4	363.5	357.4	291.7	187.8	145.4	120.1	145.2	145.6
Silks.....	3	144.5	145.9	130.9	115.0	100.6	84.4	93.8	85.9
Jutes.....	2	609.5	609.5	615.9	385.1	267.6	153.2	242.8	203.2
Flax products.....	4	469.0	469.0	388.4	243.3	198.1	133.2	115.1	117.0
Oilcloths.....	2	273.8	238.7	173.7	139.8	125.6	101.1	104.6	104.7
All.....	20	383.6	379.5	326.9	216.4	174.2	126.1	135.2	127.3
VII.—HIDES, LEATHER, BOOTS & SHOES									
Hides and tallow.....	4	336.4	338.7	277.2	351.9	230.7	207.5	194.0	184.7
Leather.....	4	265.0	265.0	268.1	268.5	176.2	163.5	151.4	152.7
Boots and shoes.....	3	229.3	224.2	232.9	221.1	166.9	158.3	155.7	146.5
All.....	11	279.7	280.7	261.8	285.9	193.5	178.1	168.1	162.6
VIII.—METAL AND IMPLEMENTS—									
Iron and steel.....	11	264.8	273.6	278.7	186.9	128.9	100.3	102.9	105.8
Other metals.....	12	222.7	244.9	251.0	232.9	262.4	124.0	124.7	136.8
Implements.....	10	241.4	226.4	199.0	156.5	116.6	107.5	106.6	105.6
All.....	33	242.3	254.1	241.3	194.4	173.6	111.1	112.3	117.6
IX.—FUEL AND LIGHTING—									
Fuel.....	6	258.2	258.2	235.3	201.6	144.3	119.6	127.5	153.6
Lighting.....	4	236.8	236.8	117.3	96.9	88.5	92.5	92.7	89.9
All.....	10	249.6	249.6	188.1	159.7	122.0	108.9	113.6	128.0
X.—BUILDING MATERIALS—									
Lumber.....	14	279.9	279.9	232.1	185.8	178.1	178.0	183.5	74.7
Miscellaneous materials.....	20	233.9	237.0	209.4	179.6	132.4	108.2	114.0	113.5
Paints, oils and glass.....	14	339.5	341.0	263.2	213.0	193.9	142.9	140.2	145.1
All.....	48	278.0	279.8	231.7	191.1	163.7	138.7	141.9	140.6
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	311.8	311.8	207.3	177.5	143.6	146.7	147.1	139.4
Crockery and glassware.....	4	367.7	367.7	279.8	209.0	178.8	144.8	133.9	118.0
Table cutlery.....	2	158.1	155.1	150.7	132.2	126.6	78.4	72.4	72.4
Kitchen furnishings.....	4	277.9	272.3	223.6	155.4	129.3	123.4	124.6	120.4
All.....	16	297.7	296.3	222.4	168.9	146.7	131.9	128.8	120.9
XII.—DRUGS AND CHEMICALS.....									
	16	272.3	276.8	289.2	236.7	250.4	135.0	111.1	113.3
XIII.—MISCELLANEOUS—									
Raw furs.....	4	742.3	742.3	511.5	399.5	269.6	121.8	226.5	358.0
Liquors and tobaccos.....	6	258.7	218.1	202.2	167.2	136.7	137.9	138.8	135.1
Sundries.....	7	207.4	219.1	200.8	155.5	135.1	113.6	109.3	116.5
All.....	17	351.3	341.8	274.4	216.4	167.3	124.1	147.3	179.9
All commodities.....	262†	286.5	288.8	258.7	208.1	171.2	138.9	136.5	137.1

*Preliminary figures. †Nine commodities of the market fruits vegetables, etc. One line of spelter was dropped in 1915

slightly higher. Cotton goods averaged higher. Raw silk declined. Floor oil-cloth advanced.

HIDES, LEATHER, BOOTS AND SHOES.—Tallow was lower at 14-16c per pound.

METALS AND IMPLEMENTS.—The iron market was quite weak, wrought iron scrap falling again, being down to \$19.00 per ton. Iron bar and tin plates also declined. Brass, copper, lead, quick-silver, spelter, solder and tin were down. Soldering coppers were lower.

FUEL AND LIGHTING. — No changes were reported.

BUILDING MATERIALS. — In lumber prices were steady. The market in Ontario was reported to be firmer and advances were expected in some lines. Export markets at St. John and Montreal were also reported firmer. Iron pipe, lead pipe and copper wire were lower. Linseed oil and turpentine also declined.

HOUSE FURNISHINGS.—Wooden tubs and pails advanced 5 per cent.

DRUGS AND CHEMICALS.—Prices were lower in bleaching powder, brimstone, caustic soda, and soda ash. Markets were also weak in alum, carbolic acid and glycerine.

MISCELLANEOUS. — Hops advanced from 30c to 40c per pound. Malt declined from \$1.65 per bushel to \$15.00. Raw leaf tobacco was up to 32-35c for barn run Burley. In pulp, ground wood advanced, but sulphite pulp declined. Manila rope and raw rubber declined.

Prices in Other Countries

In the United Kingdom, the level of retail food prices was slightly higher owing to advances in potatoes and milk. In wholesale prices the index number of

the *Economist* at the end of December showed a considerable decrease for the first time since the war began. At the end of January the index number had decreased again to the lowest level since February, 1918, cereals and meats, textiles, and the miscellaneous groups being lower, while minerals were higher and other foods unchanged.

In the United States, the wholesale prices index numbers of Bradstreet and Dun were lower, food prices showing some decline as well as raw materials. The food index number of the *Annalist* and of Gibson, however, averaged higher for January than for December. Dun's Review, February 1, commented as follows on the prices movement:

"... That buyers are confident of further downward revisions from the extreme prices is plainly indicated by their general policy of purchasing only that which is immediately required, and leading industries have changed from a state of unexampled activity and prosperity to one of increasing unemployment of machinery and labour. With production costs remaining at a high level, and conservatism the predominant sentiment, manufacturers are reluctant to accumulate supplies for which demand has appreciably dwindled, and the disposition in retail circles, where weather conditions have militated against a full movement of seasonal merchandise, is to reduce burdensome stocks through special offerings. The present tendency, in sharp contrast to that of the war period, is for the seller to seek the buyer, and consumers are now benefiting somewhat from price concessions in foodstuffs and other commodities. For the tenth consecutive week, declines have outnumbered advances in Dun's list of wholesale quotations, and, with competition for business growing keener, there are expectations that the price reaction may become more pronounced and widespread."

In France, the index number of wholesale prices of the General Statistical Office for the third quarter of 1918 was 401.8 as compared with 284.4 in the second quarter, 315.2 for the third quarter of 1917, and 115.6 in 1913. The retail food prices index number for Paris in July showed a fall of 5.8 per cent from April, but was 106 per cent higher than for July, 1914.

In South Africa, the Cost of Living Commission showed the cost of living for a family in Cape Town in August was no higher than in July, but 44 per cent higher than before the war if rent were not included, but only 36 per cent if rent were included.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	CANADA 29 foods 60 cities	UNITED KINGDOM 211 foods 20 towns	AUSTRALIA 46 foods & groceries 30 towns	NEW ZEALAND 59 foods 25 towns	AUSTRIA ^b 18 foods Vienna	GERMANY ^b 19 foods Berlin	ITALY 7 foods 40 cities	HOLLAND 29 articles 40 cities	NORWAY 24 articles 20 towns	SWEDEN 21 articles 44 towns	UNITED STATES ^a 17 foods 45 cities
1910....	\$6 95	.....	.....	991	.....	.....	.....	113	.....	.....	93
1914....	7.73	.....	1155	1098	.....	.....	.....	116	.....	.....	102
1917....	11.42	.....	1294	1370	.....	.....	.....	.....	115	.....	146
1914											
Jan....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	104
April....	7.50	.....	1162	.....	.....	.....	96.2	113c	111	.....	97
July....	7.42	100	1164	1070	100	100	94.3	.....	113	100	102
Oct....	7.99	112	1156	1096	104.2	116.4	97.6	121c	115	103	105
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	103
April....	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	99
July....	7.80	1324	1522	1200	178.6	169.6	113.6	148	135	124*	100
Oct....	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	103
1916											
Jan....	8.23	145	1504	1236	.....	188.5	125.1	153	159	130*	107
April....	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	109
July....	8.45	161	1516	1276	.....	217.6	124.6	170	199d	142*	111
Oct....	9.30	168	1544	1289	.....	209.4	124.2	179	206d	152*	121
1917											
Jan....	10.27	187	1453	1359	271.7	.....	136.0	186	.....	160	128
April....	10.77	194	1473	1357	.....	.....	154.6	192	240d	175	145
July....	11.62	204	1470	1357	296.1	.....	.....	212	.....	177	146
Oct....	11.81	202	1506	1392	.....	.....	.....	.....	309d	192	157
1918											
Jan....	12.42	206	1505	1427	.....	.....	180.0	.....	.....	221	160
April....	12.57	206	1528	1464	.....	.....	222.8	.....	.....	247	154
May....	12.66	207	1539	1484	.....	.....	.....	.....	.....	258	158
June....	12.77	208	1541	1485	.....	.....	.....	.....	.....	261	162
July....	13.00	210	.....	1491	.....	.....	.....	.....	.....	268	167
August....	13.41	218	.....	1507	.....	.....	.....	.....	372d	284	171
Sept....	13.31	216	1489	1509	.....	.....	.....	.....	.....	310	178
Oct....	13.54	229	1521	.....	.....	.....	.....	.....	.....	.....	.....
Nov....	13.49	233	.....	.....	.....	.....	.....	.....	.....	.....	.....
Dec....	13.65	229	.....	.....	.....	.....	.....	.....	.....	.....	.....
1919											
Jan....	13.78	230	.....	.....	.....	.....	.....	.....	.....	.....	.....

^a January-March, 1914. ^b British Labour Gazette. ^c January July, '13; August-December, 121.

d. Basis changed; calculate to previous basis. *Quarter beginning that month.

Wholesale Prices.

	CANADA	UNITED KINGDOM	UNITED STATES				AUSTRALIA			
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales	Common- wealth
	172	44	45	204	255	96	200	225		92 92
1890....	110.3	102.2	72	.....	109.252	.....	91.56a	43.4	.....	1053
1895....	95.6	87.6	62	.....	94.604	6.4346	81.51	42.0	.....	760
1900....	108.2	110.5	75	.....	99.388	7.8889	91.41	44.2	1000c	894
1905....	113.8	103.2	72	.....	110.652	8.0987	98.31	47.3	.....	910
1910....	124.2	113.2	78	.....	137.172	8.9881	119.17	59.3	1205	1003
1914....	136.1	120.8	86	90	146.069	8.9035	119.71	60.8	1303	1140
1917....	237.0	210.6	174	175	261.796	15.6381	204.12	110.8	.....	1662
1914										
Jan....	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	1085
April....	136.7	117.5	82.3	98	141.120	8.7562	119.791	57.7	1389	1118
July....	134.6	116.6	82.4	99	144.879	8.6566	119.708	58.9	1378	1185
Oct....	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1303	1229
1916										
Jan....	138.9	136.5	96.4	98	149.80	9.1431	124.168	64.7	1382	1162 1387*
April....	146.4	151.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362 1660*
July....	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1673	1640 1822*
Oct....	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494 1544*
1918										
Jan....	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300 1502*
April....	179.1	190.5	134.2	116	164.61	11.7550	145.690	71.3	1878	1297 1498*
July....	178.8	191.1	130.5	119	180.71	11.5294	145.142	71.9	1838	1331 1505*
Oct....	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1350 1514*
1917										
Jan....	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330 1525*
April....	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361 1587*
July....	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483 1715*
Oct....	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	2014	1550 1804*
1919										
Jan....	258.1	262.9	186.2	185	278.696	17.9366	222.175	118.9	2201	1635 1877*
April....	269.4	270.0	189.8	191	291.404	18.4656	230.313	130.5	2114	.....
May....	275.8	273.4	191.1	191	288.030	18.9133	226.665	125.7	2246	.....
June....	280.6	277.5	192.3	193	281.758	19.0091	224.843	122.7	2226	.....
July....	284.0	278.5	193.1	198	285.744	19.1849	232.575	123.3	2185	.....
Aug....	284.3	284.9	195.9	202	287.376	19.1162	232.058	122.2	.....	.....
Sept....	285.3	283.5	197.1	207†	294.276	19.0485	232.882	123.2	.....	.....
Oct....	289.6	282.6	197.8	.....	284.213	19.0167	233.227	119.0	.....	.....
Nov....	290.9	282.6	195.3	.....	288.625	18.9110	230.529	118.8	.....	.....
Dec....	288.8	277.0	196.0	.....	291.220	19.0376	.....	.....	.....	.....
1919										
Jan....	286.5	265.9	.....	.....	299.142	18.5573	220.720	119.7	.....	.....

^a July of each year. ^b Foods. ^c 1901-1900— ^d Quarter beginning that month. ^e Preliminary

WORKMEN'S COMPENSATION—ACCIDENTS—SAFETY

WORKMEN'S COMPENSATION IN ONTARIO DURING 1918

THE information in the present article, relating to workmen's compensation in Ontario during 1918, was supplied to the Department by the Ontario Workmen's Compensation Board in advance of their annual report.

The number of accidents and the amount of compensation awarded during 1918, which was the fourth year of operation of the Workmen's Compensation Act, considerably exceeded the figures for the previous year. During 1918 there were reported 47,848 accidents as compared with 36,514 in 1917. The amount of compensation awarded in the past year was \$3,514,648.47; and in the previous year the amount was \$2,913,085.81. The highest number of accidents reported during any month in the year was in August—the number for that month being 5,021. Of the total of 47,848 accidents in 1918, 440 were fatal as compared with 454 during 1917. There was an exceptionally large number of railway accidents during the early part of the year, which was attributed to the very severe weather.

The increase in the amount of compensation awarded is due to the increased wages, the general principle of the Act being that the workman receives 55 per cent of the lost wages. The amount of compensation awarded in Ontario compared very favourably with corresponding awards in the neighbouring States as the following figures show: The highest award of compensation made by the Ontario Board during the

year amounted to \$13,428.71, consisting of bi-weekly payments and pension for life. Under the law of New York, the largest award in a similar case would be \$3,500; in Ohio, \$3,750; and in Michigan, \$3,000; under the law of Québec no compensation would have been awarded in this particular case because the salary exceeded \$1,000 per year.

The comparison of benefits received by workmen in various localities shows that where Ontario workmen receive \$100 benefit, workmen in Michigan receive \$55.38; in Ohio, \$102.50; in New York, \$101.70; in Pennsylvania, \$55.91; in Minnesota, \$71.88; in Illinois, \$79.34; in Indiana, \$72.42; and in Wisconsin, \$89.99.

The amount paid for medical aid in Schedule 1 industries during 1918 was \$369,346.37, being about 14 per cent of the amount awarded for compensation in these industries.

The cost of the Act to employers for 1917 averaged less than 98 cents per \$100 of pay-roll. The rates fixed when the Act was first going into effect averaged \$1.64. The average rate for 1918 cannot yet be ascertained as adjustments remain to be made, but by reason of there being a full year's medical aid to take care of as against only a half year's medical aid in 1917, there will be some increase over the 1917 rate. Calculations made show the comparison of Ontario with adjoining States to be as follows: where Ontario employers pay \$1.00 per \$100 of pay-roll, Michigan employers pay \$1.22; Ohio, \$1.19; New York, \$3.66; Pennsylvania, \$1.06; Illinois, \$2.36; Indiana, \$1.85; Minnesota, \$1.94; and Wisconsin, \$3.00.

ANNUAL MEETING OF THE ONTARIO SAFETY LEAGUE

THE Ontario Safety League held its annual meeting at Toronto on February 3, and a large attendance was reported. The fifth annual report, which was presented, showed satisfactory progress in spite of the difficulties in raising money during war time. The general manager announced that nearly \$10,000 had been expended during the past year, all the financial obligations of the league had been met, and there was a balance of \$150 in hand. It was proposed to spend \$20,000 during the present year, most of it, as formerly, on educational work. The safety literature distributed during 1918 comprised 15,000 cards to drivers of vehicles, 110,000 cards to motorists, 100,000 letters to parents, 82,000 school bulletins, 95,000 industrial bulletins, 29,000 health bulletins, 20,000 special bulletins, 22,000 electric railway bulletins, 540,000 gummed seals, 2,500 large cards in street cars, and 12,000 form letters.

The training of children to avoid accidents was carried on in various ways in the schools. The bulletins were written with a view not to make the children afraid of being hurt, but to teach them caution. At the request of the Ontario Motor League, the annual prize competition was again conducted, for which the Motor League donated \$50. The subject of the prize essay was "How to Avoid Motor Accidents," and pupils of the schools of Toronto, Hamilton, London and Ottawa were competitors. Good results were obtained by showing in the schools the motion picture film, "The Cost of Carelessness," and satisfactory results were also ob-

tained from the Safety Patrol work which had been continued in certain schools. The Toronto Board of Education has printed safety slogans on over one million note books, exercise books, etc., which were used daily by the pupils.

The industrial bulletin service has been enlarged year by year. These bulletins are being sent to paid subscribers in 41 localities and they are seen each week by hundreds of thousands of workers. The gummed seals on which were the words, "Be Careful, Avoid Accidents," were used by hundreds of firms on their outgoing mail.

The following officers were elected for the ensuing year: Honorary president, Sir John Hendrie, Lieutenant-Governor; president, Mayor T. L. Church, Toronto; vice-presidents, A. B. Ingram, vice-chairman Ontario Railway Board; S. Price, chairman Workmen's Compensation Board; Sir John Eaton, and Mayor C. G. Booker, Hamilton. A strong committee was also appointed to provide for the creation of a permanent museum of safety devices in Toronto, and others were appointed to revise the League's constitution as required by the growth of its work. The interest taken in the League was shown in the election to the executive committee of representatives from nearly all sections of Ontario. Mr. J. F. H. Wise continues as League organizer and convenor, and Mr. R. B. Morley as general manager and secretary-treasurer.

After the adoption of reports and the election of officers an address was given by Mr. T. Moore, president of the Trades

and Labour Congress of Canada, on "Labour's Interest in Safety." The speaker declared that the League's propaganda was in complete harmony with the goal of labour as to the conservation of the human factor in industry. Labour has had this object in view in working to secure the Compensation Act, which was designed not so much for the collection of monies in compensation for injuries, but as a means to impress upon employers and the community the necessity and economy of securing the safety of workers at their several employments. He strongly advocated the conservation of child life by prohibiting not only the employment of child labour in domestic industries but also the importation of the products of child labour from foreign countries. He condemned the Taylor system of specialization and advocated in its place the extension of technical training. The compulsory use of the sprinkler system to prevent fire wastage, the energetic enforcement of the Scaffolding Act, the prohibition of lead or sandbag counterweights in the theatres, and the elimination by law of running boards on street cars were mentioned as special points in the labour programme that were strictly in accord with the programme of the League. He condemned the extremists among both employers and workers, stating that neither were truly representative of their class, and declared that labour would be glad to co-operate with employers in all matters for mutual benefit. Brief addresses were also given by Mr. Thos. Findlay, general manager of the Massey-Harris Company, Dr. James L. Hughes and Brigadier-General Gunn.

Appended to the annual report is a preliminary report of the Canadian National Safety League, which was incorporated by Dominion charter on November 25th, 1918. The objects of the

national organization as set forth in the charter are as follows: "To safeguard and protect the public, especially children, from the dangers of automobiles, railroads, street railways, and all other forms of vehicular traffic on the public highways in the Dominion of Canada; to educate the public through schools, churches, literature and all channels of publicity upon all matters pertinent to public safety; to minimize the injury and killing of persons employed in stores, factories, workshops, and all departments of industrial and mercantile activity, by instilling into the minds of employer and employee the full meaning of 'Safety Always'; to co-operate so far as lies in the power of the League, in preventing the useless destruction of life and property by fire; to advocate and secure possible remedies and preventatives, and to assist in the enactment and the enforcement of ordinances requisite to carry out the foregoing by means of (a) bulletins, education, or any other method of propaganda that may from time to time be considered advisable, (b) to be the clearing house of all information, bulletin service, safety film and all literature bearing on accident prevention work, issued under arrangements to the various Provincial Leagues."

The national organization is not designed to supercede provincial leagues, but to spread safety propaganda throughout the Dominion until each province has its own league, when it is expected that such provincial organizations will become members of the national league. It is proposed to hold the first annual congress of the League in Toronto early in April. The head offices of both the Canadian National Safety League and the Ontario Safety League are in the Royal Bank Building, Toronto.

THIRD NEW YORK STATE INDUSTRIAL SAFETY CONGRESS

THE greater part of the December *Bulletin* published by the New York State Industrial Commission is given over to a report of the proceedings of the third New York Industry Safety Congress, held at Syracuse, during December 2-5 last. There were in attendance 1,200 representatives of safety organizations, trade unions and manufacturing interests. The United States Secretary of Labour was also represented.

Under the general topic of Women in Industry, an illustrated lecture on "Sanitary Devices for the Removal of Dust, Fumes and Gases" was delivered by John Vogt, Chief of the Industrial Commission's division of Hygiene. A paper on safety of women in industry contained the statement that, according to recent accident reports, from 20 to 50 per cent more accidents occurred among women workers than among men. A session of the Congress was devoted to Industrial Good Housekeeping, upon which subject the following papers were read: "What, When and How to Inspect," by John J. Heelan, of the Aetna Insurance Company, Hartford, Conn.; "Maintenance and Repair—their Relation to Safety," by Chester C. Rausch, of the American Museum of Safety. In connection with safety practices, the following three papers were discussed: "The Hazard of Defective Machine Tools," by the chief engineer of the Norton Grinding Company, Worcester, Minn.; "Head and Eye Protection," by William D. Newell, chief safety engineer of the New York State Insurance Fund; "Machinery Layouts and their

Relation to Safety," by Peter C. Spence, mechanical engineer of the New York State Industrial Commission. Papers were also read on "Infections," their cause and effect, and their cost in time and money.

During the session devoted to Rehabilitation of Maimed Workmen, R. M. Little, director of the American Museum of Safety, gave an effective talk on who should bear the cost of rehabilitating workmen, in which he suggested that the Federal government and the states share co-equally in the expense, and urged the Congress to go on record as endorsing the principle in the Bankhead-Smith bill now before the Congress of the United States. A resolution to this effect was presented and unanimously adopted by the Congress. In support of this resolution, it was stated that the "human repair programme" should not be limited to soldiers but should be extended by State action to the maimed and wounded in industry and made a fixture in educational functions. It was pointed out that, numerically, the crippled industrial worker is a far greater problem than the crippled soldier and that, therefore, the great impetus given to the consideration of the welfare of the men disabled by war should not come to an end with the cessation of hostilities.

During the session devoted to Safety Organizations, the following papers were read: "The Safety Supervisor—By Whom Should He Be Chosen—To Whom Should He Be Responsible—What Authority Should He Have?", by the Assistant Director of the American

Museum of Safety; "The Non-English Speaking Workmen in Shop Safety Organization," by the engineer of the New York and New England Cement and Lime Company; "Shop Safety Organization in a Small Plant," by the Secretary of the John A. Manning Paper Company, Troy, N.Y. These papers were based on the tentative plan for shop safety organizations previously drafted by the Bureau of Statistics and Information of the State Industrial Commission. The full text of this tentative plan is printed in the December issue of the *Bulletin*.

In summing up the impressions gathered during the Congress, an industrial weekly paper states that the large employers of labour appeared to be more concerned about the safety of their employees than were the workers them-

selves. According to this paper, "There was not the representation of employees from the extra hazardous trades that there should have been. To them perhaps there is a disposition to believe that these congresses are not responsive to such requests for safety as may come from them. If they should take a better interest in these annual affairs they will soon learn their mistake. Many union men are slow to believe, and not without reason, as past events are remembered, that employers of labour are not much concerned about the safety and comfort of their workpeople; but a few years have brought great changes in this respect. The Workmen's Compensation Law has opened the eyes of big business to the havoc wrought by the merciless wheels, shafts, belts and gears of industry."

COAL MINE FATALITIES IN THE UNITED KINGDOM AND THE UNITED STATES DURING 1917

A COMPARISON of the figures that are given below with reference to coal mining fatalities during 1917 shows that, in proportion to the numbers engaged, more than twice as many employees were killed in or about coal mines in the United States as in those of the United Kingdom.

The following information with reference to the fatal accidents that occurred at the coal mines of the United Kingdom during 1917 was derived from the official report for that year of the chief inspector of mines.

The total number of persons employed in coal mining in the United Kingdom during 1917 was 1,006,299. Of this number 799,584 worked underground and 206,715 (including 10,946 female workers) above ground.

There were 1,332 separate fatal accidents at the coal mines, causing a loss of 1,370 lives. Expressed in terms of the number of persons employed, the death rate per 1,000 persons employed was: underground, 1.51; above ground,

.75; or both under and above ground, 1.36,* as compared with 1.31 for 1916. The causes of these fatalities were as follows:

	No. killed.	Percent- age.
Underground:		
Explosions of fire damp or coal dust	20	1.5
Falls of ground	724	52.8
Miscellaneous	408	29.8
	1,152	84.1
Shaft	62	4.5
Surface	156	11.4
Total	1,370	100

The death rate per million tons of coal was given as 5.27.

*If metalliferous mines and quarries are included, the death rate per 1,000 persons employed becomes 1.34. The total number of persons employed during 1917 in coal and metalliferous mines and quarries was 1,075,471, while the total number of fatalities was 1,451.

There were 241 prosecutions and 190 convictions of mine owners, agents, managers, etc., and 1,099 prosecutions and 1,030 convictions of under-officials and workmen for such offenses as interfering with ventilation; contravention of provisions about safety lamps, matches and smoking, explosives, timbering; travelling on haulage roads or travelling or working on roads or working places not made secure, etc. The average amount of the fines in the case of owners and managers was about 70 shillings, and in the case of workers about 30 shillings. Four of the worker-offenders were imprisoned.

In reference to accident prevention, the report points out that, though the authorities have for many years given this question considerable attention through statutory regulations and administrative action, the yearly roll of accidents is still a large one. It is evident, therefore, that accidents cannot be prevented by statutory regulations or administrative action alone; accidents due to carelessness, neglect and want of thought continue to be of daily occurrence. In dealing with the necessity for "safety" campaigns, the report speaks very highly of a book issued by the United States Bureau of Mines, entitled "Organizing and Conducting Safety Work in Mines" (Technical paper 103), by H. M. Wilson and James R. Fleming. Several important and useful suggestions are also made in the report, the adoption of which, it is stated, would reduce the number of preventable accidents which now occur. These are: (1) the provision of a large model of the workings at the surface of each mine, which a miner could inspect at his leisure; (2) that the inspections by firemen should be at frequent intervals and should not be made on a routine plan. The liability of a visit by a fireman at any time, and not a particular time, as is the case when a routine plan is followed, would prove beneficial and result, if the system were rigidly enforced, in a saving of both fatal and non-fatal accidents; (3) the prohibition of glass bot-

tles being taken underground unless protected by suitable metal cases in order to prevent injuries caused by broken glass when men are travelling on hands and knees; and (4) when any oiling of machinery is being done the throttle valve of the engine should be secured in the "off" position by a padlock, of which the person who is oiling the machinery should have the key.

According to the 1917 report of the United States Bureau of Mines, there was an increase of 21 per cent in the coal-mining fatalities of that year as compared with 1916. This was attributed to the abnormal conditions under which the mines were operating due to the war.

It was not possible to give accurately the number of men employed during 1917, but it was estimated to be little more than during 1916, namely, 720,971.

There were 2,696 fatalities reported to the bureau during the year. Expressed in terms of the approximate number of persons employed, the death rate from accidents per 1,000 persons was 3.73 for 1917, as compared with 3.09* for 1916. The causes of these fatalities were as follows:

	No. killed.	Percent- age.
Underground:		
Falls of roof or face	1,147	42.5
Mine cars and locomotives..	482	17.9
Gas and dust explosions ...	199	7.4
Explosives	111	4.1
Electricity	79	2.9
Miscellaneous	361	13.4
	2,379	88.2
Shaft	52	2.0
Surface:		
Machinery	51	1.9
Miscellaneous	214	7.9
Total.....	2,696	100

In nine of the principal disasters 262 men were killed.

*For 1916 figures in the Pennsylvania coal mines see LABOUR GAZETTE, January, 1919, p. 87.

SAFETY WORK TO BE UNIFIED THROUGHOUT THE UNITED STATES

ACCORDING to a statement received from the educational division of the United States Department of Labour, arrangements have been made whereby the Bureau of Standards of the Department of Commerce and the Working Conditions Service of the Department of Labour in collaboration will make close investigations into all industries, in order to establish a series of industrial safety codes for the protection of workmen from injury, and to unify safety work throughout the country. It is suggested that it may require two years or more to complete the series of investigations that are to be made. The statement is, in part, as follows:

At present there is little uniformity in the safety codes of the various states, although working conditions for the same industry may be practically identical in all parts of the country. Manufacturers are greatly hampered by the lack of uniformity, and will be benefited no less than the workmen by a unification of safety codes.

A tentative list of codes to be formulated shows no less than 55 lines of work that must be covered. The aim is to include every trade and occupation, in order that everything possible may be done to prevent injury to employees and economic loss to the nation through industrial accidents.

Some of the subjects to be considered, according to the tentative plan, have many subdivisions. Plant arrangement, for example, calls for consideration of methods of routing material and product, the design of buildings and layout of a plant, exit and entrance gates to

yards, railways and walkways, roadways, material piles, clearances and illumination. There is also the matter of fire hazards to be dealt with, and this will necessitate consideration of fire fighting equipment, water mains and hydrants, spacing between buildings, and material as related to occupancy of buildings.

A second safety code will deal with construction work, including demolition work, excavation and trenches, retaining walls, construction, frame, masonry, concrete and steel, scaffolds, ladders, stairways and runways.

Perhaps the suggestions made for a study of elevator safety codes illustrate best for the general public the care that will be taken in the investigation and formulation of a code. Passenger and freight elevators will be studied, and among the appurtenances to which special attention will be given are shaftways and hatchways, shaftway equipment, cables, counterweights, guide rails and bumpers, landings, landing doors and gates, cars, machinery, safety devices, control and signals, and escalators.

Through this work on safety engineering, and through stimulation of state organizations to co-operate, the Working Conditions Service hopes to reduce industrial accidents to a minimum.

Codes already drawn up by states and private institutions will be examined and compared, and the best features of all will be incorporated with the results of the original investigations undertaken by the Service.

The Bureau of Standards will take the

initiative in the comparison and formulation of the codes, and the Working Conditions Service will exert its influence in gaining the co-operation of

other organizations and in securing the adoption of codes agreed upon. The closest co-operation will be maintained by the two bureaus.

FATAL INDUSTRIAL ACCIDENTS DURING THE LAST QUARTER OF 1918

DURING the last quarter of 1918 the Department received reports of 282 fatal accidents (97 of which occurred in October, 84 in November, and 101 in December), as compared with 266 during the previous quarter. During the corresponding quarter of 1917, there

were 172 fatal accidents reported, 73 of which occurred in October, 58 in November, and 41 in December. The Department is unable to secure reports and information in regard to all fatal industrial accidents that may occur, but reports are received from all sources available.

TABLE OF FATAL INDUSTRIAL ACCIDENTS OCCURRING DURING OCTOBER, NOVEMBER AND DECEMBER, 1918.

Trade or Industry	Locality	Date	Cause of fatality
AGRICULTURE—			
Farmer.....	Breslau, Ont.....	Oct. 17	Fell from silo.
Farmer.....	Woodland Centre, N.B....	" 21	Run over by tractor.
Farmer.....	Salteoats, Sask.....	Nov. 1	Run over by tractor.
Farmer.....	Stevensville, Ont.....	" 12	Skull crushed.
Farmer.....	Douro, Ont.....	" 21	Caught in machinery.
Farmer.....	Portneuf, Ont.....	Dec. 7	Struck by tree.
Farmer.....	St. John, N.B.....	" 2	Struck by edger belt.
LUMBERING—			
Log cutter.....	Brule Lake, Ont.....	Oct. 14	Struck by tree.
Marked with lumber company.....	Ottawa, Ont.....	" 10	Crushed by derrick.
Logger.....	Duncan, B. C.....	" 23	Unknown.
Logger.....	Ladysmith, B. C.....	" 16	Crushed by tree.
Logger.....	Finlayson Arm, B. C.....	" 18	Struck by large timber.
Workman with lumber company.....	Kearney, Ont.....	" 8	Struck by log.
Workman with lumber company.....	St. Thomas, Ont.....	" 22	Caught in belt.
Employee of mill.....	Campbellton, N. B.....	" 30	Caught in machinery.
Labourer.....	Pakesley, Ont.....	" 25	Crushed under logs.
Labourer.....	Namu, B.C.....	" 27	Fall.
Labourer.....	Mackenzie, B.C.....	" 14	Struck by log.
Labourer.....	Shawinigan Lake, B. C.....	" 14	Struck by timber.
Labourer.....	Vancouver, B.C.....	" 2	Struck by timber.
Labourer.....	McNab's Creek, B. C.....	" 2	Killed while blasting.
Employee of mill.....	Bathurst, N. B.....	Nov 27	Fall.
Labourer in lumber camp.....	Lauzon, Que.....	Dec. .	Fell from scaffold.
Employee of lumber company.....	Lauzon, Que.....	" 9	Fall.
Employee of lumber company.....	St. Thiribe, Que.....	" 12	Crushed by logs.
Labourer.....	Ramourska, Que.....	" 9	Struck by falling tree.
Logger.....	Port Coquitlan, B.C.....	" 6	Struck by log.
Teamster.....	Hull, Que.....	" 16	Crushed.
Cook.....	Port Colborne, Ont.....	" 7	Scalded.
Labourer.....	Devon, N. S.....	" 23	Struck by tree.
Lumberman.....	Big River, Sask.....	" 21	Struck by tree.
Labourer.....	Mission City, B. C.....	" 20	Struck by tree.
MINES, SMELTERS AND QUARRIES—			
Labourer on coal dock.....	Fort William, Ont.....	Oct. 21	Crushed between cars.
Labourer with quarry company.....	St. David's, Ont.....	" 18	Struck by stone.
Brusher.....	Cumberland, B. C.....	" 22	Fall of rock.
Brakeman with mining company.....	Coppercliff, Ont.....	" 25	Buried under slag.
Dumper with mining company.....	Coppercliff, Ont.....	" 25	Buried under slag.
Blockholder with mining company.....	Crean Hill, Ont.....	" 31	Explosion.
Miner.....	Jasper Park, Alta.....	" 30	Fall of coal.
Miner.....	Surf Inlet, B. C.....	" 14	Crushed by rock.

TABLE OF FATAL INDUSTRIAL ACCIDENTS OCCURRING DURING OCTOBER, NOVEMBER AND DECEMBER, 1918—Continued.

Trade or Industry	Locality	Date	Cause of fatality
MINES, SMELTERS AND QUARRIES—Con.			
Employee of brick yard.....	Parkhill, Ont.....	Nov. 1	Caught in machinery.
Employee of quarry company.....	Greensville, Ont.....	" 6	Struck by block.
Labourers with mining company (3)	Coniston, Ont.....	" 16	Burned.
Baleman with mining company.....	Coniston, Ont.....	" 16	Burned.
Pumpman.....	Joggins Mine, N. S.....	" 27	Not known.
Miner.....	Elk Lake, Ont.....	" 13	Drowned.
Miner.....	Thetford Mines, Que.....	" 29	Fell down shaft.
Miner.....	Dominion, N. B.....	" 30	Fall of stone.
Miner.....	Lethbridge, Alta.....	" 1	Fall of coal.
Labourers in coke plant.....	Sault Ste. Marie, Ont.....	Dec. 3	Explosion.
Labourer in quarry.....	Quebec, Que.....	" 6	Falling stone.
Pickman.....	Glace Bay, N. S.....	" 3	Crushed.
Car mover.....	Stellarton, N. S.....	" 26	Crushed.
Quarryman.....	Beauport, Que.....	" 7	Caught under landslide.
Helper with blast furnace company..	Midland, Ont.....	" 21	Fell off ladder.
Miner.....	Stellarton, N. S.....	" 17	Struck by coal.
Miner.....	Rossland, B.C.....	" 20	Airblast in one of the stokes.
Miner.....	Cadomin.....	" 21	Asphyxiated.
Miner.....	Asbestos, Que.....	" 24	Crushed under engine.
Miner.....	East Broughton, Que.....	" 31	Fell down shaft.
Miner.....	New Aberdeen, N. S.....	" 20	Fall of stone.
Miner.....	Sherbrooke, Que.....	" 2	Fell down shaft.
Miner.....	Dominion, N. S.....	" 3	Fall of stone.
Miner.....	Thetford Mines, Que.....	" 7	Fell down shaft.
Miner.....	Nanaimo, B. C.....	" 14	Crushed by car.
RAILWAY, CANAL AND HARBOUR CONSTRUCTION—			
Labourer with Railway Commission.	Toronto, Ont.....	Oct. 21	Struck by machine handle.
Labourer on wharf.....	Montreal, Que.....	Nov 20	Run over by locomotive.
Labourer on wharf.....	Halifax, N. S.....	" 22	Run over by car.
Labourer on ship.....	Montreal, Que.....	" 26	Struck by crane.
BUILDING AND CONSTRUCTION—			
Painter.....	Quebec, Que.....	Oct. 2	Fell off scaffold.
Painter.....	London, Ont.....	" 2	Fell off scaffold.
Carpenter.....	Toronto, Ont.....	" 11	Fell off roof.
Carpenter.....	Near Chatham, Ont.....	" 3	Fell off silo.
Carpenter.....	Near Toronto, Ont.....	" 2	Fell off silo.
Carpenter.....	Quebec, Que.....	" 16	Fell from scaffold.
Labourer.....	Montreal, Que.....	" 9	Fell off roof.
Labourer.....	Winnipeg, Man.....	" 10	Struck by derrick.
Labourer.....	Dover Centre, Ont.....	" 2	Fell off scaffold.
Labourer.....	Industrial Island, B.C.....	" 30	Struck by hammer.
Stone mason.....	St. Mary's, Ont.....	" 1	Fell from silo.
Stone cutter.....	Sudbury, Ont.....	" 11	Struck by derrick.
Plasterer.....	Ottawa, Ont.....	Nov 6	Fell from scaffold.
Bricklayer.....	St. John, N. B.....	" 16	Fell from slag.
Carpenter.....	St. John, N. B.....	" 26	Fell into hold of vessel.
Carpenter.....	Fort William, Ont.....	" 23	Fall.
Labourer.....	Deseronto, Ont.....	" 7	Struck by auto.
Labourer.....	Deseronto, Ont.....	" 11	Struck by aeroplane.
Painter.....	Montreal, Que.....	" 28	Fell from platform.
Bridgebuilder.....	Lachine, Que.....	" 30	Struck by locomotive.
Carpenter.....	Dartmouth, N. S.....	Dec. 2	Fall.
Labourer.....	Paris, Ont.....	" 14	Drowned.
Labourer.....	Paris, Ont.....	" 2	Struck by brick.
Labourer.....	Victoria, B.C.....	" 19	Crushed between timbers.
Labourers (2).....	Halifax, N. S.....	" 4	Scaffolding collapsed.
Labourer.....	Ste. Cécile, Que.....	" 20	Fall.
Bricklayer.....	Montreal, Que.....	" 2	Fell from scaffold.
Ironworker.....	Port Arthur, Ont.....	" 12	Fall.
Bridge building.....	Caughnawaga, Que.....	" 21	Drowned.
METALS, MACHINERY AND CONVEYANCES—			
Employee of steel shops.....	Montreal, Que.....	Oct. 8	Struck by derrick.
Employee of steel shops.....	Hamilton, Ont.....	" 11	Struck by cars.
Employee of metal plants.....	Welland, Ont.....	" 8	Struck by crowbar.

TABLE OF FATAL INDUSTRIAL ACCIDENTS OCCURRING DURING OCTOBER, NOVEMBER AND DECEMBER, 1918—Continued.

Trade or Industry	Locality	Date	Cause of fatality
METALS, MACHINERY AND CONVEYANCES—Con.			
Employee of forgings company.....	Toronto, Ont.....	Oct. 22	Struck by heavy object.
Sheet metal worker.....	Kithener, Ont.....	" 22	Fell off beam.
Labourer.....	Bridgeburg, Ont.....	" 31	Struck by machinery.
Boilermaker.....	Halifax, N. S.....	" 25	Fall.
Employee of machinery company.....	Parkhill, Ont.....	" 31	Caught in belt.
Employee of shipbuilding company.....	Montreal, Que.....	Nov 22	Head crushed.
Employee of auto shops.....	Toronto, Ont.....	" 23	Caught in machinery.
Employee of auto shops.....	Ford, Ont.....	" 23	Fell from window.
Longshoreman.....	Halifax, N. S.....	" 26	Fall.
Ironworker with steel company.....	Monastery, N. S.....	" 12	Struck by bar.
Labourer.....	St. Anthony, N. B.....	" 28	Caught in machinery.
Labourer.....	Hopewell, N. B.....	" 30	Struck by belt.
Employee of steel plant.....	Hamilton, Ont.....	Dec. 3	Caught in machinery.
Employees of steel plant (2).....	Sault Ste. Marie, Ont.....	" 2	Explosion.
Employee of steel plant.....	Hamilton, Ont.....	" 19	Crushed by pusher.
Employee of steel works.....	Sydney, N. S.....	" 18	Crushed by crane.
Employee of steel works.....	Sydney, N. S.....	" 11	Brined by boiling metal.
Employee of Shipbuilding Co.....	Trois-Rivières, Que.....	" 20	Electric shock.
Employee of shipyards.....	Toronto, Ont.....	" 30	Fell from scaffold.
Employee of iron company.....	Montreal, Que.....	" 24	Electrocuted.
Rivetter.....	Lauson, Que.....	" 7	Fall to bottom of dock.
Ship labourer.....	Quebec, Que.....	" 24	Fell into hold of vessel.
Labourer.....	Hamilton, Ont.....	" 24	Crushed by iron.
Labourer.....	Victoria, B. C.....	" 19	Fell into hold.
PULP AND PAPER—			
Labourer with paper company.....	Ottawa, Ont.....	Oct. 31	Wood fell on back.
Labourer with pulp company.....	Cochrane, Ont.....	" 22	Drowned.
Labourer with pulp company.....	Sault Ste. Marie, Ont.....	Dec. 20	Struck by shaft.
Labourer with bag company.....	Montreal, Que.....	" 31	Fell.
FOOD, TOBACCO AND LIQUOR—			
Employee of canning company.....	Strathroy, Ont.....	Oct. 11	Crushed.
Driver for dairy company.....	Toronto, Ont.....	" 1	Crushed.
Employees of wine company (2).....	Stamford, Ont.....	" 9	Suffocated.
Owners of wine company (2).....	Stamford, Ont.....	" 9	Suffocated.
Employee of brewery company.....	Montreal, Que.....	" 8	Run over by truck.
Fish handler.....	New Haven, N. S.....	" 14	Drowned.
Employee of rolling mills.....	Montreal, Que.....	Nov 28	Rails fell on him.
Employee of grist mill.....	St. Anthony, N. B.....	" 28	Caught in machinery.
Employee of fruit company.....	Edmonton, Alta.....	Dec. 6	Crushed by elevator.
Employee of Farmers' Dairy.....	Toronto, Ont.....	" 10	Blood poisoning.
Teamster on milk wagon.....	Montreal, Que.....	" 23	Struck by car.
CHEMICALS AND EXPLOSIVES—			
Manager of gas plant.....	London, Ont.....	Oct. 5	Explosion.
Employee of munition plant.....	Ashbridge Bay, Ont.....	" 22	Fractured skull.
Employee of oil company.....	Longue Point, Que.....	" 2	Collision.
Employee of power company.....	Montreal, Que.....	Nov 22	Caught in machinery.
Lineman with power company.....	Niagara Falls, Ont.....	" 19	Electrocuted.
Engineer with power company.....	Oshawa, Ont.....	" 4	Electrocuted.
Employee of shell works.....	Paris, Ont.....	" 23	Electrocuted.
Millwright with munition company.....	Toronto, Ont.....	" 23	Caught in machinery.
Electrical worker.....	Montreal, Que.....	" 6	Electrocuted.
Employees of Electro Products Co (4).....	Shawinigan Falls, Que.....	Dec. 7	Explosion.
Employees of Power Commission.....	Niagara Falls, Ont.....	" 16	Struck by car.
STEAM RAILWAY SERVICE—			
Engineer.....	Toronto, Ont.....	Oct. 6	Struck by engine.
Engineer.....	Gateside, Man.....	" 12	Crushed by engine.
Engineer.....	Lambton, Ont.....	" 5	Crushed under engine.
Fireman.....	Outlook, Alta.....	" 1	Burned.
Fireman.....	Bonarlaw, Ont.....	" 12	Collision.
Brakeman.....	Chapleau, Ont.....	" 29	Run over by train.
Brakeman.....	Prince Albert, Sask.....	" 10	Crushed.
Brakeman.....	Shuswap, B. C.....	" 24	Fell from train.
Brakeman.....	Bonarlaw, Ont.....	" 12	Collision.
Brakeman.....	Ramsay, Ont.....	" 27	Struck by train.

TABLE OF FATAL INDUSTRIAL ACCIDENTS OCCURRING DURING OCTOBER, NOVEMBER AND DECEMBER, 1918—*Concluded.*

Trade or Industry	Locality	Date	Cause of fatality
STEAM RAILWAY SERVICE—<i>Con.</i>			
Sectionman.....	Windsor, Ont.....	Oct. 15	Struck by train.
Sectionman.....	Malvern, Ont.....	" 8	Struck by car.
Trackmaster.....	Sydney, N. S.....	" 1	Run over by train.
Employee.....	Guelph, Ont.....	" 14	Fall.
Employee.....	On Hamilton and Dundas Railway.....	" 15	Thrown from construction car.
Employee.....	Rosser, Man.....	" 23	Run over by train.
Employee.....	North Bay, Ont.....	" 19	Extra exertion.
Employee.....	Fort William, Ont.....	" 21	Crushed between cars.
Employee.....	Hawkespur, Sask.....	" 18	Crushed between car and platform.
Yardman.....	Toronto, Ont.....	" 25	Crushed between cars.
Motorman.....	Montreal, Que.....	" 31	Collision.
Hostler.....	Regina, Sask.....	" 26	Electric shock.
Labourer.....	Vancouver, B.C.....	" 24	Struck by runaway car.
Labourer.....	Revelstoke, B.C.....	" 24	Fell between cars.
Engineer.....	Port Arthur, Ont.....	Nov 21	Struck by train.
Brakeman.....	West Toronto, Ont.....	" 6	Run over by train.
Brakeman.....	O'Brien, Que.....	" 19	Crushed between cars.
Brakeman.....	Hamilton, Ont.....	" 7	Fell off caboose.
Conductor.....	Victoria, B. C.....	" 7	Caught between engine and car.
Conductor.....	Peterborough, Ont.....	" 26	Run over by train.
Conductor.....	Bridgeburg, Ont.....	" 7	Killed by train.
Conductor.....	Fraserville, Ont.....	" 26	Fell between cars.
Sectionman.....	Islington, Ont.....	" 2	Struck by train.
Sectionmen (2).....	Toronto, Ont.....	" 4	Struck by train.
Sectionmen (2).....	Port Arthur, Ont.....	" 21	Struck by train.
Sectionman.....	M. Dubuc, Sask.....	" 16	Struck by train.
Labourers (3).....	Shero, B. C.....	" 18	Landslide.
Labourer.....	Montreal, Que.....	" 19	Fell down elevator shaft.
Labourer.....	Lambton, Ont.....	" 2	Struck by train.
Yard helper.....	Pt. St. Charles, Que.....	" 6	Crushed between cars.
Trainmen.....	Glen Tay, Ont.....	" 17	Crushed between cars.
Teamster.....	Winnipeg, Man.....	" 20	Crushed by motor struck.
Engine coupler.....	Montreal, Que.....	" 30	Crushed by locomotive.
Shopman.....	Sarnia, Ont.....	" 28	Crushed under cars.
Operator.....	Ottawa, Ont.....	" 30	Gassed.
Brakeman.....	Dumfries, Ont.....	Dec. 8	Struck by train.
Brakeman.....	Saint-Tite, Que.....	" 13	Crushed by cars.
Brakeman.....	Medicine Hat, Alta.....	" 22	Struck by train.
Brakeman.....	Grand Falls, N. B.....	" 18	Struck by train.
Conductor.....	Smithfield, Ont.....	" 7	Struck by train.
Sectionman.....	Indian Head, Sask.....	" 22	Struck by train.
Sectionman.....	Morse, Sask.....	" 23	Struck by train.
Employee.....	MacTier, Ont.....	" 2	Struck by train.
Employee.....	Megantic, Que.....	" 1	Collision.
Employee.....	Havelock, Ont.....	" 15	Run over by locomotive.
Employee.....	Toronto, Ont.....	" 31	Crushed under car.
Employees (2).....	Middleton, Ont.....	" 21	Collision.
Yard foreman.....	Montreal, Que.....	" 3	Caught between cars.
Fireman.....	Niagara Falls, Ont.....	" 2	Struck by train.
Fireman.....	Kipp, Alta.....	" 9	Run over by train.
Fireman.....	Indian Head, Sask.....	" 18	Crushed by train.
Trainmen (3).....	Scotstown, Que.....	" 2	Collision.
Trainman.....	Belleville, Ont.....	" 9	Run over by train.
Trainman.....	Welland, Ont.....	" 9	Run over by train.
Trainman.....	Sleeman, Ont.....	" 7	Engine blew up.
Switchman.....	Calgary, Alta.....	" 23	Run over by train.
Switchman.....	Vaudreuil, Que.....	" 31	Struck by train.
Carman.....	Hamilton, Ont.....	" 19	Crushed by car.
Car repairer.....	Aberdeen.....	" 19	Crushed.
ELECTRIC RAILWAY SERVICE—			
Labourer.....	Toronto, Ont.....	Oct. 25	Crushed by engine.
Labourer.....	Vancouver, B. C.....	Dec. 4	Struck by auto.
Labourer.....	Winnipeg, Man.....	" 5	Run over.

TABLE OF FATAL INDUSTRIAL ACCIDENTS OCCURRING DURING OCTOBER, NOVEMBER AND DECEMBER, 1919—Continued.

Trade or Industry	Locality	Date	Cause of fatality
MISCELLANEOUS TRANSPORT—			
Lockout on steamship.....	Fort William, Ont.....	Oct. 12	Drowned.
Barge sailor.....	Crane Island, Que.....	" 15	Drowned.
Mate with steamship company....	Whitefish, Ont.....	" 17	Fell into hold.
Deckhand.....	Fort Erie, Ont.....	" 31	Struck by machinery.
Mate with steamship company....	Vancouver Island, B. C....	Nov 24	Fell overboard.
Labourer on ship.....	Montreal, Que.....	" 4	Not known.
Labourer.....	Port Alice, B.C.....	" 15	Struck by timber.
Fireman.....	On Lake Erie.....	Dec.16	Scalded.
Sailor.....	Quebec, Que.....	" 1	Struck by derrick.
Labourer.....	Quebec, Que.....	" 24	Fell into hold of vessel.
PUBLIC UTILITIES—			
Foreman with power company....	Stamford, Ont.....	Oct. 9	Electrocuted.
Sectionman with power company...	Hamilton, Ont.....	" 15	Thrown off car.
Labourer.....	North Vancouver, B. C....	" 20	Drowned.
Electrician.....	Niagara Falls, Ont.....	Nov.19	Electrocuted.
Watchman.....	Windsor, Ont.....	" 30	Struck by engine.
Employee of storage building.....	Edmonton, Alta.....	Dec. 3	Caught by elevator.
Lineman.....	Halifax, N. S.....	" 4	Thrown from wagon.
MISCELLANEOUS—			
Window cleaner.....	Kitchener, Ont.....	Oct. 22	Fell.
Employee of ice company.....	Toronto, Ont.....	" 25	Fell down ice chute.
Engineer with ice company.....	Toronto, Ont.....	" 24	Caught by saw.
Labourer.....	Leamington, Ont.....	" 23	Struck by corn cutter.
Apprentice jeweller.....	Calgary, Alta.....	" 26	Died of shock.
Labourer.....	New Aberdeen, N. S.....	" 2	Jammed between auto and wall.
Teamster.....	Toronto, Ont.....	" 29	Thrown from wagon.
Messenger.....	Winnipeg, Man.....	Nov. 16	Crushed by elevator.
Employee of flax company.....	Ailsa Craig, Ont.....	" 5	Caught in machinery.
Employee of wood firm.....	St. Thomas, Ont.....	" 22	Caught in machinery.
Chauffeur.....	Levis, Que.....	" 16	Burned.
Window cleaner.....	Windsor, Ont.....	" 23	Fell from window.
Window cleaner.....	Halifax, N. S.....	" 23	Fell from window.
Elevator employee.....	Winnipeg, Man.....	" 7	Fell down shaft.
Elevator employee.....	Baldur, Man.....	" 11	Caught in machinery.
Labourer.....	Stamford, Ont.....	" 13	Fell off ladder.
Employee with printing company...	Winnipeg, Man.....	" 16	Fell down elevator shaft.
Employee of can. company.....	Montreal, Que.....	" 6	Electric shock.
Forelady with printing company...	Toronto, Ont.....	" 12	Fall.
Teamster.....	Vancouver, B. C.....	" 11	Broken back.
Toolmaker.....	Montreal, Que.....	Dec 18	Struck by crane.
Driver.....	Sherbrooke, Que.....	" 20	Crushed by wood.
Labourer in store.....	Hamilton, Ont.....	" 18	Caught by elevator.
Labourer with can company.....	Hamilton, Ont.....	" 3	Caught under scrap bucket.
Employee with rubber company....	Montreal, Que.....	" 31	Fall.
Printer.....	Regina, Sask.....	" 19	Crushed by elevator.

MIGRATION AND SETTLEMENT

MIGRATION

OWING to the materially reduced steamship accommodation there are many Chinese now in China who are legally entitled to return to Canada but who are unable to secure transportation. In view of this situation, an order-in-council (P.C. 437) has recently been passed to the effect that all Chinese who may have registered out between November 15, 1917, and November, 1918, may delay their return to Canada without in any way affecting their right to free re-entry until six months after a proclamation has been published that a state of war no longer exists.

British and Foreign Immigration

The following statement supplied by the Department of Immigration and Colonization gives the total immigration to Canada during the last ten years beginning with the fiscal year 1908-1909, which ended March 31, 1909:

Year ending March 31	British	From the U.S.A.	Other countries	Totals
Year 1908-9...	120,182	58,312	83,975	262,469
1909-10...	52,901	59,832	34,175	146,908
1910-11...	59,700	103,798	45,206	208,794
1911-12...	123,013	121,451	66,620	311,084
1912-13...	138,121	133,710	82,406	354,237
1913-14...	150,542	139,009	112,881	402,432
1914-15...	142,622	107,530	134,726	384,878
1915-16...	43,276	59,779	41,734	144,789
1916-17...	8,664	36,937	2,936	48,537
1917-18...	8,282	61,389	5,703	75,374
1918-19...	3,178	71,314	4,582	79,074
9 months of year 1918-19	3,492	29,521	4,777	37,790

During the above period 18 per cent British, 27 per cent American, and 29 per cent of immigrants from other countries made entry for homesteads in Western Canada. These figures do not account for the large number of farmers and farm labourers of the immigrant class who settled in all parts of the Dominion without homesteading.

Migration to and from the United States

The following table for the third quarter of 1918, compiled from information in recent issues of the U. S. Immigration Service Bulletin, gives (1) the number of persons (other than citizens of the United States) who left the United States to take up permanent residence in British North America, and (2) the number of persons (other than citizens of the United States) who departed from B. N. A. to take up permanent residence in the United States. The figures for the corresponding quarter of 1917 are also given for purposes of comparison:

	Immigration (not including U.S. citizens) to B.N.A. from U.S.	Emigration from B.N.A. to U.S. (not including U.S. Citizens)	Balance	
			Inward	Outward
1918				
July.....	1,465	3,077	.....	1,612
August....	931	3,327	.....	2,396
September	1,448	3,993	.....	2,545
3rd quarter, 1918.	3,844	10,397	.....	6,553
3rd quarter, 1917.	7,328	8,002	.....	674

SETTLEMENT

HOMESTEAD ENTRIES.—During the last quarter of 1918 there were 160 homestead entries in Manitoba, 241 in Saskatchewan, 349 in Alberta, and 6 in British Columbia, a total of 756 for the three months, as compared with 1,293 for the third quarter of 1918 and 2,158 for the

corresponding period of 1917. The following statement shows the number and nationality of those who took up homesteads in the various provinces during the last quarter of 1918, with a comparison of the figures for the same period in 1917:

HOMESTEAD ENTRIES BY PROVINCES AND NATIONALITY OF HOMESTEADERS—OCTOBER-DECEMBER, 1918

NATIONALITY	Manitoba			Saskatchewan			Alberta			British Columbia			Total (all Provinces)			For 3 months
	Oct.	Nov.	Dec.	Oct.	Nov.	Dec.	Oct.	Nov.	Dec.	Oct.	Nov.	Dec.	Oct.	Nov.	Dec.	
Canadians from Ontario.....	12	5	2	23	15	17	19	15	12	2			54	37	31	122
" " Quebec.....	4		1	8	4	6	8	4	10				20	8	17	45
" " Nova Scotia.....	2	2		1	3		1	2	2				4	7	2	13
" " New Brunswick.....	1		2	1	1		2		1				4	1	3	8
" " Prince Edward Island.....				1				1	1				1	1	1	3
" " Manitoba.....	11	12	4	2	3	2	2	2	3	1			15	18	9	42
" " Saskatchewan.....	3	1	3	1	1	1	2	2	4				5	6	2	13
" " Alberta.....				1	1		4	2	4	1			5	3	4	13
" " British Columbia.....															1	2
Persons who had previous entry.....	6	8	6	9	10	12	22	15	10	1	1		38	34	28	100
Canadians returned from the United States.....						1								1		1
Americans.....	2	2	1	19	21	13	47	31	23				68	54	37	159
English.....	21	9	10	12	8	5	24	12	12				57	29	27	113
Scotch.....	3	10	2	2	1	1	5	7	3				10	18	6	34
Irish.....		1	1	3	1	1	4	1					7	3	2	12
French.....	1	1	2				1	1					2	1	2	5
Belgians.....				2									2			2
Swiss.....							1						1			1
Roumanians.....						1									1	1
Germans.....									1						1	1
Austro-Hungarians.....	1		1	2		2							3		3	6
Hollanders.....								1						1		1
Danes (other than Icelanders).....							4	1	1				4	1	1	6
Icelanders.....	1	1											1	1		2
Swedes.....				3	1	3	3		1				6	1	4	11
Norwegians.....	1	2	2	2			1	4	4				4	6	6	16
Russians (other than Finns).....	1	1	1	4	3	2	2	1	2				7	5	5	17
Finns.....						1									1	1
Montenegrins.....				1		1	1						1			1
Poles.....							1						2		1	3
Chinese.....							2						2			2
Total.....	67	57	36	99	74	68	156	102	91	2	4		324	237	195	756

Total Homestead entries—October-December, 1918..... **756**

Total Homestead entries—October-December, 1917..... **2,158**

LANDS PATENTED.—According to the Department of the Interior's statement of letters patent covering Dominion lands in Manitoba, Saskatchewan, Alberta, British Columbia, and the Yukon Territory for the last quarter of 1918, the number of patents was 3,387 and the number of acres 638,251.85, as com-

pared with 3,410 patents and 543,551.86 acres in the third quarter of 1918, and 5,579 patents and 892,266.71 acres in the corresponding quarter of 1917. The following statement gives details of lands patented during the fourth quarter of 1918, with a comparison of the figures for the same period in 1917:

**STATEMENT OF LETTERS PATENT COVERING DOMINION LANDS SITUATED IN MANITOBA, SASKATCHEWAN,
ALBERTA, BRITISH COLUMBIA AND THE YUKON TERRITORY**

NATURE OF GRANT	October		November		December		TOTAL	
	No. of pa- tents	Number of acres	No. of pa- tents	Number of acres	No. of pa- tents	Number of acres	No. of pa- tents	Number of acres
British Columbia homesteads.....	7	1,111.00	12	1,703.90	11	1,420.31	30	4,235.21
British Columbia Sales.....	1	378	2	2.00			3	2.37
Coal Surface Sales.....	1	40.00			1	80.00	2	120.00
Greater Winnipeg Water District.....					1	19.14	1	19.14
Homesteads, Peace River Block.....	8	1,280.00	5	801.00	9	1,423.00	22	3,504.00
Homesteads.....	580	92,637.99	741	117,630.177	540	86,061.406	1,861	296,329.56
Hudson's Bay Co.....	1	160.00					1	160.00
Leases.....			1	764.90			1	764.90
License of occupation.....	2	35.64			5	30.17	7	65.81
Mineral rights (20.00 acres).....					1		1	
Mining land sales.....					1	129.10	1	129.10
Pre-emption sales.....	208	32,863.23	224	35,551.517	329	52,292.31	761	120,707.05
Purchased homesteads.....	36	5,391.90	28	4,366.64	41	6,292.60	105	15,051.14
Quit claim, special grants.....	2		2		1		5	
RAILWAYS:—								
Calgary and Edmonton Railway.....			16	29,735.40	48	54,043.98	64	83,779.38
Canadian Northern Railway Co.....	1	160.00	18	875.82			19	1,035.82
Canadian Northern Alberta Railway Co.....					3	30.09	26	318.55
Canada North Western Railway Co.....	26	318.55					3	30.09
Edmonton, Dunvegan and British Columbia Railway Company.....	5	56.33	18	200.03	2	11.66	25	268.02
Qu'Appelle, Long Lake and Saskatchewan Rd. and Steamboat Company.....	2	321.00	13	12,652.00	40	40,261.08	55	53,234.08
Sales.....	28	1,565.82	14	797.528	19	792.41	61	3,155.76
Sales, Peace River Block.....			1	31.40	1	159.00	2	190.40
School lands sales.....	63	10,059.65	100	17,209.793	139	25,359.906	302	52,629.35
Special grants.....	4	471.72	5	66.52	17	619.51	26	1,157.75
Yukon Territory homesteads.....			2	320.00			2	320.00
Yukon Territory Sales.....			1	44.37			1	44.37
Total.....	975	146,473.20	1,203	222,752.98	1,209	269,025.67	3,387	638,251.85

Total October-December, 1918..... 3,387 patents; 638,251.85 acres.
Total October-December, 1917..... 5,579 patents; 892,266.71 acres.

LEGAL DECISIONS

RECENT LEGAL DECISIONS AFFECTING LABOUR

AN interesting point with regard to the seizure of wages for debt was recently decided by the

Wages may be seized for debt even if debtor is in another province

Court of Review at Montreal. The plaintiff had obtained judgment for \$399 against the defendant, who was an employee of the

Canadian Bank of Commerce, at Vancouver, B.C., and in order to satisfy this judgment he had made a seizure on the defendant's salary in the hands of the bank at Montreal. The point at issue was whether the plaintiff's action constituted a seizure beyond the jurisdiction of the province of Quebec. On behalf of the defence, it was argued that the Court at Montreal could not legally countenance such a seizure, as the defendant was employed at Vancouver. This plea was dismissed by the Court, and the seizure was upheld on the ground that while in the case of corporeal property, that is to say a material possession, the courts can uphold a seizure in the hands of a third party only when the property is actually under the courts' jurisdiction; on the other hand, in the case of an incorporeal right or credit, such as wages due, the courts have jurisdiction over the employer, even though the money is due to the defendant by virtue only of a contract passed in another province, providing that the defendant and the employer have been legally summoned

before the courts of Quebec. (*Quebec—Hobbs v. Gordon.*)

In an action under the Quebec law of workmen's compensation, the plaintiff claimed an annual indemnity of \$42.90, with the option of a capital sum of \$927.50. The defendant opposed this action, but admitted to owing the

Part of claim for compensation awarded with right to sue for balance

plaintiff \$164 and consented to judgment for this amount. As the law authorizes the court to award a certain sum to the plaintiff for temporary incapacity, the judgment of the court was that the defendant should pay to the plaintiff the sum of \$164 which was acknowledged to be due, the plaintiff to retain the right of continuing the suit for the balance of his claim. (*Quebec—Rossi v. Scottish Canadian Magnesite Co.*)

A boy of fifteen years was killed while at work and his father brought action for damages under the Workmen's Compensation Act of Saskatchewan. The evidence showed that the deceased had been earning \$30 a month, which he gave to his parents, while it cost \$12 a month to maintain him. The trial judge, however, placed the cost of his maintenance at \$17.50 a month, and deducting this from his earnings for a

When stated sum is named by law, compensation for death should be maximum amount

period of six years he arrived at the sum of \$900, which was the amount of compensation he awarded. The plaintiff appealed against this award, claiming that the amount of compensation should be \$1,800. In the judgment of the Court of Appeal it was pointed out that under the Act of Saskatchewan compensation was fixed at a maximum amount of \$1,800 or the equivalent of three years' earnings not exceeding \$2,000. The principle was laid down that where the compensation is in proportion to the amount of injury to the dependents, it would then be necessary to take into account the actual sum received from the deceased, but where, as in Saskatchewan, the compensation is a definite amount, or not to exceed a definite amount, the compensation when death occurs should be fixed at the maximum amount recoverable, which in this case is \$1,800. The appeal was therefore allowed. (*Saskatchewan — Mills v. Sherwood Stores, Ltd.*)

In the issue of the LABOUR GAZETTE for September, 1918, on page 776, an account is given of a suit brought by two coal miners against Local Union No. 1562 of the United Mine Workers' Association in Alberta, and the members of the executive committee. The charge against the defendants was their wrongful refusal to admit the plaintiffs to membership in the union. Judgment was given against the defendants for each of the plaintiffs for \$535.62. The defendants appealed to the Supreme Court of Alberta, but the appeal was dismissed on an equal division of the court. An application was then made by the defendants for a stay of execution of the judgment pending an appeal to the Supreme Court of Canada. The stay was granted conditionally upon the fying of a bond for the amount of the judgment, or payment into court of money to cover the same. (*Alberta—Williams and Rees v. Local Union No. 1562, United Mine Workers of America, and Young et al.*)

THE LABOUR GAZETTE

Prepared and edited in the Department of Labour, Ottawa

MINISTER—THE HONOURABLE GIDEON D. ROBERTSON.
DEPUTY MINISTER—F. A. ACLAND.

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Number 3

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

During February unemployment was reported in practically all the cities and towns in the Dominion, with the exception of Halifax. In the coal mining industry there was unemployment in all the coal-fields, but in the lumber industry employment was good during the first part of the month. In civic employment there was an increase of nearly 5 per cent in the number of employees and of about 13 per cent in the wages paid in comparison with January, 1919; but in comparison with February, 1918, there was a decrease.

The time loss on account of industrial disputes during February was less than during either January, 1919, or February, 1918. There were in existence during the month 16 strikes involving 1,533 workpeople and resulting in a time loss of 12,385 working days.

The cost of the weekly family budget of staple foods averaged \$13.41 for February as compared with \$13.78 for January and \$12.54 for February, 1918. The index number of wholesale prices fell slightly, standing at 279.8 for February, as compared with 286.5 for January, 1919, and 263.5 for February, 1918.

Proceedings under the Industrial Disputes Investigation Act

During the month of February the Department received a report from the Board of Conciliation and Investigation appointed to deal with the dispute between the Corporation of St. John and certain of its employees, being policemen, members of the Police Protective Association of St. John.

Four applications for the establishment of Boards were received: (1) from employees of the Canadian Express Company, (2) from employees of the Canadian National Railways, Winnipeg, (3) from employees of the Canadian National Railways, Eastern lines, and (4) from employees of the Montreal Tramways Company.

In the case of the first two applications, Boards were appointed, while the last two applications were under consideration at the close of the month.

Other concilia- tion proceed- ings

During the month the Department received reports from two Royal Commissions which had been appointed to inquire into disputes existing between (1) various ship owners of British Columbia and their employees, being masters and mates, members of the Cana-

dian Merchant Service Guild, and (2) in the coal mining industry on Vancouver Island.

A Royal Commission was established to investigate with regard to unrest existing as between the shipbuilding firm of Messrs. J. Coughlan & Sons, of Vancouver, B.C., and its employees.

Alien Investigation Board of Manitoba

On February 12, the Lieutenant-Governor of Manitoba approved the recommendation of the Executive Council that a commission be appointed, to be known as the Alien Investigation Board of Manitoba, and that it consist of Hon. Robert Hill, Winnipeg, chairman, and A. E. Moore, Winnipeg, and Robert Sutherland, Winnipeg. The Board shall have power (a) to investigate the situation in the province as regards persons born in and who owed, or now owe, allegiance to countries or nations which have been at any time since August, 1914, at war with Great Britain or any of her Allies; (b) to issue identification cards to those persons of alien birth whose sympathies are shown to have been with the cause of the Allies in the present war. For the purposes of such investigations the Board shall also have full power to summon witnesses and enforce their attendance.

A "Handicap" Bureau

A "handicap bureau" has recently been established by the United States Employment Service of the Department of Labour for the purpose of finding suitable positions for men and women past middle age and for those who, because of a physical disability, have difficulty in finding employment. In Massachusetts, where the work is already under way, the first monthly report shows that 1,367 men and women beyond the prime of life in years have been placed in good positions. The youngest is 50 and the oldest 72. The Illinois bureau has placed 412 crippled soldiers.

Reforestation in Canada

With the double purpose of creating healthful out-door employment particularly suited to many of the returned soldiers and at the same time of conserving the timber resources of Canada, a deputation of various pulp and lumber associations will, it is reported, shortly wait upon the Government with a recommendation that special consideration be given to the question of reforestation as a national undertaking. In this connection the following paragraph from the final report (C.D. 8881) of the Forestry Sub-Committee of the Reconstruction Committee of the United Kingdom (which was reviewed briefly in the December, 1918, issue of the LABOUR GAZETTE) is of particular interest: "Canada contains the only large reserves within the Empire. Unless arrangements can be made with the Dominion Government for the effectual conservation of these reserves it is inevitable that provision should be made within the British Isles on a far larger scale than is here proposed. . . . We consider that this question should be taken up at once with the Dominion Government."

Post war prices board formed in the United States

At a recent conference, called by the United States Secretary of Commerce to consider the industrial situation with particular reference to unemployment and the prospect of a resumption of active buying, a resolution was passed requesting the President to appoint a committee to examine conditions in industry with a view to the formulation of a scale of prices at which the Government departments and other buyers would be justified in buying freely and at which manufacturers would be willing to sell. The President, having approved of the proposal, a prices adjustment board, to be known as the Industrial Board of the Department of Commerce, has been formed composed of representative men from industry, labour and the Government.

An article summarizing the present industrial situation in the United States and outlining the proposed activities of the newly-created board appears elsewhere in this issue.

Chicago plant turned over to employees According to recent press reports, the name, good-will, entire management and chief ownership of the Sewall-Clapp Envelope Co., of Chicago, has been turned over to the employees of the concern for their personal benefit as a reward for faithful service. This announcement, together with the formal transfer of the property, was made by Clement L. Clapp, until recently president of the company, on behalf of himself and his co-partners at a banquet given by him to all the officials and employees of the firm. "The transfer," he is reported as saying, "is in the spirit of world democracy and the reward of faithful service and fealty to duty. The employees now hold more than 90 per cent of all stock in the company and will operate the plant themselves."

Action by Switzerland as to requisition of premises for use as dwellings A decree issued by the Swiss Federal Government, which became effective on November 15 last, empowers cantonal (provincial) authorities in districts where there is a lack of housing accommodation to requisition premises or dwellings in a particular commune for the use of persons or families without children. The requisition may extend to all dwellings and premises which it is possible to use for this purpose and which are not so used; but exceptions are allowed (a) when the premises are used for business and not easily replaceable, (b) when the owner can offer sufficient reasons against requisition, (c) when the premises are not likely to be required by the commune for a longer period than six months. The commune will pay the owner the rent agreed upon and will make good any damages.

Relation of wages to infant mortality

The 1918 report of the Children's Bureau of the United States Department of Labour contains much information bearing upon the relationship of wages to infant mortality. The findings of the Bureau are based upon an intensive field investigation in eight United States cities over a period of six years, which included interviews with the mothers of nearly 23,000 live-born babies. It was discovered that where the head of the family earned less than \$450 a year, 16.8 per cent of the babies died; and where the earnings were between \$450 and \$550, 13.4 per cent died. Where the earnings were from \$850 to \$1,050, and from \$1,050 to \$1,250, the infant death rate was 8.4 and 6.4 respectively. Nearly 27 per cent of the 23,000 children investigated had fathers earning less than \$550, while 18 per cent had fathers earning \$1,050 and over, and only 12 per cent had fathers earning more than \$1,250. According to an official estimate, 230,000 babies under one year old died in the United States during the year 1916.

Technical education in Ontario

With a view to the extension of technical education in Ontario, the Honourable Dr. Cody, Minister of Education, has appointed Messrs. H. P. Cavin, B.A., principal of the Windsor Collegiate Institute and Technical Schools, and K. S. MacLachlan, of the Imperial Munitions Board, to the staff of the director of technical education. Their duty will be to study the general technical educational requirements of the employees in important industries and trades and to make constructive recommendations regarding the organization of education to provide better trained workers for these trades.

A statement recently drawn up by the Sheet Metal Workers' Union, of Toronto, and their employers, sets forth their views with regard to technical education in the following terms: (1)

all technical schools to be owned and operated by the provincial government; (2) that the Dominion Government be asked to give financial aid for technical education; (3) that the parents or guardians of boys shall decide the vocation the boy is to follow, this to be decided when the boy is 16 years of age; (4) compulsory education for boys between the age of 16 and 20, either by day or night classes or correspondence courses; (5) that the educational course be of the kind most beneficial to their future vocation; (6) that the teachers of manual training and mechanical development shall have mechanical skill and shall be appointed by a committee known as the apprentices' committee.

**Lectures on
industrial
economy and
legislation**

Professor Edouard Montpetit, of Laval University, Montreal, inaugurated in November last a series of lectures on Industrial Economy and Legislation. The lectures, twenty in all, are divided as follows: (1) Introduction (comprising definitions, etc.); (2) Industrial Contract: obligation resulting from the contract for both the employer and employee, wages, regulation of work, prevention of accidents, etc.; (3) Labour Organization and the Law: Character of labour organizations, causes and results of strikes, conciliation and arbitration; (4) Social Initiatives and the Law: co-operation, people's savings banks, workmen's houses, etc.; (5) Industrial property: its protection, trade marks, etc. While having principally in view conditions as existing in the province of Quebec, Professor Montpetit also deals with federal legislation as applying to the various subjects treated. Of labour legislation

in Canada Professor Montpetit says: "Canada during the last thirty years has become industrialized. . . . A double current of legislation has asserted itself. Federal legislation deals with labor organizations, strikes, conciliation, working conditions in shipyards belonging to the State, industrial conditions, pensions. Provincial legislation is still more abundant. The Civil Code and the Code of Civil Procedure have been modified and laws and regulations have been adopted as to the inspection of work, industrial establishments, sanitation in workshops, prevention of accidents, female and child labour, assurance against accidents, conciliation and arbitration, employment bureaus, workmen's houses. . . . All our laws show a desire to minimize the effects of the industrial system without interfering too much with free individual initiative, the fecundity of which is thereby recognized."

**Bethlehem
Steel Company
recognises
authority of
War Labour
Board**

The September, 1918, issue of the LABOUR GAZETTE contained the findings of the National War Labour Board of the United States in a dispute between the Bethlehem Steel Company and its employees, in which many issues were involved. It was provided among other things that the Board should detail an examiner to supervise the application of its findings. In November last the company, denying the authority of the War Labour Board, requested that the examiner be withdrawn from its works. In February the company, after reconsideration, admitted the Board's authority and pledged its "loyal co-operation in carrying through the two important measures with which the findings of the

Board dealt." The particular awards referred to direct the company to co-operate with its employees in an adequate plan for collective bargaining, and to grant a retroactive wage increase. In respect of the latter it is stated that the Board offered to co-operate with the company in inducing the Government to grant additional compensation on its contracts to make the wage increase possible.

Boards to study labour unrest in Great Britain In order to avert, if possible, a national strike of British coal miners called for March 15, the British Govern-

ment on February 25, passed an Act for the appointment of a Commission of Enquiry to investigate and report upon the questions of wages and hours of labour, the cost of production and distribution of coal, the general organization of the coal fields, profiteering, social conditions and other matters. It is anticipated that the commission, of which Mr. Justice Sankey will be chairman, will report on the question of wages and hours by March 20, and on the other matters by March 31. Dispatches state that the strike order will be held over in the meantime.

At the opening session held on February 27, of the industrial conference called by the British Government for the purpose of studying various phases of labour unrest in the United Kingdom, in which cabinet ministers, labour leaders and representatives of big employing interests participated, a resolution was presented by Mr. Arthur Henderson, a former Labour member of the Government, providing for the appointment of a Joint Temporary Committee to be composed of 30 labour men and 30

capitalists, with a chairman to be appointed by the Government, to make a thorough investigation into the question of hours, wages and general conditions of work, unemployment and its prevention and the best means for promoting good relations between capital and labour. The resolution was adopted and press dispatches indicate that the committee will be appointed and will report back to the conference on April 5.

Proposed new labour laws for Australia

The Honourable G. S. Beeby, Minister of Labour for New South Wales, has issued a re-

port outlining a plan for the settlement of industrial disputes to take the place of the system of compulsory arbitration courts and wages boards now in force in Australia, and for the solution of other labour problems. He criticizes the present system on the ground that the arbitration courts have been involved in an endless legal tangle. The proposed plan is briefly as follows: (1) the vesting of the whole industrial power in the federal parliament, on the understanding that existing state agencies are taken over and used in the establishment of a uniform system; (2) the enactment by the federal parliament of laws on (a) regulation of factories and shops, (b) industrial safety legislation, (c) workmen's compensation and accident and social insurance; (d) the method of fixing the basic living wage, (e) the control of child labour, apprenticeship and vocational training, (f) the prescribing of the standard working day, with the exceptions thereto (if any), (g) all other matters which directly affect the relationships of employers and workmen; (3) for the settlement of indus-

trial disputes by negotiation instead of litigation, (a) the creation of a national council of industry, (b) state or county councils operating under the direction of the national body, (c) industrial councils for separate industries or establishments, (d) shop and mine committees to deal with technical matters peculiar to different establishments.

Under this scheme the administration of the whole system would be vested in the National Council, which would have the following powers: To create and appoint independent chairmen to industrial councils and shop committees; to invoke the aid of any state council of industry or any industrial council or shop committee in the settlement of any industrial dispute, or in the exercise of any other of its powers; to compel parties to industrial disputes, either before or after a strike or lockout, to meet in conference and state the matter in dispute, the claim made and the rejoinder thereto; to make an award binding on the parties wherever any industrial council fails to arrive at an agreement as to the minimum wage and conditions of employment applicable to its industry; to establish a trade union registry; to establish and maintain labour bureaux and exchanges, and generally deal with problems of intermittent employment; to investigate and report on any matters referred to it by the Government, and advise Parliament as to alterations in and additions to industrial laws; to maintain a bureau of labour statistics and information; to assist in and encourage the establishment of friendly relationships between employers and workmen, and disseminate information as to improved methods of production and trade expansion.

American ballot on International questions

A ballot on industrial reconstruction problems was recently submitted to the National Council of the National Economic League of the United States. The Council includes in its membership about 2,700 representative men of the professional, mercantile, farming, and industrial classes. Four hundred ballots were cast on which views were expressed with regard to 72 questions. Majorities were given in favour of a league of nations (a) to further develop a system of international law, (b) to provide effective agencies for its enforcement, and (c) to guarantee the peace of the world by a method which will provide for arbitration and public consideration of international disputes. The votes on these three questions were respectively 363 to 17, 341 to 27, and 362 to 14. On the question "Should greater restrictions be imposed upon immigration and emigration among the nations?" the vote was 258 for and 86 against. Three questions were asked especially concerning labour. On the first of these, "Should we have international labour exchanges, to promote the mobility of alien labour?", the vote was a tie, 146 ballots being cast both for and against. On the question, "Should there be an international labour programme?" the vote was 164 for and 141 against. On the question, "Should there be international labour differentials?", 109 ballots were marked for, and 134 against. To the question, "Should there be an international programme of social insurance," 99 affirmative and 169 negative votes were cast. It was claimed by the league that this vote did not represent a class, parti-

san, or sectional viewpoint, but was taken solely to secure a consensus of the informed and unbiased judgment of the entire country.

Jottings

During the year 1918 the output of coal in the province of Alberta amounted to 6,147,371 tons, as compared with 4,863,414 tons produced in 1917, an increase of 1,274,957 tons. In the first half of 1918 the output was 2,875,077 tons, and in the second half 3,372,294 tons.

The Canadian Pacific Railway has brought a friendly suit to test the validity of the action of the Workmen's Compensation Board of British Columbia in paying money to dependents of members of the crew of the steamship "Sophia" which was wrecked in Alaskan waters on October 1, when 56 lives were lost.

Employers' accident prevention organizations have been formed or are in process of formation in practically every large factory in Windsor, Ontario, and the other Border cities; this result has been secured by the co-operation of the Industrial Accident Prevention Associations with the heads of the various industries.

Public hearings on the subject of Mothers' Pensions were held during February at Toronto, Ottawa, Hamil-

ton and London, by Dr. W. A. Riddell, Superintendent of the Trades and Labour Branch of the Ontario Department of Public Works.

The total membership of the 1,133 trade unions of the United Kingdom, known to the British Department of Labour at the end of 1917, was about 5,288,000, an increase of 19.1 per cent over the previous year, and the highest figure yet recorded. The increase in male members was 617,000, or 15.8 per cent, and in female members, 233,000, or 43 per cent.

The Secretary of the American Federation of Labour recently stated that in 1918 there were in Pennsylvania 93,036 fewer industrial accidents than in 1917, and 70,772 fewer than in 1916. This was attributed to the Daylight Saving plan which was in force in 1918, and which eliminated from the work day the late afternoon hours when physical energy is at its lowest ebb.

As a result of the success of a joint conference of officers and men of the British navy which considered questions of pay, it is reported that the Admiralty has decided to call upon three home ports to elect representatives from the various branches to discuss matters affecting the general interest of the service, such as pay, allowances, promotion, accommodation, nursing, canteen, clothing, pensions and retirement.

INDUSTRIAL CONDITIONS DURING FEBRUARY, 1919

I.—General Review

During February unemployment was reported in practically all the cities and towns in the Dominion with the exception of Halifax. There appeared, however, to be no distress. The mildness of the weather had the effect both in decreasing and adding to the amount of unemployment. Slightly more outdoor work was undertaken, but on the other hand the reduction in the consumption of coal was responsible in a great measure for a very considerable amount of unemployment among miners in all the coalfields of the country. Due also to the mild weather, railways were able to haul almost the equivalent of summer tonnage which resulted in a reduction in the number of train crews. Falls of snow in the Maritime provinces enabled logging operations to be proceeded with and there was considerable employment in this work until the latter part of the month. In the metals, machinery and conveyances group there was a reduction in employment in the steel industry in the Sydney district. In the shipyards employment generally was fairly well maintained, and in the rest of the group conditions were slightly below normal. In the food group there was a decided improvement in the baking and confectionery trades. In the flour mills and in the abattoirs and packing houses employment varied considerably. The sugar refineries were actively engaged. The textile group was inclined to quietness, although there was a slight demand for experienced workers. In ready-made clothing and whitewear there was in general some activity accompanied by the slight demand for help, particularly in the shirt, collar and button factories. There was

a considerable reduction in employment in the pulp mills at Three Rivers, but otherwise employment in the pulp and paper industry was steady. In wood-working, employment was good in the Maritime provinces and on the British Columbia coast, but in the western provinces it was decidedly dull. In the leather and rubber group there was activity throughout the country. Chemical plants and drug and medicine plants were actively engaged and employment was good in the paint factories. In the transportation group the steam railways were active in transporting returned soldiers, but, owing to the mild weather, fewer freight trains were required, with the result that a number of train crews were either reduced or let off. Employment was normal in the railway repair shops. Street railways generally had a good month. Longshore work was quiet. In the mining group, the Cobalt silver mines continued to work to capacity, and there was an increase in the working forces of the gold camps. In the coal mining industry unemployment was reported from all areas, in some cases mines being either shut down or working less than half time. In the lumber industry there was marked activity until the latter part of the month, except in the Fernie and Vancouver districts where the unsettled conditions of last month continued to prevail. Halifax was the only city to report activity in the building trades. In a few cities, however, there was a little employment for carpenters, but otherwise there was no employment for building tradesmen. The value of building permits issued in 35 cities increased from \$1,096,974 in January to \$1,863,462 in February, or 69.9 per cent. As compared with February, 1918, there was an increase of 106.8 per cent.

The loss of time on account of industrial disputes during February was less than during either January, 1919, or February, 1918. There were

Strikes

in existence at some time or other during the month 16 strikes, involving approximately 1,533 workpeople, and resulting in a loss of 12,385 working days, compared with 13 strikes, 1,000 workpeople and 20,737 working days in January, 1919; and 17 strikes, 3,618 workpeople and 40,760 working days in February, 1918. On February 1, there were on record eight strikes, affecting 613 workpeople. Eight strikes were reported as having commenced during February, compared with five in January; five of the strikes commencing prior to February, and all of those commencing during February were reported terminated, leaving three unterminated strikes affecting approximately 72 workpeople, on record at the end of February.

In prices the movement was downward, both the index number of wholesale prices and the weekly food budget being substantially lower, while the retail prices of coal

and wood averaged lower. The departmental index number of wholesale prices fell to 279.8 for February as compared with 286.5 for January, 288.8 for December, 290.9 for November and 263.5 for February, 1918. The decreases occurred chiefly in hog products, eggs, beans, potatoes, turnips, canned tomatoes, glucose, honey, molasses, oatmeal, bread, wool and yarn, raw cotton and raw silk, hides, tallow, metals, coal, coke, copper wire, fire bricks, white lead, linseed oil, turpentine, sad irons, alcohol, carbolie acid, heavy chemicals, rubber, malt and starch. Fodder was slightly upward and cattle advanced, while New Brunswick spruce deals and rope were substantially higher. In retail food prices there were slight decreases in many of the twenty-nine commodities included in the calculation, namely meats, eggs, butter, bread, flour, rolled oats, rice, beans, sugar and potatoes. The food budget averaged \$13.41 for February as compared with \$13.78 for January and \$12.54 for February, 1918. The average cost of coal and wood was \$3.03 in February as compared with \$3.07 in January and \$2.72 in February, 1918.

II.—The Industries and Trades

During February a break occurred in the long period of activity, which has long characterized the labour conditions in the Sydney district. At the Dominion Steel Company's plant, however, employment was well maintained, the output in tons being as follows: pig iron, 28,700; ingots, 31,100; blooms, 5,000; rails, 18,000, as compared with 27,500 tons of pig iron and 15,150 tons of rods, billets and bars, in January. Four blast furnaces and 529 coke ovens were in operation. The Sydney mines steel plant produced no iron or steel during the month and many men were

Metals, machinery, conveyances

idle. The steel department was under repairs with 700 men working and 350 idle. The boat and ship-building and repairing yards at Sydney were quiet. The rolling mills at Halifax employed all the skilled help available. The boat and ship yards were all well employed. Employment was well maintained in the stove and furnace foundries. Sheet metal workers were very active. Westville reported considerable slackness in steel working plants, but the Eastern Car Co. took on a few additional hands. The car company at Amherst was actively engaged. Employment was good at the marine boiler plants. At St. John the rolling

mill closed for two weeks for repairs and then resumed steady operation. The Record foundry at Moncton was rather quiet. Montreal reported some improvement in employment in the structural steel plants. Ship workers, automobile and agricultural implement workers were active. The metal and electrical trades were quiet. Quebec reported that shipbuilding and repairing yards were busy, that automobile plants were active and that stove and furnace foundries were quiet. Metal roofers were very dull. There was considerable unemployment among mechanics at Sherbrooke. At Three Rivers the Canada Iron Foundry, Limited, continued to employ about 500 men and expected to increase their force shortly. The shipyards employed about 1,300 men. Sorel reported that the shipyards took on about 300 additional hands. The metal and machinery concerns generally were active. Ottawa and Hull reported that foundries and machine shops were barely running with a minimum of help and that many mechanics and moulders were out of employment. Toronto reported that the metal and machinery industries were generally active. The shipyards were busy with work on hand sufficient to keep them in operation for some weeks. Agricultural implement works, engine and boiler works and machinery plants were active except in cases where delay was caused by the non-delivery of steel. Electrical workers had steady employment. Inside workers in sheet metal trades were well employed, but outside men were not so active. The brass industry was active. At Niagara Falls the metal working industries continued to be busy and skilled machinists were in demand. The cutlery and plating works were busy and women were in demand in small metal ware factories. It was announced that the Electrical Steel and Metals Co. of Welland would commence the manufacture of nickel steel on March 1, and would add 50 men to their working force. St. Catharines reported that boilermakers and electrical workers were well employed. Brockville reported fair

activity in the automobile plant. The locomotive company at Kingston laid off a number of men, but employment was fair in the shipbuilding plant. Belleville reported slackness at the steel plants, but activity in the tool making firms. Employment was good in the auto-parts factories. Peterborough reported the iron foundries active in making sawmill and hydraulic machinery. Employment generally was good in the machine shops except that the General Electric Co. worked on short time. Galt reported activity in this group. At Brantford the agricultural implement firms were very busy, but otherwise there was some slackness in this group. Kitchener reported activity in the manufacture of stationary and portable engines and boilers, threshing machines and bicycles. Foundries were running full time and tinsmiths were well employed. Guelph reported fair activity in the metal group, although there was still considerable unemployment. At Woodstock there was a slight scarcity of moulders, boilermakers, machinists and millwrights, but there was also some unemployment among semi-skilled workers. A considerable number of men were laid off at the London rolling mills and manufactories. Sheet metal workers were very slack. Chatham reported fair activity in the foundries and machine shops, while the automobile factories were exceptionally busy. The Canadian Bridge Co. at Windsor laid off a considerable number of men owing to shortage of raw material. The automobile companies were quiet. The foundries and machine and tool shops were slightly busier. At Orillia the carriage factory took on a few men, but the automobile factory remained closed down. The agricultural implement factory released about 35 hands. Port Arthur and Fort William reported dullness during the month, but it was anticipated that the shipyards would require many men about the middle of March. Winnipeg reported activity in this group, except that the Ford plant was practically closed down,

only 35 men being employed. Medicine Hat reported dullness in the rolling mills and foundries. The pump company reported fair activity. Lethbridge reported dullness in this group, but at Calgary the various iron works were reported as being fully employed, although farm implement firms were very dull. The Edmonton iron and machinery company employed some 40 hands. Vancouver reported that the steel and wooden shipyards retained their usual staffs, but that a large number were applying at the yards for employment which they were unable to obtain. Automobile plants were busy. A number of electrical workers were seeking employment. The shipyards at New Westminster ran with the same staffs, but anticipated increasing them shortly. Machine shops were working about normal, although several machinists were out of employment in the district. Victoria reported that the assembling plant operated by the Imperial Munitions Board at Ogden Point ceased operations. It was expected, however, that the works would shortly be re-opened under the management of the Foundation Shipbuilding Co. Employment at the iron foundries and shipyards continued to be fair. At the wooden shipyards about 3,500 men were employed. Employment was good at the stove foundry.

Sydney reported the abattoirs and meat packing houses active. Halifax

**Foods, liquors
and tobacco**

reported that conditions in the baking and confectionery trades are coming back to normal. The aerated water plants experienced the usual seasonal dullness. Westville reported a slight improvement in the flour mills. The milk factory at Truro worked with a full staff. The abattoirs and packing houses at Charlottetown had a quiet month. St. John reported that the flour and feed mills were running steadily and that the Atlantic Sugar Refineries had received an order for 7,000 tons of sugar from Great Bri-

tain for delivery in March. The breweries were reported as active. At Moncton the flour and feed mills continued in steady operation and employment was good in the biscuit factory. The creameries, dairies and soft drink firms were quiet. The flour mills at Fredericton were busy. Montreal reported the flour and feed plants normally employed. Brewery workers were quiet and there was some unemployment among cigar workers. Bakers and confectioners had a busy month. Quebec reported that the abattoirs and tobacco factories were quiet, and that the confectioneries, aerated water plants and breweries were dull. The soft drink manufacturers at Three Rivers reported a good month. Sorel reports employment good generally in this group. The bakeries, dairies, abattoirs and confectioners at Ottawa reported business well up to the average for this season with a decided increase following the opening of Parliament. Toronto reported that the flour, feed and cereal industries were quiet, but showed some improvement at the close of the month. The abattoirs and meat-packing houses were working steadily with good orders on hand. Bakers and confectioners were busy. Cigarmakers were fairly well employed. Hamilton and St. Catharines reported activity in this group. Kingston reported the flour and feed mills, dairies and breweries active. The flour and feed mills at Belleville were very busy. The Belleville bottling plant, following its recent fire, was again working to full capacity. The vegetable evaporating company at Belleville closed down owing to cancellation of U. S. government contracts, throwing more than 500 employees out of work, but towards the end of the month, following arrangements with the U. S. government, the plant re-opened with a large force. Peterborough reported that the flour and feed mills were closed down in most of their departments. Bakers and confectioners were busy, but tobacco and cigar factories were rather quiet. Galt

reported activity in this group. At Brantford the flour mills were grinding feed only. Cigarmakers were well employed. The flour mills at Kitchener were all running full time, but the sugar factory employed only about 20 men on repair work. The wholesale sausage and meat-packing houses were very busy and there was a demand for meat cutters. There was a slight demand for help in the breweries. Guelph reported that the flour and feed mills continued to be active and that the bakers and confectioners were well employed. The breweries were quiet, but a number of men were engaged in malting. The milling company at Stratford was working steadily and employment was good in the meat-packing houses and bakeries. London reported employment very good at the cereal companies, but very dull in the cigar factories. The flour mill at St. Thomas was busy. The flour mills and sugar refinery at Chatham were very busy, but the abattoir and meat packing companies were very dull. The canning and pickling companies ran full time. The cereal company at Windsor had a very active month. The bakeries and creameries were busy, but the breweries and distilleries were quiet. The flour mill at Owen Sound was practically idle and the oatmeal mill ran part time only. Winnipeg reported that there was a demand for experienced bakers. The breweries continued to be well employed, without any change in their staffs. The flour mills at Brandon continued to be closed down and the breweries were dull, but otherwise employment was normal. The flour mill at Regina remained closed down. The abattoirs were fairly busy. There was some demand for experienced bakers. Moose Jaw reported that employment was normal in the flour mills and abattoirs. At Prince Albert the flour mills were active, but the abattoir and meat-packing houses were rather quiet. Bakers were well employed. At Medicine Hat the flour mills were very quiet. Candy makers were well employed, but brewery workers were quiet. At Lethbridge the

flour mills were rather quiet and the breweries were dull. The flour mills at Calgary resumed work in full shifts. The abattoirs and meat-packing houses discharged a large number of their employees. Breweries and soft drink firms were very dull. The Swift Canadian packing house at Edmonton employed some 575 hands. Bakers and confectioners at Fernie reported dullness, due to the large quantity of bread imported from Lethbridge. There was some increase in activity in the breweries. Vancouver reported that the milling company was fairly active and that the sugar refinery, meat-packing houses and abattoirs were busy. Employment in the baking and confectionery trade improved. No canning was done. Creameries and dairies were busy, but the soft drink establishments were rather quiet. Tobacco and cigar factories were also rather quiet. New Westminster reported the meat-packing plant working steadily with a normal staff. Cigar workers were well employed and the breweries took on a few additional hands. Nanaimo reported that cigarmakers and brewery workers were dull. Bakers, confectioners and creamery workers were well employed at Victoria.

St. John reported both cotton mills running steadily. The mattress factory at Truro ran full time.

**Textiles,
cordage and
carpets**

The woollen mills also ran full time but with a reduced staff. Moncton reported that the woollen mills continued to be busy and that the underwear factory was very active. The Maritime linen mills employed some 35 hands. The cotton mill at Fredericton worked full time. Montreal reported that the cotton mills and woollen factories were working to full capacity. The tent and sail makers were beginning to be active. The cotton factories at Quebec were busy and the tent and sail manufacturers were active. The woollen and cotton mills at Sherbrooke were fairly well employed. St. Hyacinthe

cinthe reported the woollen and cotton factories very busy and working considerable overtime. The Wabasso Cotton Co. at Three Rivers ran full time and employed about 1,200 hands. Toronto reported that textile workers were rather quiet, but that experienced hosiery workers were in demand. The carpet factory was fairly active, but the tent and awning firms continued to be dull. Hamilton reported that weavers were in demand at the cotton mills and that help was wanted in the underwear and knitted goods factories. St. Catharines reported steady employment in this group. Kingston reported that the cotton mill was active and that the hosiery mill was fairly active. Peterborough reported the woollen mills and woollen goods manufacturers very active, though the carpet factories were rather quiet. At Galt some overtime was worked in this group. The woollen and silk mills at Brantford were very busy, but the cordage company was dull. The knitting works at Kitchener was rather quiet, but the felt factory continued to be very active. At Guelph the cotton and woollen mills were active and the linen mills were in need of female help. Carpet and rug factories were steadily employed. Stratford reported that the woollen mill worked full time, but that the knitting factories were closing down as they finished their orders. Woodstock reported that female labour was well employed in this group, but that male workers were in many cases out of employment. London reported that the hosiery, underwear and knitted goods factories were all busy. The knitting company at St. Thomas was well employed. The woollen mills at Chatham employed a full staff. The woollen mill at Orillia employed a few additional hands. Winnipeg reported that the bag factories were exceptionally dull and were reducing their staffs: this was said to be due to the embargo on flour. The knitting factory reported a slight improvement, and the tent and awning firms were making up stock for

the summer supply. Vancouver reported that the knitted goods factories and tent and sail making factories were fairly busy.

Halifax reported that employment in the ready-made clothing factories con-

tinued to be good. The laundries, though well employed, reported a falling off in work due to a reduction in the number of ships coming into port. Dyeing and cleaning establishments were normal. Owing to delay in getting cloth the Truro Hat and Cap Company reduced their staff; the shirt company also employed about half their usual staff. At St. John the steam laundries were busy and the ready-made clothing firms reported an improvement. Montreal reported that employment was good in ready-made establishments. The hat and cap factories were very busy. Steam laundries, dyeing and cleaning establishments were all active. Quebec reported that ready-made clothing factories and glove and fur-goods factories were dull and that steam laundries were quiet. At Sherbrooke the ready-made clothing factories and laundries were active. The glove factories at Three Rivers employed their normal staffs. The Cluett-Peabody Co. at St. John's was dull. The shirt factories at Sorel slightly increased their staffs. Toronto reported that the ready-made clothing factories were active, with female labour in demand; that women's white-wear factories were busy; and that steam laundries, dyeing and cleaning establishments were actively engaged. Help was wanted in the shirt, collar and button factories in Hamilton. Niagara Falls reported that the clothing factories were busy. At St. Catharines the steam laundries were very busy. Brockville reported that glove workers were well employed. The steam laundry went out of business, the machinery of which was being removed to Perth. Belleville, Peterborough and Galt reported activity in this

Clothing and laundering

group. At Brantford there was a shortage of both skilled and unskilled help in the whitewear factory. Kitchener reported increased activity in the ready-made clothing houses. There was a demand for girls, women and boys in the shirt, collar and button factories. The whitewear factories were also short of hands. The glove factories were rather quiet due to the mild weather. London reported activity in this group. A steam laundry at Windsor was held up for a week due to a boiler explosion. Sault Ste. Marie reported that a new steam laundry was about to open. Winnipeg reported activity in this group, with some increases in staffs in the case of ready-made clothing, shirt and whitewear establishments. The cleaning houses also took on some additional hands in preparation for the spring rush. There was a demand for help in the steam laundries and cleaning establishments at Regina. Laundry workers at Prince Albert were well employed. The garment factory at Edmonton employed 250 hands and needed additional help. Vancouver reported that the ready-made clothing firms were well employed, but that the overall and shirt factories were in some cases working on short time. Steam laundries and cleaning establishments were well employed. Steam laundries at New Westminster were very busy. The shirt and overall factory at Victoria worked with a full staff.

The pulp mill at St. John remained closed. Sherbrooke reported that the pulp and paper mills were active. Three Rivers reported that the Wayagamack Pulp and Paper Co. and the St. Maurice Paper Co. closed down their pulp departments, each letting out a few hundred men for a month or so. The pulp and paper mills at Hull were very active. St. Catharines reported that the pulp and paper mills, beaver board and other pulp products companies continued to be active. The felt roofing company at Brant-

ford was well employed. Victoria reported that the pulp and paper industry continued to be brisk, most of the product being exported.

Halifax reported a continued demand for compositors and pressmen and

**Printing,
publishing
and paper
goods**

that much overtime was worked. Binderries and paper box firms were well employed. Charlottetown reported that printers and pressmen were very active. St. John, Moncton and Fredericton reported normal conditions. Montreal reported the printers, bookbinders and compositors well employed. Quebec reported that printers and binders were busy, but that paper box workers were quiet. Sherbrooke reported only fair activity. Printers were well employed at Three Rivers, St. John's and Sorel. The opening of Parliament caused increased employment among printers in Ottawa. Toronto reported that printers, bookbinders, engravers and lithographers had a fair month, and that paper box and bag makers were active. Printing establishments and binderries at St. Catharines and Kingston were well employed. Peterborough reported that all printers were working full time. The paper box factory at Galt was busy. The Hempel box factory at Brantford was well employed. Kitchener reported the paper box factory very busy, and Guelph reported them active. There was a slight demand for job printers at Woodstock. Windsor reported the printing offices all busy, but the binderries and paper box factory quiet. Owen Sound reported much activity. Winnipeg reported that job printers were fairly brisk and that binderries and paper box concerns were active. At Regina the job printing establishments were short of help and the binderries were busy. Moose Jaw reported dullness, but Medicine Hat and Lethbridge reported fair activity. Printers at Calgary were well employed. At Fernie the printing

houses and book binderies reported a considerable increase in business. Vancouver reported printing only fair, while in paper boxes, novelties, etc., employment was rather dull. At Nanaimo the newspaper and job printing offices were quiet. At Victoria the printing industry was brisk.

Halifax reported that the sash, door and planing mills were busy, but that

**Woodworking
and furniture**

it had not been necessary to work overtime, while Sydney also reported a reduction in

activity. Charlottetown reported a very active month in woodworking and furniture, especially in the broom factory. At St. John the sash, door and planing mills worked full time and the box factory and brush and broom factories continued to run steadily. Moncton reported activity in the woodworking factory and also in the cooperage plant, the latter operating on quite an extensive scale. At Fredericton the sash and door factories shut down for a week and then resumed working on full time. Montreal reported that wooden box, furniture and piano workers were quiet. The sash, door and planing mills at Quebec were dull, but the wooden box and broom factories were active. At Three Rivers the sash, door and planing mills were active and the chair factory was steadily engaged. The planing mills at St. John reported a good month. Toronto reported that the woodworking industries were in steady operation and that piano workers were in demand. St. Catharines reported that the planing mills continued to be busy. Kingston reported the broom factories and piano factories fairly active. Peterborough reported quietness in this group. At Galt the sash, door and planing mills were very busy. The piano case company at Brantford was well employed. Kitchener reported that the wooden box factories were very busy and that the furniture and chair factories were in need of experienced machine hands, polishers and finishers. Guelph report-

ed the piano and sewing-machine makers active. At Stratford the planing mills were quiet, but the furniture and chair factories worked full time. Woodstock reported a slight demand for cabinet makers and finishers, although there was some unemployment in this line in the semi-skilled branches. The barrel works at London reported a quieter month. The box factories at Chatham were very dull. The piano factory at Windsor closed for two weeks for stock-taking and then resumed work with a full staff. Owen Sound reported considerable activity in the furniture factories except in the case of the chair factory which was rather quiet due to the export trade being tied up. The toy factory closed down. Sault Ste. Marie reported that the sash and door factories were working on reduced hours until the spring operations begin. Winnipeg reported that the sash and door factories, although quiet, continued to employ their regular staffs. Regina reported that the sash, door and planing mills were running short time with reduced staffs. The planing mills at Prince Albert and Medicine Hat were very quiet. The sash and door factories at Edmonton reduced their staffs considerably. Fernie reported dullness in the planing mills, but that an improvement was anticipated in the near future. Vancouver reported that the sash, door and planing mills were fairly busy and that a little cooperage work was being done. At New Westminster the sash and door factories continued to run full time and the box factories ran double shifts. Victoria reported that the sash, door and planing mills were very busy, the shipbuilding industry having had a beneficial effect on this class of work.

St. John reported the tannery well employed. Fredericton reported that

**Leather,
boots, shoes
and rubber**

the shoe and harrigan factories were active. Montreal reported activity in boot and shoe factories due to large orders having been received from

France. The tanneries were very busy and the rubber factories were active. Quebec reported the shoe factories and tanneries busy, but the harness and horse goods firms quiet. The leather and shoe factories at Three Rivers worked full time with regular staffs. Toronto reported that the boot and shoe and harness-making trades had plenty of work and that the rubber plants were busy. Rubber footwear factories at St. Catharines were well employed. Kingston reported that the tannery was active. At Peterborough leather workers were quiet, but at Galt boot and shoe workers were very active. Kitchener reported that stitchers and apprentices were in demand in the shoe factories. The rubber factories and tire company were very busy and in need of some experienced help. The rubber and tire companies at Guelph were active. Woodstock and London reported that the tanneries were very busy. Windsor and Owen Sound reported quietness in this group. Brandon reported that the tanneries and trunk and harness firms were busy. The trunk, harness and horse goods workers at Calgary had a good month. Vancouver reported that boot and shoe workers were well employed. New Westminster reported that the tannery was working to capacity.

St. John reported that cut stone and granite workers were dull. Moncton

**Clay, glass
and stone**

reported that the Humphreys Glass Works had commenced operations in their new factory. Montreal reported that employment was normal in the glass factories. The cement works at Port Colborne resumed operations with 100 workers, and it was anticipated that 200 additional hands would be engaged very shortly. Brockville reported that a little work was done in the stone quarry. The pottery at Belleville was active. Galt reported that employment was fair at the brick, tile and pipe works and at the cement and lime works. Kitchener re-

ported that granite and marble cutters were fairly well employed, but that brick and tile workers were rather dull. It was reported that the Fire Brick Manufacturing Co. at Sault Ste. Marie had decided to increase very greatly the capacity of their plant. Regina reported that cut stone and granite workers were fairly well employed. Medicine Hat reported some activity in the stone-ware industry.

Halifax reported that the paint works were very busy. Montreal reported that

**Paints, oils,
chemicals,
explosives**

the paint and varnish industry was inclined to be quiet; that chemicals, drugs and medicine plants were normally engaged; and that the explosives plants were now engaged on ordinary commercial orders. Quebec reported that the cartridge factory was active, but that the ammunition factories were very dull. The paint works at Three Rivers was well employed. Toronto reported that the paint and varnish manufacturers had plenty of work ahead. The soap industry was quiet, stocks having accumulated during the war when the plants were worked to capacity to produce glycerine as a by-product. Chemical plants were busy. Hamilton reported that the cartridge and ammunition factories were closed down. Niagara Falls reported that the electrochemical plants were busy. The Scarfe Varnish Works at Brantford was well employed. The oil and grease companies at Kitchener were fairly active. Windsor reported that the paint and varnish company was very busy and that the toilet-article firms were in need of female help. The drug and medicine plants also required female help. The Imperial Oil Co. at Regina ran with a full staff in the refining department, though short time was worked in the mechanical departments. The soap works was fairly active. The linseed oil mills at Medicine Hat ran full time. Vancouver reported that the

paint and varnish works were fairly busy, but that the Imperial Oil plant at Ioco laid off some men. Victoria reported that the paint and soap factories were working steadily.

The earnings of the Canadian Pacific Railway Co. during January were \$13,-

028,328, as compared

with \$10,789,817 for the

same month in 1918.

Halifax reported that

the steam and street

railway workers were actively employed.

'Longshoremen had a poor month due to the withdrawal of troop-ships and freight ships to other ports. Sydney reported a slight reduction in the activity of the previous month on the steam railways and in the repair shops. 'Longshore work was very quiet. Truro reported that railway employees in all branches were working full time with much overtime. Charlottetown reported that the railways had an average month. St. John reported that the steam railways were very busy transporting returned soldiers. The street railway was active. 'Longshore work fell off at the end of the month. The repair shops in Moncton had a fairly active month. Quebec reported the steam railways busy, the passenger and freight traffic being heavy. The railway repair shops were active. Transfers and liveries were dull. Toronto reported that steam railway traffic was light, due to the small amount of freight moving across the border. The repair shops were well employed. Street railway employees had plenty of work. Niagara Falls reported that the steam railways were quiet as freight movements were light. Owing to the mild weather fewer train and engine crews were required and a considerable number of men were reduced or laid off. Brockville reported that the railway repair shops were fairly active, but that 'longshore work was quiet. Liveries and garages were quiet. The railway repair shops at Kingston were

active. The Montreal Transportation Co. laid off a number of men. Brantford reported that the steam and electric railways had a very good month. Kitchener reported that the steam traffic was only fair. Garages had a good month. The Grand Trunk repair shops at Stratford were working with night and day gangs, and many returned soldiers were reinstated in their former positions. Steam railways at London reported a very slack month, about 12 freight crews out of 32 being laid off. Forty brakemen were also laid off. London reported that about 200 men were laid off in the locomotive and traffic departments. Shop employees were rather quiet. Windsor reported that liveries and garages were quiet. Winnipeg reported that the street railway business improved during the month. Brandon and Regina both reported that the steam railways were dull, but that the railway repair shops were active. The street railways were rather quiet. Prince Albert reported that the railways were rather active. The Canadian Pacific Railway at Medicine Hat reported improved business, although, owing to the mild weather, a minimum of employees were able to handle the work. The railway repair shops at Calgary were fully employed. Vancouver reported activity in the transportation group except that 'longshoremen were rather quiet. New Westminster reported that the street railways continued to be very busy and that the railway repair shops had increased their staffs.

Quebec reported that a small amount of quarrying was being done. Sher-

brooke reported that the asbestos mines were fairly active, though there had been no in-

crease in the number of workers. The Cobalt silver mines operated at full capacity during the month and a total of 25 cars containing approximately 2,011,367 pounds of ore were shipped, as compared with 25 cars containing 1,-

**Railways,
shipping and
'longshore work**

**Mining and
quarrying**

915,128 pounds in January. Bullion shipments totalled 337 bars containing 335,407 fine ounces as compared with 540 bars containing 576,370 ounces in January. Working forces continued to be increased in the gold camps. The Alexo nickel mine at Porquois Junction was shipping ore at the rate of upwards of one and a-quarter million pounds a month. Fernie reported present conditions as rather quiet, though it was anticipated that if there was no serious decline in the metal market several hundred additional men would be required to carry out the work under consideration. The quartz mines at Nanaimo were quiet. The smelter at Ladysmith was making preparations for resuming work. In the Nelson, Trail and Rossland districts there was one copper and two lead furnaces in operation. The zinc, lead and copper refineries were running normally.

Sydney reported the output of the Dominion collieries at 263,000 tons of coal and 46,650 tons of coke with 529 ovens in operation, as compared with 270,000 tons of coal and 47,000 tons of coke and 485 ovens in January. The output of the Sydney mines was 25,250 tons of coal and 7,150 tons of coke with 143 ovens in operation, as compared with 41,000 tons of coal and 8,300 tons of coke with 187 ovens in January. The Florence mine was idle and the Jubilee mine worked half time only, leaving about 600 miners unemployed. Westville reported that the Arcadia Coal Co. had closed down the Allen mine and also the McGregor mine at Stellarton. The International Coal Co. discontinued working one of their seams and operated another only four days a week, but work was in some measure provided for the workers from these abandoned

places by double shifting in other workings. Fredericton reported that about 200 men had been thrown out of employment by the closing of mines, while an additional 200 were working half time only. Lethbridge reported a considerable falling off in employment in the coal mines owing partly to the exceptionally mild weather and consequent reduction in consumption. Many of the mines were working only three or four days a week. Calgary reported that the coal mines were working at full capacity, although there were many unemployed miners in the district. Fernie reported that during practically the whole month the mines had operated on the average of two days per week. At the coke ovens men were working less than half time. Nanaimo reported some depression in the coal mining industry.

Halifax reported that owing to the favourable weather employment was very good in the building trades, particularly in the case of carpenters. Sydney reported slackness. Charlottetown reported the plumbers and steamfitters had a busy month. Fredericton reported that there was much unemployment in the building trades. Montreal and Quebec reported dullness. Three Rivers reported some slight activity. Ottawa and Hull reported that less than one-fourth of the bricklayers of these cities are employed. Toronto also reported that a large proportion of the carpenters, bricklayers and other building tradesmen were unemployed, although prospects for the near future seemed good. St. Catharines reported that building and construction work was fair. Brockville and Kitchener reported a slight demand for carpenters. At Guelph carpenters were

Building and construction

fairly well employed. London reported dullness, but with a very promising outlook for the near future. Winnipeg reported dullness. Vancouver reported that a few dwelling houses were in the course of construction. New Westminster reported that employment in the building trade improved slightly during the month.

The value of building permits issued in 35 cities increased from \$1,096,974 in January to \$1,863,462 in February, or 69.9 per cent. As compared with February, 1918, there was an increase of 106.8 per cent.

Westville reported great activity in the lumber business during the whole month, a heavy snow-fall having facilitated the transportation of

Lumbering logs, etc. Charlottetown reported that the saw and shingle mills had an active month. Fredericton reported a good month. Quebec and Sherbrooke reported that conditions were very favourable for getting out lumber and that a large number of men had been employed in this work. Ottawa reported that the sawmills were busy and that the camps of the district were very active. Peterborough reported that there were big gangs of men in the camps, but that difficulty was anticipated in getting the logs out due to the shortage of snow. Port Arthur and Fort William reported that bush work in the tie, pulp, cordwood and lumber camps had been very active and that more men were wanted than the two cities could provide and that many men had been sent in from outside points. Prince Albert reported that the lumber camps were still busy and would need all the men they could get for a little while longer. Calgary

reported a demand for men in the lumber camps and sawmills. Fernie reported that there was practically no change in conditions which prevailed in the previous month. Operators complained of the lack of orders and of the weather conditions, which have been such that even carrying on limited logging operations have been very difficult. Vancouver reported several hundred unemployed loggers in the city. The sawmills were not very busy. New Westminster reported that sawmill work was rather slack and that some of the smaller mills were shut down. Shingle mills ran about normal, with a good demand for shingles. Nanaimo reported that the logging camps were quiet, but that the sawmills ran steadily. Victoria reported that the lumbering industry continued very active, although the logging industry fell off during the month.

Charlottetown reported that smelt fishing was good, but that the mild winter was unfavourable for shipping.

Fishing Prince Albert reported that the lake fishing had a most successful season and that the Big River companies estimated their shipments to be over 3,000,000 pounds of fish, and that the storage houses were filled to the limit of their capacity. The comparatively mild winter contributed to this success. Vancouver reported that the fish drying and packing houses were fairly busy, but that no canning was done. New Westminster reported that river fishing was very slack and that the canneries were idle. Victoria reported that the whaling fleet was being made ready for next season's operations, which would commence early in April.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

PROCEEDINGS FOR THE MONTH OF FEBRUARY, 1919, WITH TEXT OF BOARD REPORTS.

DURING the month of February the Department received a report from the Board established to deal with the dispute between the Corporation of St. John and certain of its employees, being policemen, members of the Police Protective Association of St. John, and four applications were received for the establishment of Boards.

Applications Received

The following applications for Boards were received:

From the employees of the Canadian Express Company, being clerks, drivers, porters, messengers, etc., members of the Canadian Brotherhood of Railroad Employees. A Board was established as follows: His Honour Judge R. D. Gunn, Ottawa, chairman, appointed by the Minister in the absence of a joint recommendation from the other two mem-

bers, Messrs. F. H. McGuigan and Fred Bancroft, Toronto, nominees of the company and employees respectively.

From the employees of the Canadian National Railways, Winnipeg, being freight transfer teamsters and auto-truck drivers, baggage transfer auto-truck drivers, stablemen and helpers. A Board was established, Mr. T. J. Murray, Winnipeg, being appointed a member on the recommendation of the employees.

From the employees of the Canadian National Railways, Eastern Lines, members of the Canadian Brotherhood of Railway Employees.

From the employees of the Montreal Tramways Company, members of Division No. 790, Amalgamated Association of Street and Electric Railway Employees of America.

The two last mentioned applications were under consideration at the close of the month.

Report of Board in Dispute between the Corporation of St. John, N.B., and certain of its employees, being policemen.

A REPORT was received from the Board established to deal with the dispute between the Corporation of St. John, N.B., and certain of its employees, being policemen, members of the Police Protective Association of St. John. The employer being a municipality, a Board could be established only by joint consent of both parties. This consent was granted and a Board was established as follows: Mr. H. Colby Smith, St. John West, N.B., chairman, appointed on the joint recommendation of the other two members, Messrs. Allan H. Wetmore and James L. Sugrue, St. John, nominees of

the corporation and employees respectively. The report, which was unanimous, made recommendations for the settlement of the dispute.

Report of Board

St. John, N.B.,
19th February, 1919.

Hon. G. D. Robertson,
Minister of Labour, Ottawa.

Sir,—

By virtue of the authority of the Minister of Labour, acting under the pro-

visions of the Industrial Disputes Investigation Act, 1907, and amendments thereto, we were appointed a Board of Conciliation in the matter of a dispute between the Corporation of Saint John and certain of its employees, namely, policemen and members of the Police Protective Association of Saint John, as to the validity or right of the police to affiliate with the Trades and Labour Congress of Canada. To vest in us absolute jurisdiction, both parties concerned agreed to come within the provisions of the said Act for a final decision of the matter in question. Having been so appointed witnesses duly came before us at our private and public solicitation and testified as to the various questions at issue pro and con, and having heard all the evidence that we believe is pertinent to the matter we are now prepared to submit our finding, which is as follows:

1st. We recommend that the Police Protective Association of St. John be permitted to retain the charter which has been issued to it by the Trades and Labour Congress of Canada by which they are affiliated therewith; provided, however, that the ritual, constitution and by-laws of the said Police Protective Association shall be drafted and approved by a joint committee representing the Police Protective Association, the Common Council of Saint John, with an independent chairman—in order to guard against any affiliation that

might in any way conflict with their duties as policemen.

2nd. We further recommend that immediate steps be taken to revise and amend the manual of rules and regulations for the government of the Police Department of the City of Saint John, which was approved by the Common Council on the 2nd day of June, 1915, and that in such revision nothing be inserted that shall in any manner conflict with the provisions of the charter of the City of Saint John.

3rd. We recommend that the City of Saint John reimburse each policeman dismissed from the police force of the City of Saint John on account of the dispute in question or incidental thereto, to an amount equal to what he would have been paid as such policeman, had he worked as such from the time of such dismissal to the time that he was privileged to be again reinstated in the service, when the present Commissioner of Public Safety took office; amount earned during such dispute in any other occupation being deducted from such wage.

Respectfully submitted,

(Sgd.) H. COLBY SMITH,
Chairman.
(Sgd.) ALLAN H. WETMORE,
Representative of City.
(Sgd.) JAMES L. SUGRUE,
Representative of Employees.

INDUSTRIAL COMMISSIONS

A PART from proceedings under the Industrial Disputes Investigation Act there were during the month proceedings with respect to Industrial Commissions.

A Royal Commission was established under the Inquiries Act to investigate with regard to unrest existing as between the shipbuilding firm of Messrs. J. Coughlan and Sons, Vancouver, B.C., and its employees, culminating in the

closing week of January in a cessation of work. Negotiations between the firm and its employees resulted in a basis being reached for the resumption of work until the end of the month of February on the understanding that, in the meantime, an inquiry would be conducted by a Royal Commission. The members of the Commission are as follows: the Honourable Mr. Justice D. Murphy, chairman, and Messrs. H. H. Watson and F. W. Welch, Vancouver.

Two reports were received from those Royal Commissions which had been appointed under the Inquiries Act to investigate with regard to disputes existing (1) between various shipowners of

British Columbia and their employees, being masters and mates, members of the Canadian Merchant Service Guild, and (2) in the coal mining industry on Vancouver Island.

Second Report of Royal Commission appointed under the "Inquiries Act" to investigate grievances between the Canadian Merchant Service Guild and B.C. Shipowners.

A second report was received early in February from the Royal Commission appointed under the Inquiries Act to investigate differences existing between various ship owners of British Columbia and certain of their employees, being masters and mates, members of the Canadian Merchant Service Guild. The Commission was composed as follows: Messrs. W. E. Burns, James H. McVety and A. E. James, Vancouver; Mr. Burns being appointed chairman. The first or interim report was dated September 12, 1918, and appeared in the October issue of the LABOUR GAZETTE. The second report now received was signed by all the members of the Board, but Mr. McVety dissented on some points and presented a minority report. To the findings of this Commission has been added

a statement furnished, in response to a request from the Minister of Labour, by Sir George Askwith, K.C., Chief Industrial Commissioner of the Ministry of Labour of the United Kingdom, under date of November 7, 1918, with respect to the question of the extent of recognition secured by the Imperial Merchant Service Guild from British ship owners. Certified copies of the findings of the Commission were forwarded to each of the employers concerned and to the representative of the Canadian Merchant Service Guild. The certified copies were accompanied by a letter setting forth the conclusions of the Minister reached after a careful consideration of the report. The communication in question is included in the present article.

Second Report of Commission.

To His Excellency
the Governor-General
for the Dominion of Canada.

Sir,—

Since the interim or first report of this Commission, dated the 12th day of September, 1918, your commissioners have sat intermittently hearing evidence upon matters not covered by the report and arising thereout, and also upon the wages and conditions in respect of British Columbia lake and river vessels to cover which an extension of the Commission was passed on the 19th September, 1918.

The occurrence of the epidemic of Spanish influenza and the regulations

established in respect thereof considerably interrupted and delayed the proceedings.

The Guild submitted a wide range of matters in statement dated 28th September, 1918, Exhibit No. 65, defining the points concerning which findings and reconsideration of findings already made were requested and the evidence heard by your commissioners, generally speaking, was directed along the lines of this statement.

Some of the matters put forward in this statement had been definitely dealt with in the first report, but your commissioners felt that while evidence on matters reserved and not covered was being heard, the door should not be shut

to further material evidence not available before, which might shed new light upon matters already decided in the first report bespeaking reconsideration. In this conclusion your commissioners were mindful that the first report was definitely mentioned as an interim report and was completed as quickly as possible because of the situation at the time as detailed therein.

The sittings of your commissioners have been of the most public character. The first report and all the sittings have been featured prominently in the press. Notices have been given in specific cases, and finally notices for the meeting of the 18th December, 1918, were published twice in all the daily newspapers of Vancouver and Victoria calling upon any person to attend who desired to be heard on the questions of harbour tugs, reclassifications, river and lake steamers, Government vessels, and generally on reserved questions.

On the question of recognition, for the reasons hereinafter stated your commissioners still reserve final action, but feel that evidence as complete as possible has been placed before them on all other questions, and beg to make the following findings and recommendations with respect thereto. The findings and recommendations are unanimous except where the contrary is indicated.

1. The findings and recommendations contained in the first report are hereby confirmed except in so far as disturbed herein.

2. Reclassifications:

(a) Class 1 of vessels owned by the Grand Trunk Pacific Railway Company should be changed to Class 1.A. and Class 1.B. formed, comprising the vessels of 1.A. if and when they run to Alaska ports. This action is taken to conform with the vessels owned by the Canadian Pacific Railway Company of the same class.

(b) Your commissioners do not see the necessity of reclassifying passenger vessels entirely irrespective of ownership. The existing classifications are sufficiently definite to admit of addi-

tions to fleets being classified in conformance therewith.

(c) "Princess May," "Princess Patricia," and "Charmer." Your commissioners feel that the evidence subsequently received as to these vessels does not justify reclassification in any case. Classification of all vessels is difficult owing to comparative differences and in the case of some vessels will possibly cause some ground of complaint when regarded from one viewpoint or another. Your commissioners cannot do more than exercise their best judgment in establishing definite classes and appropriate rates of pay. In this connection it might be observed that the rates of pay established in every class is to be regarded as the minimum payable at the present time.

Commissioner McVety disagrees with the above finding in respect to the "Charmer."

(d) "Tepic," "Vulcan," "Mystery." Your commissioners in their first report, and subsequently as above mentioned, called upon any person considering himself aggrieved by the established classification to bring his case forward. The above were the only cases in which objection was raised by owners. Considerable evidence was received concerning these tugs which developed into a review of Class 4, in which they were placed, and Class 5. As the result, it is felt that a re-adjustment should be made constituting an intermediate class to be known as Class 4.B., the pay being fixed at \$160.00 per month for the master and \$95.00 for the mate, payable as from 1st August, 1918. The following will form Class 4.B. so established: "Tepic," "Vulcan," "Mystery," "Shamrock," "Cheerful," "Fearful," "Gleeful," and "Protective."

(e) "Canadian" and "Squid." These two tugs were placed in Class 6 by the first report, but the pay for the master was fixed at \$135.00 per month and not at \$145.00, the pay for Class 6. This was the result partly of evidence of the owner of inability to pay the class rate

because of the nature of the work done by the vessels, also partly because of the statement submitted by the Tow Boat Owners' Association. This statement or schedule was considered generally so reasonable in view of the demands made by the Guild that it gave weight to the \$135.00 figure which it applied to these vessels. Subsequent evidence confirms these vessels as properly in Class 6. Evidence was also given that they are occupied largely in towing for the business of a part owner and that that is the reason for the poor returns. The owner who gave evidence in the first place was called upon to meet this assertion, but chose not to appear although ample opportunity was given. Your commissioners feel that where classes are established and rates of pay settled to govern each class, no exception regarding pay should be made in respect of any vessel in a particular class unless such exception is based upon some condition or fact affecting a vessel's membership in the class in which she is placed. The pay of the masters of these two tugs should therefore be placed at the class rate, viz.: \$145.00 per month as of the 1st of August, 1918.

3. Vessels in Government service: This matter was dealt with in the first report by the statement that evidence had been given that the wages paid were and had been for some time inadequate and that to avoid delay to the report the matter would be reserved to be dealt with subsequently. Considerable further evidence was received from officers on these vessels. Transcript of the evidence as to vessels operated by the Department of Marine and Fisheries was sent to Colonel F. H. Cunningham, chief inspector of fisheries for the province, and that as to vessels operated by the Department of Public Works to Captain G. E. D. Robertson, agent governing these vessels for the Department in the province. Upon invitation these gentlemen appeared and gave evidence. Your commissioners are of the opinion that the wages paid are not adequate.

Colonel Cunningham in his evidence

stated that the Civil Service Commission had been given power and were engaged in the work of reviewing the wages in question, and it was not until his evidence was given on December 18th that your commissioners were aware of this fact. Your commissioners therefore telegraphed that Commission advising of position and that adjustments and increases of wages were justified and asking for advice as to whether that Commission was covering the matter of the officers on these vessels. (See copy of telegram January 3rd, 1919, Exhibit No. 66.) Reply was received advising that the Civil Service Commission was now dealing with classification of entire civil service, schedule of salaries, etc., for presentation to Parliament at the ensuing session. (See telegram January 7th, 1919, Exhibit No. 67.)

In these circumstances your commissioners have decided not to deal with these officers but to leave the matter for action by the Civil Service Commission. In making this decision the majority of your commissioners feel that the Civil Service Commission is best fitted to deal with the matter in view of considerations having to do with the whole Civil Service. It is actively engaged upon the work and will have the evidence taken and exhibits filed before your commissioners.

Commissioner McVety disagrees with the above action.

In the evidence and exhibits being forwarded with this report the following bear upon the matter:

Evidence of:

A. C. Copp, Master of the "Merry Sea,"
Sept. 6, 1918.

Thos. Hembrough, Master of the "Swan,"
Sept. 6, 1918.

W. U. Dauphinee, Master of the "Elk,"
Sept. 6, 1918.

Wm. Kennedy, Master of the "Semihamo,"
Sept. 18, 1918.

Charles Barnes, Master of the "Estevan,"
Oct. 16, 1918.

Gordon Evans, First Officer "Estevan,"
Oct. 16, 1918.

G. E. D. Robertson, Agent Department of Public Works, Dec. 18, 1918.

F. H. Cunningham, Chief Inspector Department Marine and Fisheries, Dec. 18, 1918.

H. R. Bilton, Master of the "Newington," Dec. 27, 1918.

And the following exhibits:

No. 54. Statement *re* work of C. G. S. "Estevan."

No. 55. Memoranda *re* employees by F. H. Cunningham, Chief Inspector.

No. 58B. Letter from Inspector of Fisheries *re* masters requiring certificates, dated May 15, 1915.

No. 59. Statement *re* cost of uniforms.

No. 60. Statement *re* work of C. G. S. "Newington" and pay.

No. 63. Letter from G. E. D. Robertson *re* temporary increase of pay dated August 19th, 1918.

No. 64. Letter from Chief Inspector Marine and Fisheries *re* mate, F. P. S. Alcedo, dated December 18th, 1918.

4. Limitation of working hours and overtime: Particular complain is made that officers on passenger and cargo vessels are required to supervise the loading and unloading of freight, making excess of working hours over their regular watches in the day.

Your commissioners recommend that the regular watches of six hours on and six hours off govern this work and that time worked in excess be paid for at the rate of time and a half. For the purpose of computing the rate of pay the number of working days in the month shall be the basis.

With reference to this recommendation Commissioner James recommends that officers be required to work out their watches whether in navigation of the vessel or supervision of loading or unloading of cargo. While this is considered most proper, the majority of your commissioners feel that such a recommendation is not within the province of the Commission, but is a matter of the internal business of the employer.

4 (a). Holidays: Your commissioners recommend that one day off (free from the vessel) in seven be allowed each officer where such action is possible, having regard to the nature of the work. If the work is such that this would entail serious dislocation at certain seasons, then

provision should be made during other seasons to make up such off time.

This recommendation obviates the recommendation in the first report as to tow boat masters and certificated officers under the above heading.

5. Continuity of service: The officers employed by the Canadian Pacific Railway, as a result of the resignations in August, 1918, as detailed in the first report, established a break in service which it is understood automatically disentitled them to the benefit of their years of service up to that time. In the negotiations with the employees for settlement of the shipping tie-up, this position was brought up by the employees and discussed by your commissioners with them, Commissioner James explaining that the matter was entirely in the hands of the directors of the company and was a matter of serious difficulty. Your commissioners undertook and agreed to recommend to the company that the action of the officers be not considered as a break in service. This was one of the chief inducements to the men resuming work, and your commissioners, in pursuance of the foregoing, recommend that the Canadian Pacific Railway Company be urged to rule that the years of service rendered be not lost to the officers in question.

6. Extra pay for carrying explosives: Your commissioners feel that the claim for extra pay on this score is not well founded and should not be granted.

7. Towing by freight boats: Considerable further evidence was received on this claim, but after careful consideration of the same your commissioners are not disposed to alter their former action on this point. The former action consisted of placing these vessels in respective classes, having settled minimum pay and denying the claim for extra remuneration where a tow is transported besides the freight on board. These vessels operate in and out of Anyox, B.C., and a difficulty arose because of the fact that an American vessel of the same character was doing the same work but carrying an extra officer and the re-

spective rates of pay were higher. Evidence was received of higher pay being given than called for by the schedule in one instance, and since the last sittings one vessel has been purchased by another company and withdrawn from the work. Your commissioners feel that the condition does not call for any further or amended action.

Commissioner McVety disagrees in respect of the above action.

8. Increased pay for towing in outside waters: Considerable further evidence was received on this claim and has been considered, but your commissioners are not disposed to alter their former action.

9. Harbour tugs: The claim is made for limitation of working hours and extra payment for overtime. This claim is met by reference to the fact that the work of these boats is subject to the tides and therefore involuntarily long hours must occur, and, secondly, that a number of the boats are mastered by the owner and no overtime arrangement would be effective in their cases, and, therefore, if such an arrangement were brought about, a discrimination would be created. There is another objection which is one of substance, and that is, that the conditions of the employment do not lend themselves to a proper checking of the overtime under a system of extra payment being made for overtime work.

The effect of the tides upon the work is a point to be considered in the question as to what limitation should be arrived at, but should not prevent the application of the principle. The operation of his own boat by an owner will, of course, have a tendency to introduce an element of inequality or discrimination, but the same condition has obtained and does obtain in other occupations where the principle has been accepted. And the same can be said with reference to the objection based upon ineffectiveness for want of a proper check. As a further answer to this last point, it may be said that the work of these boats is really at home and more or less defined

or standardized, and means of sufficient checking ought to be capable of being devised to prevent wrongful action on the part of the employee.

Your commissioners do not think the objections raised are sufficiently practical to deny the establishment of the working day. Undoubtedly the best method of establishment is by law. This would meet the more substantial objections raised. In the United States a Federal law governs the matter, and your commissioners would recommend that steps be taken to pass a law of the same character in Canada.

In the meantime, your commissioners recommend that the hours of work for the master upon tugs doing harbour work be limited to twelve hours for double crews and thirteen hours for single crews, and that payment be made for time worked over these limitations at the rate of seventy-five cents per hour.

10. Lake and river vessels: The complaints in this situation have to do with inadequacy of pay, length of working hours and the requiring of officers to take part in the switching of cars at certain landings. The questions of pay and working hours are really interwoven.

The Canadian Pacific Railway Company is the only owner involved. The company increased pay as of the 1st of August, 1918, by applying a schedule on the basis of that in the McAdoo Award governing railways in the United States. Later the schedule under Amendment No. 7 of the McAdoo Award was made effective which made further increases. Criticism was made of this action in that the McAdoo rates were based upon an eight hour day and the recognition of the rates necessarily involved the recognition of the limitation of the working hours per day upon which they were based or in the alternative higher pay where the working hours were not so limited.

Passenger vessels: This situation is very difficult as the routes on the Okanagan Lake and on the Arrow and Kootenay Lakes are such as make of neces-

sity a longer working day than should be and yet not long enough to necessitate the imposition of double crews or lay-overs.

There are numerous calls made on the way and the evidence indicated that the landings were practically all attended to by the master mainly because of the undivided responsibility on his shoulders. So that the master's time off duty during the fourteen hours or more of the day's work cannot be definitely calculated and is not adequate considering the responsibilities.

Your commissioners recommend that these vessels be officered so that the responsibility of the navigation of the vessel during the day be divided as to time so as not to require any officer responsible for the navigation of the vessel being on duty more than eight hours. The wages of the pilots under the present schedule are \$112.70 per month. These are the officers mainly affected by the above recommendation, and it is recommended that their wages be increased commensurate with the added responsibilities. In the case of vessels not carrying pilots the same recommendation would apply to the mates.

The recommendation as to officers supervising freight operations under the heading "limitation of working hours and overtime" shall apply to these vessels.

Tugs: This situation is also exceedingly difficult because of the long hours being more or less necessitated by the nature of the business over the routes to be followed, and the conditions obtaining at the present time. The work as detailed in evidence showed continuous working hours which in the opinion of your commissioners should be modified. A proportion of these appeared to be due to the working hours of crews of switching engines not fitting in with car barge tug arrivals. This is possibly an incident to the nature of the business, but serves to accentuate the difference in treatment of the two branches of the service.

Your commissioners' recommendation as to one day off in seven in its application to the work under consideration would tend to relieve its onerous conditions. In addition it is recommended that the master should not be required to be on duty for more than thirteen hours in twenty-four. If lay-overs or re-adjustments cannot be arranged to give effect to this recommendation the surplus working time should be equalled by off time at convenient intervals of not greater than one month.

Wages: Your commissioners recommend that, subject to adjustment *re* pilots and mates as above set out, the present rates of pay be confirmed as minimum rates. They are as follows:

Routes.	Master, per month.	Pilot per month.	Mate, per month.
Crawford Bay ...	\$155.00	\$.....	\$100.00
Slocan Lake	160.00	.....	100.00
Nelson, Kaslo, Lardo	150.00	112.70	95.00
Okanagan Lake ...	180.00	112.70	100.00
Arrow Lake	180.00	112.70	100.00
Nelson - Kootenay			
Landing	180.00	112.70	100.00
Tugs:			
"Valhalla," "Hos-			
mer," "Proctor"	155.00	.....	100.00
Okanagan Lake and			
Slocan Lake	145.00	.....	95.00

Car switching: The complaint here is that the officers of the vessel should not be required to assist in handling the cars on the landing tracks. The company filed a letter as to the duties expected of the officers in this connection, Exhibit No. 61. This letter stated that the officers have no responsibilities except at Kelowna and Summerland on Okanagan Lake where there is no steam or electric power. At these points after the barge is made fast to the slip and the deck hands have coupled up the rails, the officers direct the attaching of the cable and placing it around a winch operated by steam from the vessel, and the hauling of the car thereby, and to see that any danger of a car getting out of control is avoided.

Your commissioners are of opinion that these duties are reasonable in the

circumstances and that the complaint is not well founded.

11. Discriminations:

"Clive". The master of the "Clive" gave evidence on the 23rd of July, 1918, concerning his pay and working conditions. Subsequently the charge was made by the Guild that he had been discharged because of evidence given and your commissioners investigated the charge. The master was reheard with another witness who was present at the interview with the owners at which he was discharged and his evidence was given as the reason for the action. The owners were called and gave evidence. It was attempted to establish that the master was unsatisfactory in his work and the grounding of his vessel on a bar in the Fraser River some time previously was set up to support this attempt. This incident was examined and your commissioners failed to find any blame attaching to the master in connection with it. Besides it had occurred months previously and the master was absolved from blame by the owners at the time.

After seeing and hearing all the witnesses your commissioners are of the opinion and find as a fact that the master was discharged for the reason stated.

"Polarine". The master of the "Polarine" resigned along with the other members of the Guild on the 21st August, 1918. When work was resumed after the shipping tie-up was terminated he presented himself for re-employment and was told his services would no longer be required. He gave his evidence in connection with the matter and your commissioners notified the owner by letter and requested him to appear in connection with the matter. The owner did not attend and your commissioners therefore presume that the action of the owner was based upon the resignation and not because of the unfitness of the master for his post. The two cases are of course not similar.

In the case of the "Clive," your commissioners feel that the freedom with which evidence should be presented or

obtained before a Royal Commission is deleteriously affected and would recommend that the matter should have attention and action taken if not in respect of this incident then so as to ensure that the same cannot occur in connection with the giving of evidence before future Commissions and Statutory Boards.

In the case of the "Polarine", your commissioners feel that the action of the owner was unwarranted.

12. Recognition of the Guild: The situation with reference to this question was placed before the Minister immediately the settlement was arrived at upon which work was resumed, and before the completion of the first or interim report, and in that report the agreement arrived at was set out and the finding made that the Canadian Merchant Service Guild should be recognized by shipowners in Canada to the extent of the recognition accorded the Imperial Merchant Service Guild by shipowners in Great Britain with reference to relations between employers and employees on questions of wages and working conditions, the exact status of the Imperial Merchant Service Guild in this respect, in accordance with the arrangement, to be determined after further evidence on the point was obtained.

The Minister suggested that interrogatories be prepared for answer by the British Minister of Shipping and the head of the Imperial Merchant Service Guild, as a means of obtaining the further evidence requested. On September 11th, your commissioners replied to the Minister by the following telegram:

"Agreement by parties upon which finding as to recognition is being made is such that Commission considers nothing short of judicial inquiry to receive evidence with liberty to parties to be present would be satisfactory. Importance of matter renders expense secondary to satisfaction of parties as to manner of obtaining the evidence."

Following this, on the 13th of September a letter was forwarded to the Minister reiterating the position as shown by the above telegram and advising that the arrangement upon which the men resumed work was that the evidence taken in England would be exhaustive, thorough and taken in a manner to which no objection could be raised by either side. On the 19th of October, a letter was received from the Minister in answer to telegraphic inquiry as to the position, stating that the Government had written the Minister of Shipping in England asking for full information concerning the Imperial Merchant Service Guild—as to the extent to which the Guild is recognized, and on the 23rd, a further letter was received in response to an interim message stating that Sir George H. Askwith, connected with the Ministry of Shipping in England, had been requested to inquire into the points raised and to write the Minister fully concerning them, and suggesting that the matter be allowed to stand until the information was received in the hope that it might be considered satisfactory to both parties. On the 24th an answering letter was forwarded by your commissioners explaining again that the evidence should be obtained in a manner which was entirely satisfactory to both sides in accordance with the commitment of your commissioners, but stating that in view of the Minister's request, the results of his action would be awaited.

Finally, on the 24th of December, a letter was received from the Deputy Minister enclosing the report of Sir George H. Askwith, together with the documents referred to therein, and explaining Sir George Askwith's official rank as that of Chief Industrial Commissioner in which capacity he is attached to the Ministry of Labour in the United Kingdom.

At the sittings of the commission of the 27th of December, a statement of the position as above outlined was made and the receipt of the report announced.

Counsel for the owners strenuously objected to the manner followed, as evidence on both sides had not been taken with full liberty to representatives of both sides of being present, and all the owners are associated with this objection.

Your commissioners have therefore no other course than to request that the evidence in question be formally taken in England in accordance with the understanding above referred to, that is to say, presented by both sides with full liberty to both sides to be present, and before a Commissioner appointed by Your Excellency for the purpose, who shall forward the evidence to your commissioners for their decision. This was the definite understanding upon which the shipping tie-up referred to in the First Report was terminated, and is in the nature of an agreement made by your commissioners justified by the situation existing at that time.

Your commissioners therefore reserve this question for later decision in accordance with the foregoing.

Commissioner McVety appends hereto a statement or minority report upon the points in respect of which he disagrees.

All of which is respectfully submitted.

(Signed) JAS. H. McVETY,
E. A. JAMES,
W. E. BURNS,
Chairman.

Dated at Vancouver, B.C., this 27th day of January, A.D. 1919.

Minority report of Com. J. H. McVety

To His Excellency
the Governor General
for the Dominion of Canada.

Sir,—

With regret, I find myself unable to agree with my brother commissioners on a number of questions and report as follows:

Reclassification of Steamer "Charmer".

Evidence was given that since the classification of this vessel by this Commission the owner has increased the wages of the master in order to maintain an existing differential between him and the chief engineer, negotiations between the engineers' organization and the owner having resulted in the placing of the vessel in a different class, as far as the engineers are concerned, to that established by this Commission in its Interim Report. I am of the opinion that the vessel should be placed in Class 3 and the officers paid the wages applied to that class.

Vessels in Government Service:

An application was made on June 14, 1918, to the Department of Labour for the appointment of a board to consider matters alleged to be in dispute between the Canadian Merchant Service Guild and some forty shipowners, including the Dominion Government which operates a considerable number of vessels in various services on the British Columbia coast. A copy of the application was sent to the agent of the Department of Public Works at the same time as to other employers. The Minister of Labour of that date found it impossible or inexpedient to appoint a board under the provisions of the "Industrial Disputes Act" and in the alternative caused an order-in-council to be passed appointing this Commission, with powers sufficiently wide to cover all coasting vessels and without restriction as to Government owned vessels. This Commission accepted evidence from the employees and after supplying the agents of the departments affected with transcript of the evidence, took their evidence on the questions under review. The interim report contained this reference to the matter:

"Evidence was given before your commissioners to the effect that the present rate of wages paid is, and has been for some time, inadequate. The

completion of evidence now would mean considerable delay and your commissioners reserve this situation to be dealt with subsequently."

The commissioners are still of the opinion that the wages paid are inadequate, but because of the fact that the "outside service" has now been placed under the Civil Service Commission and that body has under consideration the employees of one branch of the service affected by this dispute, a majority of the commissioners have decided that the whole question should be left to the Civil Service Commission.

With this decision I emphatically disagree. The men affected made an application to this Commission for a decision on certain grievances. The decision to place the "outside service" under the Civil Service Commission was arrived at during the last session of Parliament and it was the duty of the Government, in the first instance, to have restricted the powers of the commission if it did not desire these employees to be covered. In the alternative, the commission itself should have excluded this class of employees at the first if it did not intend to give a decision on the matters placed before it. After a pronouncement that the wages are inadequate and promising to deal with the matter later, I am of the opinion that we are not keeping faith with the employees, and particularly with those of the steamers employed by the Department of Public Works in the lighthouse service, in not making a finding on the questions affecting them. There is no evidence to show when the Civil Service Commission will be in a position to deal with these employees and after waiting on this commission for six months they are to be subjected to further delay. This finding, in my opinion, is a direct invitation to settle existing grievance by the adoption of the same methods as used successfully by other sections of the crews of the same vessels since this commission has been sitting.

Towing by Freight Boats:

Since the interim report was presented, further evidence has been received showing the conditions under which these vessels operate. From the evidence it appears that owing to the absence of any provision in the "Canada Shipping Act" for a load line that some of these vessels are loaded until there is little or no free board and in some cases until the deck is awash. The practice of loading vessels in this manner of necessity increases the hazard of the mem-

bers of the crew and this is further increased by attaching a barge or scows as to a tow reducing the seaworthiness of the vessel by excessive loading and making it more difficult to handle owing to the encumbrance of the tow.

The Canadian Merchant Service Guild asked for an increased allowance for officers of these vessels and I think the allowance should be granted.

Dated at Vancouver, B.C., this 27th day of January, 1919.

(Signed) JAS. H. McVETTY.

QUESTION OF RECOGNITION

Statement furnished by Sir George Askwith, K.C., Chief Industrial Commissioner of the Ministry of Labour of the United Kingdom, under date of November 7, 1918, with respect to the question of the extent of recognition secured by the Imperial Merchant Service Guild from British Ship-owners

Masters and mates engaged in the oversea mercantile service and in coastal vessels which carry passengers are required to possess a Government certificate of efficiency, which can only be obtained after from four to six years service, and the passing of an examination conducted by the Government. There are probably over 15,000 masters and mates owning these certificates in the mercantile marine service. Of these probably more than 75 per cent are organised in the Imperial Merchant Service Guild and the Mercantile Marine Service Association, the two chief bodies now formed for the protection of the interests of navigating officers. The former body claims to have from 13,000 to 14,000 members. Both bodies disclaim being Trade Unions; but rather aim at being professional organization; they do not allow strike pay or enforce membership. Some three or four years prior to the war the Imperial Merchant Service Guild came forward with an effort to obtain better conditions for their members, but preferred dignified pressure to violent aggression. For instance, in connection with difficulties that arose with the P. and O. Company about 1911 some of their members urged a sudden strike and refusal to sail boats on the

eve of departure, but the Association vetoed this policy and simply induced the masters and mates to resign from the company's service in an ordinary legal way. This procedure had the effect of causing a settlement which was recognized both by the P. and O. Company and the Imperial Merchant Guild. Up to the commencement of the war, however, although the power of the Associations had extended, no definite recognition was accorded by the Shipping Federation or the Liverpool Steam Ship Owners' Association, the two principal Ship Owners' organizations in the United Kingdom, the attitude of these Associations being that the question of conditions affecting masters and mates was a matter for individual ship owning companies to settle with their own employees. The navigating officers associations appear to have been content with this measure of recognition. During the course of the war, it became evident that considerable control would have to be exercised both on ship owners and all classes of sea-going men, and with this in view the Ministry of Shipping in 1917 secured the establishment of the National Maritime Board. This Board consists of representatives of the Government as chairman, vice-chairman,

and secretary, 6 ship owners, 6 navigating officers, 6 marine engineer officers, 6 seamen firemen and 6 cooks and stewards. When questions arise affecting any of these classes the 6 ship owners meet the 6 representatives of the class directly concerned and efforts are made to arrange a settlement. No serious stoppages of work have recently occurred in the shipping industry and scales of payment and conditions of employment generally have been agreed upon, (copies of some of which will be found on pp. 32-60 of the *Guild Gazette* which I enclose). It will be seen that the question of recognition has thus been accepted by the Government and also by the Ship Owners, including the Shipping Federation. The Liverpool Ship Owners' Association have stood out from the National Maritime Board, being content to conduct their affairs by means of a joint Committee which sits at Liverpool. It may be accepted that during the period of the war recognition has been generally adopted both by the Government and the Ship Owners individually and collectively.

Consideration is now being given to post-war relationships and with this in view a conference of the Ship Owners and the sea-going employees, both officers and men, was held recently at the Ministry of Reconstruction, when a proposal was submitted for the establishment of an Industrial council under the

scheme recommended by the Whitley Report (copy of which I enclose). Certain progress was made, but not sufficient to warrant prediction of the ultimate form of organization. Recognition in some form or other will, however, be continued and whether the ship owners elect to conduct their negotiations collectively through the Shipping Federation and the Liverpool Ship Owners' Association or by other means, some form of joint negotiation on their part would appear to be inevitable. The masters and mates on their side have found so much benefit accrue from acting through their Association that there is a strong determination to continue this collective policy.

The experience of this country, whether in respect of the efforts of professional men or workpeople generally, is that the measure of recognition received by organizations from employers is determined by the strength of those organizations. In the case of masters and mates the ship owners were reluctant to depart from the personal method of settling difficulties, but the general desire on the part of these navigating officers to have their difficulties dealt with through the medium of the Imperial Merchant Service Guild or the Mercantile Marine Service Association has decided the question in the direction of a fuller and more general recognition.

Minister's conclusions stated.

Ottawa, February 15, 1919.

Re differences between certain ship owners of British Columbia and their employees, members of the Canadian Merchant Service Guild.

Sir,—

I beg to enclose, for your information as one of the employers concerned, various documents in this matter, to which I am directed to request your earnest attention.

As you will be aware, the first or interim report, issued under date of Sep-

tember 27, 1918, of the Royal Commission which dealt with this matter, made findings for the settlement of many of the points of difference, and, with respect to the question of recognition of the Canadian Merchant Service Guild, recommended that the same degree of recognition be granted as is "accorded the Imperial Merchant Service Guild by ship owners in Great Britain in reference to relations between employer and employees on questions of wages and working conditions." The Minister of Labour, on receipt of this report, caused

a copy of the same to be forwarded to Sir George Askwith, K.C., Chief Industrial Commissioner of the United Kingdom, and possessed of special facilities and advantages for determining the question here involved, with a request that he would furnish, for the information of the Government of Canada, full information as to the degree of recognition accorded by ship owners in Great Britain to the members of the Imperial Merchant Service Guild with respect to the questions indicated as above. A report from Sir George Askwith was duly received and was forwarded to the chairman of the Royal Commission.

In its second report, issued under date of January 27, 1919, the Commission, with the Askwith Report before it, has refrained from expressing any view with reference to the question of union recognition, other than that it is recommended that inquiry be made as to the situation in reference to union recognition as between ship owners in Great Britain and the Imperial Merchant Service Guild.

The Minister has had the whole matter under careful consideration and I am to observe as follows:

1. No jurisdiction exists in the Dominion of Canada for the appointment of a Commission clothed with authority for the purposes indicated in the second report of the Commission.
2. In the light of the information contained in the report received from the Chief Industrial Commissioner of Great Britain as to the degree of recognition obtaining as between the bodies named, no good ground, in the Minister's view, exists for a further inquiry on the subject.
3. The Askwith Report is deemed to be adequate for the purpose in view, that, namely, of informing the ship owners of British Columbia and the Canadian Merchant Service Guild as to the conditions

prevailing in the United Kingdom as between British ship owners and the Imperial Merchant Service Guild with respect to the question of union recognition and the bearing of the same on matters of wages and working conditions between the parties named.

4. The Askwith Report indicates that the post-war relations of the ship owners and their sea-going employees, both officers and men, are likely to undergo changes, and while the precise outcome of negotiations was pending when the report was written, the Chief Industrial Commissioner ventured the view that "some form of joint negotiation would appear to be inevitable." The Department of Labour will endeavour to secure full and accurate information as to further developments in the matter, so that the same may be available for the information of interested parties.
5. The acceptance by the respective parties of the findings of the Commission would seem to determine all matters of difference referred to the Royal Commission other than the question of union recognition, and with respect to this matter, the disputing parties having bound themselves to adopt the course pursued by the ship owners of the United Kingdom in their relations with the Imperial Merchant Service Guild, and full information on this point being afforded in the report received from the Chief Industrial Commissioner of Great Britain, it is trusted that further friction here also will be averted.

For the information of all concerned, I am to state in conclusion that the Minister is causing to be forwarded to each employer and to the Secretary of the Canadian Merchant Service Guild documents as follows:

- (a) First report of the Royal Commission, dated Sept. 27, 1918;
- (b) Second report of the Royal Commission, dated Jan. 27, 1919;
- (c) Minority report by Mr. James H. McVety, dated Jan. 27, 1919;
- (d) Report of the Chief Industrial Commissioner of Great Britain as to the question on union recognition as between the British

ship owners and the Imperial Merchant Service Guild.

- (e) Duplicate of this present communication.

I have the honour to be,

Sir,

Your obedient servant,

F. A. ACLAND,
Deputy Minister of Labour.

Report of Commission on Cost of Living, Vancouver Island Coal Mines

IN accordance with the agreement reached in October last as between coal operators on the Island of Vancouver and the miners concerned, being largely members of the United Mine Workers of America, and there having been prior to the agreement much industrial unrest in the industry concerned, a Royal Commission was appointed on January 17 to determine the fluctuations in the cost of living in the localities concerned for the period September 30 to December 31, 1918, the Commission being composed as follows: Mr. Tully Boyce, of Nanaimo, B.C., coal operator; Mr. John McAllister, of Cumberland, B.C., local officer of the United Mine Workers of America, and Mr. D. T. Bulger, Fair Wages Officer of the Department of Labour. The Commission proceeded immediately with its inquiry, and a report was received by the Minister during the month of February.

During its inquiry the Commission visited Nanaimo, Cumberland, Ladysmith, South Wellington, Courtney, Union Bay, Cassidy, and Bevan, and received statements as to the retail prices of merchants trading with miners.

The list of commodities, including foodstuffs, etc., adopted by the Commission, was the same as that used for previous adjustments of wages, it having been endorsed by the miners concerned. The Commission adopted the method of taking the percentage of increase or decrease in the cost of foods between the two dates, and allowing two-fifths of this figure to cover a like increase in clothing. On the basis of \$3.00 per day as the base rate of a day miner, the total estimated percentage of increase, .0091 per cent, therefore equalled 23¼ cents per day, and this increase was awarded as a flat increase to all mine employees.

AWARDS OF THE ARBITRATION BOARD IN THE DIFFERENCES BETWEEN THE CITY OF MONTREAL AND EMPLOYEES OF THE POLICE, FIRE, INCINERATION AND AQUEDUCT DEPARTMENTS

THE events leading up to the appointment of a Board to arbitrate as to wages and working conditions with respect to the employees of the Montreal police, fire, incineration and aqueduct departments and the Corporation of Montreal were briefly described on page 18 of the January issue of the LABOUR GAZETTE.

The Board of Arbitration was composed as follows:

Messrs. Adelard Fortier and F. W. Stewart, representing the employees; Messrs. Alfred Lambert and Grant Hall, chosen by the Citizens' Protective Committee; with Mr. W. A. Black, appointed by the other members of the Board, to act as chairman. The Board, meet-

ing for the first time on December 19th, held several sittings, and on January 27th made public its awards and decisions in the cases of the employees of (1) the police department, (2) the fire department, (3) the incineration de-

partment, and (4) the aqueduct department.

The full text of the report of the Board, containing awards and decisions in each of the above cases, is given below.

Award of the Board of Arbitration to determine upon the questions submitted referring to the conditions existing between the City of Montreal and employees of the Police, Fire, Incineration and Aqueduct Departments

The Arbitration Board selected to deal with the differences existing between the City of Montreal and the employees of the above mentioned departments submits the subjoined findings.

As the facts surrounding the appointment of this Board are so well known, it is not necessary to review the circumstances that led up to its formation beyond stating that on Friday, December 19th, Messrs. Adelard Fortier and F. W. Stewart, selected by the employees of the said departments of the city, and Messrs. Alfred Lambert and Grant Hall, chosen by the Citizens' Protective Committee, to act as arbitrators, met and appointed Mr. W. A. Black as fifth arbitrator and chairman.

The Board commenced its sittings forthwith, and has been in daily session, except for some few unavoidable interruptions due to Christmas and New Year holidays.

As the matters involved were of great importance, and as it was the sincere desire of all concerned that a full and complete investigation should be made, a large number of witnesses were heard and numerous documents and statistics considered. The members of the Board would like to express their sense of appreciation of the courteous, frank and thorough manner in which the witnesses, as well as the direct representatives of the employees, gave their statements, their apparent endeavour being to place before the Board as clear and full information as possible. A like remark should also be made with respect to the representative of the Administrative Commission, and to the members of the Commission themselves, the latter

placing themselves at all times at the disposal of this Board whenever so desired.

A number of police and fire stations, and the main pumping station of the aqueduct were visited, so that the Board might also see at first hand the conditions complained of by the employees.

In order that the findings of the Board might be more clearly understood, it has been thought advisable to state the requests of the different employees as set out by them, and to answer them article by article.

The Board of Arbitrators in its decision as to the formation of associations amongst municipal employees, and the affiliation of such associations with other organizations, do not intend or purpose to pronounce upon the rights of workers in general to form societies and federate such societies, but have considered it advisable to rule against the federation of societies consisting of civic employees; and, in the larger services, such as fire and police, have provided that the employees be represented in the preparation of a manual covering such departments; and for all departments have provided a definite system for the consideration of all grievances; and have established an independent tribunal of arbitration which would ensure the civic employees ample justice.

In arriving at this conclusion, the Board of Arbitrators have been mindful of the fact that those who are named for the maintenance of public security should not be bound by obligations, to societies or organizations, which would in any way restrain or embarrass them

in the exercise and performance of their functions and duties—the primary duty consisting in the protection of all classes of society, without distinction, and at all times and under all circumstances.

It was brought out from time to time during the sessions that there were many misunderstandings in regard to the rules governing pension allowances, but from the fact that this fund is regulated according to by-laws passed by the City Council, this Board does not consider that it has any jurisdiction to rule in the matter, but it urges that the Administrative Commission should set out, without delay, rules and regulations in a concise and intelligible form, in order that the pension system may be clearly understood by all concerned, and that a copy of such rules and regulations be placed in the hands of each employee interested.

The Board desires to place on record its opinion that in order to avoid such unfortunate circumstances and results as took place last December, that it is necessary that great patience and consideration be exercised on the part of both employees and the Administrative Commission. The Board further desires to draw the particular attention of both the Administrative Commission and the employees to the clause governing promotions and dealing with grievances, which we believe will be of distinct mutual benefit to all concerned.

Respectfully submitted,

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Arbitrators.

Wages and conditions governing service of employees of the Police Department of the City of Montreal

REQUEST No. 1.

“The City of Montreal gives to the members of the Municipal Police Force the authorization to constitute themselves into a labour

union, and in consequence recognizes the Policemen’s Federal Labour Union, No. 62.”

AWARD No. 1.

Policemen may have their society or association for the consideration of their own affairs, but must not be affiliated with any other association, society or a union. The membership of such society or association will be confined to active members of the police force of the city, or retired members who are on the pension list.

REQUEST No. 2.

“The City of Montreal binds itself to negotiate directly with the Policemen’s Federal Labour Union, No. 62, through its officers or authorized agents in all matters concerning the welfare and interest of the members of the said union.”

AWARD No. 2.

The Administrative Commission on request will promptly receive the officers or committee of such society or association formed as outlined in Award No. 1, for discussion of matters concerning the welfare of the police force and the city, and will render prompt decision on matters submitted to them.

REQUEST No. 3.

“The City of Montreal moreover binds itself that no member of the municipal police force or detective force on or before his reception in said union in whatsoever way, verbally or by writing, be hindered, solicited or required to discontinue his membership or prevented from joining the Policemen’s Federal Labour Union, No. 62.”

AWARD No. 3.

Answered by Awards 1 and 2.

REQUEST No. 4.

“The City of Montreal allows the Policemen’s Federal Labour Union No. 62 to utilize the police stations or other immoveables, or places belonging to or under the temporary or permanent control of the said city where said police force is on duty, for the purpose of receiving taxes, contributions, or whatever dues owed to the said union, and also for the purpose of publishing by means of posters or notices concerning the affairs of said union.”

AWARD No. 4.

Notices in connection with their own society or association as specified in Award No. 1 may be posted up subject to approval as to form and position of the Chief of the force.

REQUEST No. 5.

“The City of Montreal binds itself to protect and hereby protects the members of the

Policemen's Federal Labour Union, No. 62, against all actions in damages or claims resulting from reasonable acts of said members in the discharge of their duties."

AWARD No. 5.

The city shall protect individual members of the police force in case of legal actions resulting from the reasonable performance of their duties.

REQUEST No. 6.

"The Policemen's Federal Labour Union, No. 62, states that all persons of the male sex belonging to the municipal police force, comprising those with the rank of Captain, may be elected members of said union."

AWARD No. 6.

Answered by Award No. 1.

REQUEST No. 7.

"The City of Montreal will see to the maintenance of the stations in the way of keeping them clean, healthy, and furnished with baths, shower baths, wash-stands, toilets, etc., of modern construction and in conformance with the City Health By-law; it will also furnish towels, soap, shoe polish, brushes and other articles necessary to members of the police department in order to keep clean and of a good appearance."

AWARD No. 7.

The city must maintain the stations in a safe, clean condition, and provide bath or shower bath, wash-stand and toilet to comply with the City Health By-law, also towels and soap, and where beds are provided, the bedding, pillows and coverings, and must arrange for the necessary laundering without cost to the men.

REQUEST No. 8.

"The City of Montreal will also furnish gratuitously all clothing apparel for winter and summer and other seasons necessary for the equipment of a policeman, i.e., yearly, one blouse, two pairs of trousers, two pairs of boots, one pair of woollen gloves and one pair of fur-lined mittens; said equipment must be furnished on or before the 1st of May and November of each year, according to the season for which they are necessary. Said city will furnish, moreover, every two years, a winter overcoat, and spring or fall tunic, and a cap; the members of the force shall also be provided gratuitously with raincoats, rubber boots, and cap coverings, a winter fur cap, baton, chain and whistle. Said effects or articles of equipment will be renewed according to wear and tear.

AWARD No. 8.

The city will furnish policemen without charge the following clothing and equipment:

Yearly: 1 blouse, 2 pairs trousers, 2 pairs boots, 1 pair woollen gloves, 1 pair fur-lined mittens, to be supplied on or before May 1st and November 1st each year, according to the season, also every third year a winter overcoat, a spring or fall tunic and cap, also subject to renewal as required—raincoat, rubber boots, cap covering, winter fur cap, baton, chain and whistle.

REQUEST No. 9.

"The members of the municipal police force will not be called upon to perform any other duty than the one pertaining to the police."

REQUEST No. 10.

"The City of Montreal, after the 1st of January, 1919, will have the work done in the police department, whether it be carpenters', painters', plumbers' work, etc., by workmen belonging to their respective unions."

AWARDS NOS. 9 AND 10.

Can properly be considered together. This Board does not see any objection to members of the force being used for the purpose indicated in their own stations, where it does not interfere with their hours of rest or duty, which is a matter to be decided by the officer in charge.

REQUEST No. 11.

"The City of Montreal binds itself to appoint on or before the 1st of January, 1919, a Commission of three members, one to be named by said union, for the purpose of studying and forming a system of promotion and of disciplinary measures, which will give full justice to all, and in the meantime no permanent promotion will be made until said Commission have reported."

REQUEST No. 12.

"Every member of the union appearing before a superior officer on a question of discipline will have the right, if he so chooses, to be accompanied by a fellow member of the union who will have the right to advise him."

AWARDS NOS. 11 AND 12.

The Arbitration Board, after listening to evidence on this subject, has arrived at the opinion that in order to have an efficient police force in the service of the Corporation of Montreal, and to insure continuity of good service therein, and that proper encouragement may be provided to all employees in that force, some general rules regarding disciplinary measures should be formulated to meet the conditions existing. It is, therefore, the opinion and judgment of this Board that promotions should be based on ability, merit and seniority; that any member of the force who may consider himself unjustly treated shall have a fair and

impartial hearing, providing written request is submitted to his immediate superior within five days, and a hearing shall be granted within five days thereafter. Decision is to be rendered within seven days after completion of hearing. If an appeal is taken it must be filed with the next higher official and a copy furnished the official whose decision is appealed within five days after date of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding section. At the hearing or on the appeal the employee may be assisted by a fellow employee of his own choosing.

The right of an appeal is hereby established whereby an employee may proceed in regular order of succession and in manner prescribed above up to and inclusive of the highest official designated by the Administrative Commission of the City of Montreal to whom appeals may be made. An employee disciplined or dismissed, on request, shall be given a letter stating the cause, and be entitled to an examination of the records on investigation or on appeal. If the final decision decrees that charges against the employee were not sustained, his record shall be cleared, and if he had been suspended or dismissed the employee shall be returned to his former position and paid for all time lost.

It is the opinion of the Arbitration Board that the Administrative Commission of the City of Montreal is the proper authority to carry out this arrangement, and it is the decision of this Board that it put this arrangement into effect at once.

If the Administrative Commission finds that it has not the necessary time to devote to such matters it will take such immediate action as is necessary to have a commission appointed to carry out this award. In any case, the complainant if dissatisfied with the decision in his case will have the right to apply for and be given an arbitration board consisting of three, complainant to name one, the Administrative Commission one, and the two arbitrators so named to appoint the third. Should the two first mentioned arbitrators fail to agree, then the third is to be named by a Judge of the Superior Court; the judgment of the arbitrators to be final and binding.

Members of the force receiving promotion shall receive at once the salary appertaining to the new grade.

A manual covering regulations with respect to nominations, promotions, disciplinary measures, instructions, etc., is to be prepared by a committee composed of three, of which the Administrative Commission will name two and the employees one.

REQUEST No. 13.

"The City of Montreal will furnish gratuitously to every member of the police force free passage on the tramways of the City of Montreal, when said members will be on duty whether in uniform or otherwise."

AWARD No. 13.

The Board is informed that an arrangement exists between the tramways and the city and that the police when in uniform are carried free, but the Board further understands that men of the force in plain clothes are not always reimbursed for fares paid. The Board decides that such expenses are to be promptly paid when properly vouched for.

REQUEST No. 14.

"Classes of detectives and constables are determined as follows:

First, second and third class.

Third class will comprise all members of the first year in service.

Second class: Detectives and policemen having more than twelve months' service in their different departments.

First class: Those having served more than twenty-four months.

AWARD No. 14.

Detectives are to be classified as follows:

Fourth class to be comprised of members in first year of service.

Third class to be comprised of members in second year of service.

Second class to be comprised of members in third year of service.

First class: Those having more than three years' service.

Constables are to be classified as follows:

Fifth class: Those in first year of service.

Fourth class: Those in second year of service.

Third class: Those in third year of service.

Second class: Those in fourth year of service.

First class: Those having more than four years' service.

N.B.—This is not to prevent the promotion of a member of the force from one class to another in less than the specified time when duly recommended.

REQUEST No. 15.

"Promotion from one class to the other may be made at any time by the competent authorities and the recommendation of the superior officer under whose immediate orders a member is."

AWARD No. 15.

Provided for in Award No. 14.

REQUEST No. 16.

"Commencing from January 1st, 1919, and for the duration of the present contract the scale of wages in the police department of Montreal shall be as follows:

Captains	\$2,000.00
Lieutenants	1,800.00
Sergeants	1,700.00
Detectives—first class	2,000.00
Detectives—second class	1,900.00
Detectives—third class	1,800.00
Constables—first class	1,600.00
Constables—second class	1,500.00
Constables—third class	1,400.00
Stablemen	1,200.00

Operators and automobile chauffeurs shall receive the same salary as a constable according to the class to which he belongs.

AWARD No. 16.

The following will be the scale of wages:

Captains	\$1,800.00
Lieutenants	1,700.00
Sergeants	1,600.00
1st class detectives	1,700.00
2nd class detectives	1,600.00
3rd class detectives	1,500.00
4th class detectives	1,400.00
1st class constable	1,400.00
2nd class constable	1,300.00
3rd class constable	1,200.00
4th class constable	1,100.00
5th class constable	1,000.00
Stablemen	1,000.00

In the case of the 3rd or 4th class constables at present in the employ of the city, their salary for the third or second year or the balance of those years of service after December 31st, 1918, shall be \$50.00 more than the above award.

Operators and automobile chauffeurs shall receive the same salary as a constable according to the class to which they belong.

REQUEST No. 17.

(Withdrawn.)

REQUEST No. 18.

“All members of the police force shall be allowed one day of rest in fourteen days without deduction of pay, and automatically; furthermore, the City of Montreal shall grant holidays every year as follows:

Captains, 21 days; lieutenants, 19 days; sergeants, 17 days; constables, 15 days. Each member of the police force will be allowed to take his holidays all at one time if he so desires by obtaining a permission to do so from the Captain of his station, who shall grant these holidays to no more than two men at one time if his staff is not less than twenty-five men; to four men at one time if there are more than twenty-five men and less than fifty; to two more men for every twenty-five men additional. The time of said holidays will be determined in every station after an agreement being

reached between the Chief of the station and his men. The men will be paid for the period of their holidays, also when they are absent on account of sickness.”

AWARD No. 18.

Members of the police force shall be allowed one day per fortnight off duty and 15 days holidays per year with pay. Arrangement for relief will be made by officer in charge. Any member of the force who has been in the employ of the city for a period of not less than six months shall, if unable to perform his duties through illness, be entitled upon production of certificate from the city’s medical authorities, to receive full pay if approved of by proper official or the Administrative Commission, but in the case of a permanent employee injured in the performance of his duty he shall be entitled to receive full salary during the entire period of his illness, unless the city’s medical authorities declare that he is possessed of permanent infirmity and unable to work, in which case he shall be placed upon the pension fund list, subject to rules and regulations governing such fund.

REQUEST No. 19.

“Every member of the police force who having been suspended and subsequently reinstated shall have the right to his full pay for the time of suspension.”

AWARD No. 19.

Answered by Awards 11 and 12.

REQUEST No. 20.

“Any member elected to office as a permanent official of the union and who will ask to be absent from the employ of the city shall be considered as being on leave of absence, will stand in force until such time as this member’s services are required by this union.”

AWARD No. 20.

Any one member of the force elected by his fellow employees to represent them in connection with the affairs of their own association or society shall be given leave of absence without pay.

These wages and conditions to take effect January 1st, 1919, and to remain in force until December 31st, 1919, unless otherwise mutually agreed upon.

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Arbitrators.

Wages and conditions governing service of employees of the Fire Department of the City of Montreal

REQUEST No. 1.

"We suggest the formation of a Commission which would have in its exclusive jurisdiction the establishment of a system of appointments, promotions and disciplinary measures, assuring equal justice for all. Such Commission might be composed as it is enacted in clause 20."

REQUEST No. 2.

"Each member of the fire department receiving promotion should receive the salary attached to his new grade from the date of his entry into such functions. The insertion of such a clause would eliminate the serious uneasiness and uncertainty which is, of course, of a nature to destroy confidence of the man in competent authority."

AWARDS NOS. 1 AND 2.

The Arbitration Board after listening to evidence on this subject has arrived at the opinion that in order to have an efficient fire brigade in the service of the Corporation of Montreal, and to insure the continuity of good service therein, and that proper encouragement may be provided to all employees in that brigade, some general rules regarding disciplinary measures should be formulated to meet the conditions existing. It is, therefore, the opinion and judgment of this Board that promotion should be based on ability, merit and seniority; that any member of the brigade who may consider himself unjustly treated shall have a fair and impartial hearing provided written request is submitted to his immediate superior within five days, and hearing shall be granted within five days thereafter. Decision to be rendered within seven days after completion of hearing. If an appeal is taken it must be filed with the next higher official and a copy furnished the official, whose decision is appealed within five days after date of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding section. At the hearing or on the appeal the employee may be assisted by a fellow employee of his own choosing. The right of appeal is hereby established whereby an employee may proceed in regular order of succession and in manner prescribed above up to and inclusive of the highest official designated by the Administrative Commission of the City of Montreal, to whom appeals may be made.

An employee disciplined or dismissed, on request, shall be given a letter stating the cause and be entitled to an examination of the records on the investigation or appeal. If the final decision decrees that charges against the employee were not sustained, his record shall be cleared, and if he has been suspended or

dismissed, the employee shall be returned to his former position and paid for all time lost.

It is the opinion of the Arbitration Board that the Administrative Commission of the City of Montreal is the proper authority to carry out this arrangement, and it is the decision of this Board that it put this arrangement into effect at once. If the Administrative Commission finds that it has not the necessary time to devote to such matters it will take such immediate action as is necessary to have a Commission appointed to carry out this award. In any case, the complainant, if dissatisfied with the decision in his case, will have the right to apply for and be given an arbitration board consisting of three; complainant to name one, the Administrative Commission one, and the two arbitrators so named to appoint the third. Should the first two mentioned arbitrators fail to agree, then the third is to be named by a Judge of the Superior Court, the judgment of the arbitrators to be final and binding. Members of the brigade receiving promotion shall receive at once salary appertaining to the new grade. A manual covering regulations with respect to nominations, promotions, disciplinary measures, instructions, etc., is to be prepared by a committee composed of three, of which the Administrative Commission will name two and the employees one.

REQUEST No. 3.

"From the 1st January, 1919, the employees of the Fire Department shall be divided into two shifts for the purpose of alternative service. One shift will be on duty from 8 o'clock a.m. to 6 o'clock p.m., without leave for meals, which must be taken in the station. The other shift will be on duty from 6 o'clock p.m. to 8 o'clock a.m. The hours of service for the two shifts will change every second Sunday. The work to be done in the stations will be accomplished by the day shift."

AWARD No. 3.

We are informed by both parties that this matter has been satisfactorily arranged.

REQUEST No. 4.

"The City of Montreal should see to the proper maintenance of the fire stations in such a way that they be properly kept clean and sanitary, provided with baths or showers, lavatories and toilets, all of which would be of modern construction according to the latest hygienic methods. There should also be furnished to each station towels, soap, shoe-blackening, brushes and other articles necessary to the members of the fire brigade to keep them in proper appearance. This is done in the military service."

AWARD No. 4.

The city must maintain stations in a safe, clean condition, and provide bath or shower bath, wash-stand and toilet, to comply with the

City Health By-laws; also towels and soap, and, where beds are provided, the bedding, pillows and coverings, and must arrange for the necessary laundering at the expense of the city.

REQUEST No. 5.

"The City of Montreal shall furnish gratuitously all the necessary clothing required for the equipment of a fireman in summer and winter. Summer clothing: 1 blouse, 1 pair of trousers, 1 pair boots, 2 shirts for working purposes, 1 pair overalls, 1 white cap and a vest for the officers.

The above articles should be furnished before the 1st of May every year.

Winter clothing: 1 pair of trousers, 1 light cap for spring and autumn to be furnished before the 1st of November every year. The City of Montreal furthermore shall furnish a winter overcoat, spring coat, one heavy cap every two years, before the 1st of November. The summer and winter effects to be replaced by the City of Montreal when damaged at any fire.

The City of Montreal shall furthermore furnish costumes for fire, *i.e.*, 1 pair of rubber boots, 1 helmet, 1 belt, 1 hydrant key and 1 raincoat; said articles to be replaced whenever necessary on exchange with the articles that shall be returned unfit for further usage."

AWARD No. 5.

The city shall supply early, on or before May 1st: 1 blouse, 1 pair trousers, 1 pair of boots, 2 shirts for working purposes, 1 pair overalls, 1 white cap, and, in addition, to officers, 1 vest. Also yearly on or before November 1st: 1 pair of trousers, 1 cap for spring and fall use. Every third year a winter overcoat, a spring overcoat and a cloth or fur cap for winter use. The city will furnish for use at fires: 1 pair rubber boots, 1 helmet, 1 belt, 1 hydrant key and 1 raincoat, and shall renew such of the above when unfit for further service upon return of the articles to be replaced.

REQUEST No. 6.

"The men of the fire brigade should not be called upon for any service other than those of fire fighters."

AWARD No. 6.

This Board does not see any objection to members of the fire brigade being used for the purpose indicated in their own stations, where it does not interfere with their hours of rest or duty, which is a matter to be decided by the officer in charge.

REQUEST No. 7.

(Withdrawn.)

REQUEST No. 8.

"Firemen shall be divided into three classes, first, second and third classes.

Third class shall comprise the first year of service.

Second class shall comprise those having more than twelve months' service.

First class shall comprise those who have more than twenty-four months' service."

AWARD No. 8.

Firemen are to be classified as follows:

Fifth class, those in first year of service.

Fourth class, those in second year of service.

Third class, those in third year of service.

Second class, those in fourth year of service.

First class, those in service more than four years.

N.B.—This is not to prevent promotion of a member of the brigade from one class to another in less than the specified time when duly recommended.

REQUEST No. 9.

"The City of Montreal binds itself to grant the employees of the fire department annual holidays as follows:

Captains, 21 days; lieutenants, 19 days; engineers, 17 days; assistant engineers, 15 days; firemen, 15 days; employees of the alarm department, 15 days; all other positions in the department, 15 days."

AWARD No. 9.

15 days' holidays shall be granted all grades, with full pay.

REQUEST No. 10.

"The members of the fire department to be entitled to their salaries in case of illness, on production of medical certificate."

AWARD No. 10.

Any member of the fire brigade who has been in the employ of the city for a period of not less than six months shall, if unable to perform his duties, through illness, be entitled, upon production of certificate from the city's medical authorities, to receive full pay, if approved of by proper official or the Administrative Commission, but in the case of a permanent employee injured in the performance of his duty he shall be entitled to receive full salary during the entire period of his illness, unless the city's medical authorities declare that he is possessed of a permanent infirmity and unable to work, in which case he shall be placed upon the pension fund list, subject to rules and regulations governing such fund.

REQUEST No. 11.

"When a member of the fire department is suspended from duty and later reinstated after an enquiry exonerating him from all blame, his salary shall be paid to him intact."

AWARD No. 11.

Answered by Awards Nos. 1 and 2.

REQUEST No. 12.

"The city to permit a member of the fire brigade engaged as permanent official of the union to absent himself from the employ of the city if he is so requested; such leave to be considered as a vacation, but without pay."

AWARD No. 12.

Any one member elected by his fellow employees to represent them in connection with the affairs of their own association or society shall be granted leave of absence, without pay.

REQUEST No. 13.

"Members of the fire brigade not on duty to report for service in case of a two and general alarm."

AWARD No. 13.

Members not on duty to report for service in cases of third or subsequent alarm.

REQUEST No. 14.

"The City of Montreal to furnish to the members of the fire brigade a new manual."

AWARD No. 14.

Answered by Awards Nos. 1 and 2.

REQUEST No. 15.

"Laundering of the bedding and towels used in stations to be done at the expense of the Corporation."

AWARD No. 15.

Answered by Award No. 4.

REQUEST No. 16.

"That it will be well understood that all those who have been dismissed from the service of the city for taking part in the formation of the union or for participation in the strike should be again taken into the service."

AWARD No. 16.

Yes, and has already been carried out.

REQUEST No. 17.

"Every member of the Association appearing before a superior officer on a question of discipline will have the right, if he so chooses, to be accompanied by a fellow employee who will have the right to advise him."

AWARD No. 17.

Answered by Awards Nos. 1 and 2.

REQUEST No. 18.

"The City of Montreal shall establish an ambulance canteen which will be available at the important fires."

AWARD No. 18.

Agreed to.

REQUEST No. 19.

"From the 1st of January, 1919, and for the duration of the present contract, the scale of annual wages in force in the fire department shall be as follows:

Captain	\$2,000.00
Lieutenants	1,800.00
Engineers	1,700.00
Asst. engineers	1,600.00
Firemen, 1st class	1,600.00
Firemen, 2nd class	1,500.00
Firemen, 3rd class	1,400.00

Alarm Department.

General outside superintendent	\$1,800.00
Superintendent of linemen	1,700.00
Asst. superintendent linemen	1,500.00
Inspector fire alarm box	1,500.00
Linemen	1,400.00
Telegraph alarm operators	1,700.00
Asst. telegraph alarm operators	1,600.00
Storekeeper	1,600.00
Employees for hose repairs	1,600.00
Saddlers	1,600.00
Lieutenants, foremen	1,800.00
Plumbers and steamfitters	1,500.00
Employees looking after sick horses, lodging, &c.	1,400.00
Employees as helpers for sick horses.	1,400.00
Carters	1,400.00

Shop.

General superintendent	\$1,800.00
Asst. superintendent	1,600.00
Blacksmith	1,550.00
Blacksmiths' helper	1,450.00
Mechanical engineers	1,550.00
Machinists	1,550.00
Painters	1,550.00
Labourers	1,200.00
Bookkeepers	1,450.00

The new system of a double shift will certainly necessitate more men in the brigade, or at least the same number as were working up to the present date. It would only be reasonable that the 21 men employed by the City of Maisonneuve to remain on the staff, most of them being competent, having been employed in this position for a number of years. Therefore, we ask that the resolution of the Board of Commissioners be rescinded and annulled regarding the following men: Louis Henrichon, captain; Edouard Haines, lieutenant; Jos. Jones, lieutenant; Pierre Raymond, engineer; Phil. Gaumont, fireman; D. L. Dragon, fire-

man; Jos. DuFresne, fireman; Jean Coderre, fireman; Henri Laforte, fireman; Henri Sicard, fireman; Jean Serre, fireman; A. St. Jean, fireman; M. Marchand, captain; Simon Morand, lieutenant; A. Herve, engineer; George Dulude, asst. engineer; Phil. Roy, fireman; H. Henrichon, fireman; A. Gauthier, fireman; D. Campeau, operator; it is only but a question of justice to keep them on the staff."

AWARD No. 19.

The following will be the scale of wages:

Captain	\$1,800.00
Lieutenants	1,700.00
Engineers	1,500.00
Asst. engineers	1,400.00
1st class firemen	1,400.00
2nd class firemen	1,300.00
3rd class firemen	1,200.00
4th class firemen	1,100.00
5th class firemen	1,000.00
Superintendent Deguire	1,600.00
Superintendent Hughes	1,400.00
Lineman Blondin	1,200.00
Other linemen	1,100.00
1st tel. alarm operator	1,500.00
2nd tel. alarm operator	1,400.00
3rd tel. alarm operator	1,300.00
Asst. tel. alarm operators	1,200.00
Hose repairer	1,250.00
Saddler	1,100.00
Plumber and steamfitter	1,200.00
Employees looking after sick horses.	1,100.00
Carter	900.00

In the case of the 3rd and 4th class firemen at present in the employ of the city their salary for the third or second year, or the balance of those years of service after December 31st, 1918, shall be \$50.00 more than the above award.

In regard to Maisonneuve men. We are advised by the Administrative Commission that this has already been done.

REQUEST No. 20.

"The City of Montreal binds itself to appoint on or before the 1st of January, 1919, a Commission of three members, one to be named by the party of the second part, for the purpose of studying and framing a system of nomination, promotion, and disciplinary measures which will give full justice to all. Said Commission will adopt regulations concerning examinations to be passed by anyone who wishes to enter the service of the fire department, and also by firemen seeking promotion. Said Commission will have exclusive powers as to the engagement of firemen and their promotion and dismissal, and shall report to the Chief of the fire department or to any competent authority."

AWARD No. 20.

Answered by Awards Nos. 1 and 2.

These wages and conditions to take effect January 1st, 1919, and to remain in force until December 31st, 1919, unless otherwise mutually agreed upon.

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Arbitrators.

FORM OF CONTRACT SUBMITTED BY FIREMEN.

REQUEST No. 1.

"The City of Montreal recognizes that members of fire department usually known as firemen have the right to form into a union, and, therefore, recognizes the International Association of Fire Fighters, Local Union 125."

AWARD No. 1.

Firemen may have their society or association for consideration of their own affairs, but must not be affiliated with any other society, association or a union.

Membership of such society or association will be confined to active members of the fire department of the city, or retired members who are on the pension list. The Administrative Commission, on request, will promptly receive the officers or committee of such society for discussion of matters concerning the welfare of the fire department and of the city, and will render a decision promptly on matters submitted to them.

REQUEST No. 2.

"The City of Montreal binds itself to keep in its employ in the fire department those only who will belong to the International Association of Fire Fighters, Local Union 125, with the exception of those who are not eligible as members, according to the by-laws of said association."

AWARD No. 2.

Not granted.

REQUEST No. 3.

"Anyone who enters into the employ of the City of Montreal in the fire department shall become a member of said association within thirty days, and shall continue to be a member for the duration of this contract, in default of which he will cease to be in the employ of the City of Montreal."

AWARD No. 3.

Answered by Award No. 1.

REQUEST No. 4.

"Any of the members actually in the fire department who in virtue of the by-laws of the

party of the second part are eligible as members shall join it."

AWARD No. 4.

Answered by Award No. 1.

REQUEST No. 5.

"The City of Montreal moreover binds itself that no member of the fire department on or before his reception in said association, in whatever way, verbally or by writing, be hindered, solicited, or required to discontinue his membership or prevented from joining the International Association of Fire Fighters, Local Union 125."

AWARD No. 5.

Answered by Award No. 1.

REQUEST No. 6.

"The City of Montreal binds itself to negotiate directly with the International Association of Fire Fighters, Local Union 125, through its officers or authorized agents in all matters concerning the welfare and interest of the members of said association."

AWARD No. 6.

Answered by Award No. 1.

REQUEST No. 7.

"All the articles forming part of the equipment and wearing apparel of a fireman shall bear the trademark of union."

AWARD No. 7.

Not allowed. The City of Montreal should not discriminate.

Wages and conditions governing service of employees of the Incineration Department of the City of Montreal

REQUEST No. 1.

"When a permanent employee of the department has been suspended from duty, and is reinstated after being exonerated from all blame, his salary for the time lost by such suspension to be paid him in full."

AWARD No. 1.

Agreed to. (See Addendum No. 1.)

REQUEST No. 2.

"An employee of the department who is a permanent official of the union is to be permitted to absent himself from the employ of the city if he so requests; such absence to be considered as 'leave without pay.'"

AWARD No. 2.

Permanent employees of this department may have their society or association for the consideration of their own affairs, but must not be affiliated with any other association, society or union. The membership of such society or association will be confined to active members of the incineration department of the City of Montreal, or retired members who are on the pension list. Any one member of the department elected to represent them in connection with their own affairs or their own society or association shall be given leave of absence without pay.

REQUEST No. 3.

"All teamsters and helpers in the incineration department, after a year's work, to be furnished with two pairs of overalls and two jumpers during the year. Each man of the department working outside to be furnished with a badge, rubber boots and a raincoat."

AWARD No. 3.

Teamsters and helpers classified as permanent, and employed in the removal of ashes and garbage, shall receive yearly two pairs of overalls and two jumpers.

REQUEST No. 4.

"The City of Montreal to maintain the rooms used as dining rooms by the men in such a way that they are properly kept in clean and sanitary condition, and that such a room be furnished at each of the yards used by the city; the employees not having sufficient time to go to their homes for lunch. The city also to see to the proper heating of quarters which must be provided for the men, not only for the purpose of taking their lunches, but also to provide drying facilities for their clothes in inclement weather."

AWARD No. 4.

The Administrative Commission must provide at the yards and incineration plant, a clean room for the men to eat their lunch, and where employees may change and dry their clothes during inclement weather, also toilet and washstand.

REQUEST No. 5.

"All permanent employees of the department to be entitled to one week's vacation during the year; foremen to be entitled to two weeks' vacation, with full pay. All permanent employees to have a holiday on New Year's Day, Labour Day and Christmas Day, also with full pay."

AWARD No. 5.

Employees classified as permanent will be granted fifteen days' holidays per year, with pay.

REQUEST No. 6.

"All permanent employees of the department, or employees that are considered permanent, to be entitled to their salaries in case of temporary illness. We understand that this is done in all other city departments at the present time. Of course, we do not refer here to men temporarily employed, but even these latter should be included in cases of illness resulting from the performance of their duties."

AWARD No. 6.

Employees classified as permanent who have been in the employ of the city for a period of not less than six months shall, if unable to perform their duties through illness, be entitled upon production of certificate from the city's medical authorities to receive full pay, if approved of by proper official or the Administrative Commission, but in the case of a permanent employee injured in the performance of his duty he shall be entitled to receive full salary during the entire period of his illness, unless the city's medical authorities declare that he is possessed of permanent infirmity and unable to work, in which case he shall be placed upon the pension fund list, subject to the rules and regulations governing such fund.

REQUEST No. 7.

"The scale of wages paid in the department to be as follows:

Teamsters	\$4.00 per day.
Helpers	4.00 "
Stablemen	4.00 "
Watchmen	4.00 "
Timekeepers and punchers	4.00 "
Sectionmen	4.00 "
Sweepers	4.00 "
Asst. engineer, Maisonneuve ..	4.00 "
Bath watchmen	4.00 "
Bath fireman	4.00 "
Doorkeeper, Maisonneuve bath.	4.00 "
Foremen (11)	30.00 week.

Sweeper and Sprinkler Chauffeurs.

1st year	\$116.66 per month.
2nd year	125.00 per month.
3rd year	133.33 per month.

Chauffeurs of Trucks and Officers' Cars.

1st year	\$1,400 per year.
2nd year	1,500 per year.
3rd year	1,600 per year.
Saddlers	\$4.50 per day.
Blacksmiths (general work) ...	4.50 per day.
Horseshoers and joiners	4.50 per day.

Carters With Horses.

Single rig	\$5.00 per day.
Double rig	8.00 per day.
Horses and rigs to be furnished by the carters.	

Working day to be from 6.30 a.m. to 5.30 p.m. If called upon to work at night or on

holidays, the men to be paid time and a half; for Sunday work, double time. Stablemen are not included in this latter provision."

The working day for tradesmen to consist of ten hours."

AWARD No. 7.

Scales of salaries to be paid:

Foremen	\$25.00 per week.
Teamsters	3.25 per day of ten hours.
Helpers	3.00 per day of ten hours.
Stablemen	3.00 per day of ten hours.
Watchmen	3.00 per day of ten hours.
Timekeepers and punchers	3.25 per day of ten hours.
Sectionmen	3.00 per day of ten hours.
Bath attendants or employees.	3.00 per day of ten hours.
Sweepers	3.00 per day of ten hours.
Sweeper, sprinkler and truck chauffeurs ...	21.00 per week, 6 days, 10 hours.
Chauffeurs of official cars.	21.00 per week.
Saddlers	21.00 per week, 6 days, 10 hours.
Blacksmiths ..	22.00 per week, 6 days, 10 hours.
Joiners	22.00 per week, 6 days, 10 hours.

Working day as requested, viz.: 6.30 a.m. to 5.30 p.m., with one hour for lunch. In other words, ten hours to constitute a day's work; overtime over ten hours at time and a half, including Sundays, excepting chauffeurs of official cars and foremen.

With respect to the rate for carters with their own horses and rigs, this Board makes no ruling.

ADDENDUM NO. 1.

This Board further rules that in order to insure efficiency and continuity of service, and that proper encouragement may be provided to all employees, some general rules regarding disciplinary measures should be formulated to meet the conditions existing. It is, therefore, the opinion and judgment of this Board that promotion should be based on ability, merit and seniority, and that any employee of this department who may consider himself unjustly treated shall have a fair and impartial hearing, providing written request is submitted to his immediate superior within five days, and a hearing shall be granted within five days thereafter. Decision is to be rendered within seven days after completion of hearing. If an appeal is taken, it must be filed with the next higher official, and a copy furnished the official whose decision is appealed within five days after date of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding section. At the hearing, or on the appeal, the employee may be assisted by a fellow employee of his own choosing.

The right of appeal is hereby established, whereby an employee may proceed in regular

order of succession and in manner prescribed above up to and inclusive of the highest official designated by the Administrative Commission of the City of Montreal, to whom appeals may be made.

Any employee disciplined or dismissed, on request, shall be given a letter stating the cause, and be entitled to an examination of the records on the investigation or on appeal.

If the final decision decrees that charges against the employee were not sustained, his record shall be cleared, and if he has been suspended or dismissed, the employee shall be returned to his former position and paid for all time lost.

It is the opinion of the Arbitration Board that the Administrative Commission of the City of Montreal is the proper authority to carry out this arrangement, and it is the decision of this Board that it put this arrangement into effect at once.

If the Administrative Commission finds it has not the necessary time to devote to such matters, it will take such immediate action as is necessary to have a Commission appointed to carry out this award.

In any case, the complainant, if dissatisfied with the decision in his case, will have the right to apply for and be given an Arbitration Board, consisting of three—complainant to name one, the Administrative Commission one, and the two arbitrators so named to appoint the third. Should the two first-mentioned arbitrators fail to agree, then the third is to be named by a Judge of the Superior Court, the judgment of the arbitrators to be final and binding.

ADDENDUM NO. 2.

Employees receiving promotion shall receive, at once, the salary appertaining to the new position.

ADDENDUM NO. 3.

The aforementioned wages and conditions to take effect January 1st, 1919, and remain in force until December 31st, 1919, unless otherwise mutually agreed upon.

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Arbitrators.

Wages and conditions governing service of certain employees of the Aqueduct Department of the City of Montreal

LOW-LEVEL PUMPING STATION AND BOOSTER STATIONS.

As per request to Administrative Commission, September 18th, 1918.

REQUEST NO. 1.

“That a minimum rate of \$1,500 per annum be paid the engineers employed at the low-level pumping station.”

AWARD NO. 1.

	Per annum
Engineers with 1st class certificate.....	\$1,500
Engineers with 2nd class certificate.....	1,400
Engineers with 3rd class certificate.....	1,300

Seven days per week, eight hours per day; but the salaries of those at present employed as engineers are not to be reduced by this award.

REQUEST NO. 2.

“That the engineers resent being put under the same rules as passed by your Board regarding working rules as it applies to the City Hall employees regarding stoppages of salary during sickness or for any other causes, except drunkenness or negligence; for this reason, that your engineers work 365 days per year—Christmas Day, New Year’s Day, and every other day and night of the 24 hours.”

AWARD NO. 2.

Permanent employees classified as engineers, asst. engineers, pumpers, pump attendants or oilers, and booster station attendants who have been in the employ of the city for a period of not less than six months shall, if unable to perform their duties through illness, be entitled upon production of certificate from the city’s medical authorities to receive full pay, if approved of by proper official or the Administrative Commission, but in the case of a permanent employee injured in the performance of his duty, he shall be entitled to receive full salary during the entire period of his illness, unless the city’s medical authorities declare that he is possessed of permanent infirmity and unable to work, in which case he shall be placed upon the pension fund list, subject to the rules and regulations governing such fund.

REQUEST NO. 3.

“We ask that during the holidays we have a man to relieve us instead of doing twelve hours.”

AWARD NO. 3.

The employees mentioned in Award No. 2 shall be entitled to fifteen days’ holidays for each full year of service, with full pay, and without having to make up for the holidays with overtime.

REQUEST NO. 4.

“We ask that W. Palmer, engineer in charge of boiler-room, be classed with the other engi-

neers, and at a salary of \$1,500. We also ask that A. Page, engineer in charge of Notre Dame de Grace, be classed with the engineers at \$1,500."

AWARD No. 4.

That Wm. Palmer and A. Page be classified as engineers provided they can qualify, or have qualified, for the usual certificates, but that in any case Wm. Palmer comes under awards Nos. 2 and 3, and the salary of A. Page be \$1,200 per annum minimum.

REQUEST No. 5.

"We also ask that the salary of J. H. Leclair be increased to 55 cents per hour instead of 37 cents, as this is scale of wages for steamfitters already adopted by the city."

AWARD No. 5.

If J. H. Leclair is employed as a steamfitter, he shall be paid at the rate per hour established by the city for that work, viz., 55c per hour."

REQUEST No. 6.

"That the hours of work in outlying or booster stations, namely, Notre Dame de Grace, Papineau Station, and at the high-level pumping station, McTavish street, be as follows: the operator shall work seven days of eight hours instead of twelve hours, at a salary of \$1,200 per year."

AWARD No. 6.

The attendants or operators in charge of Notre Dame de Grace, Papineau Station, booster stations, and the high-level pumping station, McTavish street, remain as they are with respect to hours, but their salary be increased to \$1,100.

REQUEST No. 7.

"That the oilers employed at the low-level pumping station be paid the salary of \$25.00 per week of seven days, and that the conditions regarding holidays apply to them the same as the engineers."

AWARD No. 7.

Permanent oilers or pump attendants be paid \$95.00 per month; seven days per week, eight hours per day. Holidays as per award No. 3; sickness as per award No. 2.

ADDENDUM NO. 1.

This Board further rules that in order to insure efficiency and continuity of service, and that proper encouragement may be provided to all employees, some general rules regarding disciplinary measures should be formulated to

meet the conditions existing. It is, therefore, the opinion and judgment of this Board that promotion should be based on ability, merit and seniority, and that any employee of this department who may consider himself unjustly treated shall have a fair and impartial hearing, providing written request is submitted to his immediate superior within five days, and a hearing shall be granted within five days thereafter. Decision is to be rendered within seven days after completion of hearing. If an appeal is taken, it must be filed with the next higher official, and a copy furnished the official whose decision is appealed within five days after date of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding section. At the hearing, or on the appeal, the employee may be assisted by a fellow employee of his own choosing.

The right of appeal is hereby established, whereby an employee may proceed in regular order of succession, and in manner prescribed above, up to and inclusive of the highest official designated by the Administrative Commission of the City of Montreal, to whom appeals may be made.

Any employee disciplined or dismissed, on request, shall be given a letter stating the cause, and be entitled to an examination of the records on the investigation or on appeal.

If the final decision decrees that charges against the employee were not sustained, his record shall be cleared, and if he had been suspended or dismissed, the employee shall be returned to his former position and paid for all time lost.

It is the opinion of the Arbitration Board that the Administrative Commission of the City of Montreal is the proper authority to carry out this arrangement, and it is the decision of this Board that it put this arrangement into effect at once.

If the Administrative Commission finds it has not the necessary time to devote to such matters, it will take such immediate action as is necessary to have a Commission appointed to carry out this award.

In any case, the complainant, if dissatisfied with the decision in his case, will have the right to apply for and be given an Arbitration Board, consisting of three—complainant to name one, the Administrative Commission one, and the two arbitrators so named to appoint the third. Should the two first mentioned arbitrators fail to agree, then the third is to be named by a Judge of the Superior Court, the judgment of the arbitrators to be final and binding.

ADDENDUM NO. 2.

Permanent employees of this department may have their society or association for the consideration of their own affairs, but must not be affiliated with any other association, society or

union. The membership of such society or association will be confined to active members of the aqueduct department of the City of Montreal, or retired members who are on the pension list. Any one member of the department elected to represent them in connection with their own affairs or their own society or association shall be given leave of absence without pay.

ADDENDUM NO. 3.

It having been pointed out that there was no proper place provided for men to eat their lunch or change their clothes, and no toilet and wash-basin, it is the award of this Board that such be provided without delay.

ADDENDUM NO. 4.

The aforementioned wages and conditions to take effect January 1st, 1919, and remain in force until December 31st, 1919, unless otherwise mutually agreed upon.

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Arbitrators.

DECISION.

Request of the Employees of the Aqueduct of the City of Montreal for Dismissal of Engineers Connolly and Brisbois.

The Arbitration Board which was formed to deal with differences between certain civic employees and the City of Montreal is of the opinion that the above is a matter which should not have been referred to them, but is one which should properly have been adjusted by the Administrative Commission of the City of Montreal. However, at the desire of the civic employees in question, as well as the Administrative Commission, the Arbitration Board consented to make an investigation and render a decision.

It is necessary at this point to briefly recite some of the facts surrounding this matter. On Thursday, 12th December, at mid-day, the employees of the police, fire, incineration and aqueduct departments of the city went out on strike. A situation of serious proportions having arisen, a public meeting of the citizens of Montreal was held on the morning of December 13th to consider in what manner they could assist in bringing about an adjustment of the differences. At this meeting a committee was formed with a view to either bringing about such adjustment as would result in the employees returning to their duties, or take such steps as would result in the public works of the city being properly carried on. A meeting was held with the representatives of the

striking employees, and, without going into details, it was agreed on the evening of the 13th that all employees would return to work, and that the services of such temporary employees as were engaged in the interim to carry on the work of the city were to be dispensed with. At the meeting with the employees on December 13th no reference whatever was made to any employees employed prior to the strike who had remained at their work, and it was not in the minds of either the representatives of the employees or of the Citizens' Committee, at that time, that any request for the dismissal of such men would be raised, and it was not until the next day, Saturday, the 14th, at a meeting of the Citizens' Protective Committee and the representatives of the employees of the city, that the matter was brought up. It is not necessary at this time to recite the circumstances in connection with the appointment of the Board of Arbitration, it being sufficient to say that a Board of Arbitration having been selected, it was agreed that the evidence in connection with this case would be heard.

This Board having taken evidence and read affidavits from both sides in connection with this matter, much of which was of a conflicting character, believes the evidence submitted is sufficient to enable the Board to make a just award.

Messrs. Connolly and Brisbois, while members of the labour organization, did not see fit to follow the mandate of their organization and leave their work. We are of the opinion that their decision was one for their own conscience, and while there was no doubt that there was some reason to think that both Messrs. Connolly and Brisbois up to the day of the strike gave the impression to the men of their department that they would go out on strike with them to enforce their demands, and that their fellow workers may have felt that they had cause for demanding their removal, this Board is of the opinion that Connolly and Brisbois having remained at their work, it would be unfair and unjust to relieve them from the service. We assume, of course, that from the length of service that these men have given the city, that they are desirable employees. If they are not fit men to retain in the service of the aqueduct department, it is, in our opinion, a part of the duties of the officials of that department to adjust this matter, but this Board is of the opinion that any action taken in connection with the late strike by Connolly and Brisbois should not in any way affect their position with the city.

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Arbitrators.

PROCEEDINGS OF THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

FOUR new decisions of the Canadian Railway Board of Adjustment No. 1, issued during February have been received by the Department. Case No. 15, held over from the previous month, related to the Canadian Pacific Railway Company and its yardmen on western lines. Case No. 17 related to the Algoma Central and Hudson Bay Railway Company and railway conductors and trainmen. Case No. 18 had reference to the Canadian Northern Railway and trainmen on the western lines, and Case No. 19 to the western lines of the Canadian Pacific Railway and locomotive engineers and firemen. In the last mentioned case two unsuccessful attempts to reach an agreement were made through conference between the parties concerned before the differences were finally adjusted by appeal to the Board.

Case No. 15—The Canadian Pacific Railway Company and its yardmen on Western Lines

The dispute between the Canadian Pacific Railway Company and its yardmen on western lines was due to men in regular assignments at Calgary being laid off on certain days without pay, and to the formation of hump crews. On Friday, May 24, and Monday, June 3, the Ogden night engine was cancelled and a foreman and two helpers who were assigned to it six days per week were not required or allowed to work on those days. They submitted claims for the minimum of nine hours for each day, but payment was refused on the ground that the said days were legal

public holidays. On Sunday, June 9, another engine in charge of a foreman and helper who were on a seven day week assignment was cancelled, and they were not given any work on that day. They submitted wage tickets claiming one day's pay for that day, but payment of their claim was refused and the tickets were returned to the men.

The company claimed that under article 18 of the agreement legal public holidays and Sundays were not calendar working days, the word "calendar" being inserted purposely to cover such days, and, therefore, under the agreement, the company was not required to pay yard crews for legal public holidays and Sundays if they were not required to work, and that this article covered the monthly guarantee to the men. Article 1 of the Yardmen's Schedule was quoted as follows: "(a) Eight hours or less will constitute a day's work, overtime to be paid pro-rata, actual minutes to be counted." The general yardmaster at Calgary had issued a bulletin advertising six and seven-day per week jobs, but the company contended that this was merely a form of expression to identify preference jobs and did not carry with it any weekly guarantee as the only guarantees between the company and the men were contained in the agreement.

The employees contended that Article 18 provided the minimum of any assignment, but under the rules and rulings of the Commission of Eight, yard crews were entitled to a day's pay for every day of the assignment, and that the company were not within their rights in can-

celling the crew for one day without paying the men the minimum for that day. The following question was put to the Board,—“Under the rules of the Commission of Eight, should the men making claim No. 1 be paid for six days per week, and under claim No. 2 seven days per week irrespective of the calendar working days?”

The decision of the Board was as follows:

In view of the general practices and understandings with respect to work on Sundays and Dominion statutory holidays, these days cannot properly be regarded as calendar working days, and while bulletins were intended to indicate the amount of work or earnings in the particular assignments mentioned, they did not constitute guarantees over schedule provisions. The Board, therefore decided that the company was justified in declining the claims.

The dispute with regard to hump engine crews arose from two bulletins issued by general yardmasters at Calgary. On March 18 a bulletin was issued announcing that until further advised regular yard crews in Calgary terminals would work on ten hour assignments. (In this bulletin a list of the jobs was given and the riders were named as distinct from the engine crews.) On July 12, another bulletin was issued, declaring that commencing on July 16 the day hump engine would be put on an eight hour shift, and on the same day the hump riding crew would also be put on an eight hour shift.

The point in dispute was “Should the hump riders, and the foreman and the two helpers following the hump engine serving cars to the hump, be considered as one or two units?”

The company contended that hump riders had not been regarded in the past as a unit with the engine crew, that the

bulletins proved that the hump engine crew and hump riders were advertised as separate jobs, that it had not been the practice in some hump yards for the same engines to work with the same hump riders throughout the working period, that it had been the practice to work the riders on different humps served by different engines during the same working period and that hump riders reported for duty and ended their duty at the hump while hump engine crews reported at the shop track or other designated point.

The employees contended that the hump riders and the other three men were a unit as a hump crew in yard service, and that being such the company violated the principle laid down in the Commission of Eight's ruling of July 25, 1917, as follows: “No regular member of the crew shall be assigned for a lesser number of hours than the number of hours for the crew as a unit.”

The decision of the Board was as follows:

The claim in this case is based entirely on an interpretation of the intent of the ruling of the Commission of Eight, dated July 25, 1917, and covered in question 11 and answer, Decision No. 1, Supplement “B”, which ruling has since been included in the Wage Schedule covering the men affected. After careful consideration and investigation it is apparent that in many cases there is a great disparity in the conditions governing the service of yard crews working with engines as against hump car riders. The two classes are frequently required to commence and leave duty at different points, car riders are required to work with different engines, and some engines working on the hump are also required to perform service on the flat. It is also found that in the United States territory, under similar working conditions, in some hump yards car riders are worked as separate units from the yard crew or crews working with engines. The Board, therefore, decides that the company was justified in assigning hump car riders as separate units, independent of the yard crew or crews with whom such hump car riders work.

Case No. 17—The Algoma Central and Hudson Bay Railway Company and the Order of Railway Conductors and the Brotherhood of Railroad Trainmen

In Case No. 17 there were two questions in dispute, (1) What rates should be paid to yardmen working in the Sault Ste. Marie yard? (2) What rates should be paid to train crews operating on the Michipicoten branch?

The employees contended that the yard rates at Sault Ste. Marie were considerably below the rates paid in the North Bay yard on the Canadian Pacific Railway, which had always been taken as a comparison. On September 29, 1918, at a conference between the men's committee and the General Superintendent, road rates were agreed upon which were a compromise between the rates in effect east and west of Cartier on the Canadian Pacific Railway. After this settlement had been made it was discovered that inaccurate information had been secured as to the rates in the North Bay yard and instead of a rate of 56 cents for conductors and 52¼ cents for brakemen, it should have been 63 cents days and 65 cents nights for conductors, and 59¼ cents days and 61¾ cents nights for brakemen. It was also contended that the rates on the Michipicoten branch should be six or seven cents higher than the yard rates, on account of short runs between mines operating over heavy grades where trainmen are required to be out on top handling retainers and setting hand brakes. It was stated that when the error in the rates was discovered, the General Superintendent was requested to rectify the same, and he declined to consider the question.

The company contended that the rate accepted and made effective October 1, 1918, was an increase granted, due to the application of the McAdoo Award, and the General Superintendent had, therefore refused to re-open the agreement when requested. It was further explained that in compliance with the order of the Canadian Railway War Board putting into effect the McAdoo Award, the company had increased the yard rate shown in the schedule of May 1, 1918, and paid conductors from 47½ cents to 49½ cents which was again increased following the Canadian Pacific Railway Schedule of July 1, 1918.

The decision of the Board was as follows:

It is the opinion of the Board that it was the intention of the parties to the agreement of September 29th, 1918, that the yard rates then agreed to were to be the Canadian Pacific rates for North Bay yard, only one rate having been in effect at Sault Ste. Marie for day and night service, and in the judgment of the Board the establishing of such rates would not be out of line with the road rates agreed upon between the employees and the company. The Board, therefore, decides that in the Sault Ste. Marie yard the Canadian Pacific Railway North Bay yard day rate shall be applied for both day and night service, and on the Michipicoten branch the Canadian Pacific North Bay night yard rate shall apply. The company and the men agree that a slightly higher rate should be paid on the Michipicoten branch than in the Sault Ste. Marie yard, therefore, the North Bay yard night rate is allowed. The Board in recognition of the fact that the company had applied the rates for the services involved as requested by the men, and in good faith, believing them to be the Canadian Pacific rates, does not consider that the company should be required to correct a mistake for which the employees were responsible, prior to the date on which the mistake was brought to their attention, which was November 29th, 1918, and therefore, orders the rates referred to above to be effective as from December 1, 1918.

Case No. 18—The Canadian Northern Railway (Western Lines) and the Brotherhood of Railroad Trainmen

Case No. 18 arose from a dispute as to the proper method of computing over-time compensation in passenger service on the run between Emerson and Winnipeg, under Article 1, Clause E, of the schedule for trainmen, effective March 15, 1918. This clause reads as follows: "When a passenger train averages less than twenty (20) miles per hour, over-time will be allowed pro rata on a basis of twenty (20) per hour. This not to include time otherwise paid for." Prior to March 15, the baggageman and brakeman were allowed remuneration on this trip on the basis of fifteen miles an hour for time consumed from Emerson to Winnipeg and return, including lay-over time at Winnipeg and terminal time at Emerson. On May 10, 1918, the company advised the baggageman and brakeman that from May 1 they would be paid 100 miles for each leg of the trip plus terminal time. The company claimed that in view of the fact that there was no provision in the schedule governing the manner in which the remuneration would be computed, it was privileged to compute the remuneration in the most economical manner consistent with proper practice. The men claimed that under Article 1, Clause E, the baggageman and brakeman were entitled to remuneration on the basis of twenty miles an hour for the time consumed from Emerson to Winnipeg and return, including the lay-over time at Winnipeg plus terminal time at Emerson from May 1 to October 19, 1918, inclusive.

According to the evidence submitted, the Board found that in the Canadian Northern Railway Western Line sche-

dule for trainmen there was no provision establishing or specifying the minimum day for passenger service. Under previous schedule provisions the passenger crews on this line were regarded by the company as on continuous duty from the time the train left Emerson until its return, and as a basis of computing the crew's time they were conceded 195 miles for the round trip. After the schedule was revised making effective the twenty mile an hour speed basis, the company elected to pay a minimum of 100 miles each way, and regarded the crew as off duty during the lay-over period at Winnipeg.

The decision of the Board was as follows:

In the absence of any provision in the Canadian Northern Railway, Western Lines' Schedule, establishing or defining a minimum day rate in passenger service, under the application of the basic eight-hour day or otherwise, the Board decides that the company was justified in electing to pay the Emerson-Winnipeg passenger crew as indicated from May 1, 1918, to October 1918, and the claim of the organization is therefore denied.

Case No. 19—The Canadian Pacific Railway (Western Lines) and the Brotherhood of Locomotive Engineers, and the Brotherhood of Locomotive Firemen and Engineers

Case No. 19 relates to a dispute between the engineers and firemen on the run between Kenora and Winnipeg and the Canadian Pacific Railway Company, regarding the application of paragraph (g) of article No. 33 of the schedule, which reads as follows: "Final terminal delay time in all classes of road service other than passenger will start to accrue when train is first stopped after reaching terminal, and will end thirty minutes after engine is placed on designated shop track, should train be delayed at semaphore, yard limit board,

or behind another train similarly delayed on account of yard being congested or other conditions, which make it impossible for the train to be taken in promptly, detention will be paid as above."

The men claimed that under this clause they were entitled to payment for final terminal delay from the time of making the first stop after reaching Winnipeg terminal, regardless of which yard within the terminal the train might be set off. The General Superintendent of the district held that this paragraph applied only to detention when trains reached their terminal, and as North Transcona does not come under this heading, when trains run through to Winnipeg, the crews were paid switching for any work they did there. Two conferences were held on this dispute and failing a settlement the matter was referred to the Board.

The following conclusion was reached by the Board. "The Board decides that the Company is not justified in claiming that engineers and firemen should, under any terms stated in their schedule, give service on a speed basis of nine miles per hour, and assumes that, with this decision, both parties to the dispute will be able to agree together upon a basis for settlement of the question involved. The Board is, however, of the opinion that road mileage for each subdivision should be a known, and specified number of miles for each trip, and not, as was suggested in a discussion of this question, subject to variation from trip to trip, dependent on the point at which terminal delay time commenced."

On this basis negotiations were resumed and the representatives of the parties in dispute reported the following adjustment: "It is agreed that the first point approaching terminal where train liable to meet with delay, be designated as point where road mileage for subdivision will commence and end. Time will be computed and allowed one mile for each five minutes between switch leading

to final yard and point where road mileage begins or ends. This time to be included in making up short day. Any switching performed and paid for under Article 7 will be deducted in computing above time." There was, however, a disagreement as to whether Murdock or Donan should be the designated point in the Winnipeg terminals where road mileage should begin and end for the western trains, and also as to whether or not initial terminal detention incurred beyond the connection main track switch at the originating yard should be included in making up a short day. These two points were referred to the Board and the following decision was rendered.

(1) It having been shown that trains leaving Winnipeg terminals for the west secure orders at Donan, and are consequently subject to delay at that point, the Board decides that, under existing conditions, Donan shall be the designated point at which road mileage shall commence and end for outgoing and ingoing trains respectively. The fact that outgoing trains secure their orders at Donan is a factor governing the Board's decision on this point, which is given with the understanding, however, that the point shall not be changed unless by agreement between the engineers and firemen and the company to meet changed conditions.

(2) It is the understanding of the Board that the engineers and firemen and the company have agreed upon specified locations at each terminal indicating where final terminal delay time will commence, and that in designating such points it has been agreed that initial terminal delay time shall be computed to the designated points where final terminal delay time commences.

It is also the understanding of the Board that the designated points to which initial terminal delay time shall be computed are, in many cases, extensions of the former limits, to which initial terminal delay time was paid. The point in contention is as to whether or not additional extended initial terminal delay time should be included to make up a short day, or should all initial terminal delay time be paid as an arbitrary allowance. The Board decides that such additional extended initial terminal delay time shall be used to make up a short day, but that the amount of time or the distance conceded to engineers as an arbitrary allowance, under rule previously in effect, shall still be regarded as in addition to the short day.

STRIKES AND LOCK-OUTS DURING FEBRUARY, 1919

RIGHT strikes, involving approximately 920 employees, were reported as having commenced during February. There were in existence at some time or other during the month 16 strikes directly involving 1,533 workpeople. The total time loss on account of industrial disputes was estimated at 12,385 working days, as compared with 20,737 in January, and 47,760 in February, 1918. The time loss occasioned by the eight strikes which began in

February was 4,109 working days, while a loss of 8,276 is charged to the eight strikes commencing prior to February. Termination of disputes was reported in the case of five of the disputes commenced prior to February. All of the strikes, which commenced during February terminated during the month, leaving the following three strikes, affecting approximately 72 workpeople, on record February 28: pottery workers, St. John's, Que.; moulders, London, and cigarmakers, Hamilton.

Disputes by Industries

The following is a review of the disputes by industries in the order in which they appear in the statistical table. A brief summary is given of the more important strikes.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—There were three strikes in existence, involving 425 workpeople and resulting in a time loss of 1,972 working days. One strike was carried over from the previous month's record and remained unsettled. The other two strikes, affecting western coal miners, arose during February. The first of these strikes, that at Brulé Mines, Alta., arose over delay in the payment of wages. The other strike occurred at the Jewell Collieries at Wayne, Alta., where the men demanded the re-instatement of a dismissed employee. Both these disputes were adjusted, the first by payment of wages and the second by the men resuming work without their demands being conceded.

BUILDING AND CONSTRUCTION.—There was one strike, involving 59 employees

and resulting in a loss of 265 working days,—bricklayers and masons at Ottawa who took exception to the employment of non-unionists. The strike was finally adjusted by mediation of the Department of Labour; the men returning to work on the understanding that union men only were to be employed.

METALS, MACHINERY AND CONVEYANCES.—There were three strikes in existence, involving 203 workpeople and resulting in a loss of 1,990 working days. One strike was carried over from the previous month's record and remained unsettled. The strike of moulders at Vancouver was settled early in December by the men securing a partial increase; but word as to termination of the strike was not reported to the Department until January. Two strikes occurred during February, that of carriage builders at Montreal, where 134 men struck against the employment of particular persons. The company replaced the strikers and work was resumed the end of the month. **Machin-**

ists and helpers on the Grand Trunk Pacific Railway at Edmonton were out on strike for five days owing to alleged discrimination against two employees. After negotiations the men returned to work February 28.

WOODWORKING.—There was one strike in existence, involving 170 workpeople and resulting in a time loss of 340 working days. This was a strike of artificial limb workers at Toronto which was carried over from the previous month's record and which was settled early in February.

PULP AND PAPER.—There was but one strike in existence, that of pulp and paper makers at Fairville, N.B., involving 180 workpeople and resulting in a loss of 4,320 working days; this strike was carried over from the previous month and came to an end when the men secured work elsewhere.

PRINTING AND PUBLISHING. — There was but one strike in existence, involving 25 workpeople and resulting in a loss of 600 working days. This was the strike of press feeders at Ottawa which was carried over from the previous month. Information received in the Department indicated conditions were no longer affected.

TEXTILES.—There was one strike, involving 156 workpeople and resulting in a loss of 1,248 working days. This was a strike of textile workers at Kingston which had been carried over from the previous month's record. This strike was settled by negotiations and mediation, the men securing several of their demands.

FOODS, LIQUORS AND TOBACCO.—There was only one strike in existence, involving 12 workpeople and resulting in a loss of 288 working days. This was the strike of cigarmakers at Hamilton which was carried over from the previous month and still remained unsettled.

PUBLIC UTILITIES.—There were two strikes in this group—wireless telegraph operators at Vancouver—who went on strike during January for increased wages and who resumed work during February, and a strike of teachers at Victoria, which occurred during the month and which was settled by negotiations with the result that an increase in wages was granted. These strikes involved 179 workpeople and resulted in a time loss of 378 working days.

MISCELLANEOUS. — There were two strikes in existence during the month, involving 124 workpeople and resulting in a loss of 984 working days. A strike of laundry workers at Vancouver which had been carried in the strike record for some time, was finally declared off the end of December, 1918, but word to this effect was only recently received in the Department. The two strikes occurring in this group took place during the month, both occurring in Montreal and affecting, in one case, milk drivers who demanded increased wages and were successful in obtaining a partial increase, and, in the other case, jewelery workers who struck for shorter hours and were successful in having their time reduced from fifty-four to forty-four hours per week.

DISPUTES COMMENCING PRIOR TO FEBRUARY, 1919.

Industry or Occupation.	Particulars	No. of employees affected	Time lost in working days
DISPUTES COMMENCING PRIOR TO FEBRUARY, 1919			
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC:— Pottery workers, St. Johns, Que.	Commenced November 1913. Against reduction in wages. Un-terminated.	51	1,224
METALS, MACHINERY AND CONVEYANCES:— Moulders, London, Ont.	Commenced November 22. Demand for closed shop and recognition of Union. Unterminated.	9	216
Moulders, Vancouver, B.C.	Commenced November 22. For increased wages. Information received in Department, March 1, 1919, showed strike was settled December 16, 1918, by men securing a partial increase.		
WOODWORKING:— Artificial limb workers, Toronto, Ont.	Commenced January 24. Against the dismissal of factory super-intendent. Settled by negotiations and mediation. Work resumed February 4.	170	340
PULP AND PAPER:— Pulp and paper workers, Fairville, N.B.	Commenced December 2. For recognition of union and increased wages. Information received by Department indicates conditions no longer affected. Men secured work elsewhere.	180	4,320
PRINTING AND PUBLISHING:— Press feeders, Ottawa, Ont.	Commenced November 20. Dispute re discipline. Information received in Department indicates conditions no longer affected.	25	600
TEXTILES:— Textile workers, Kingston, Ont.	Commenced December 12. Demand for increased wages, recognition of Union and re-instatement of dismissed employees. Settled by negotiations and mediation. Work resumed February 11.	186	1,248
FOOD, LIQUORS AND TOBACCO:— Cigarmakers, Hamilton, Ont.	Commenced July 11. For increased wages. Unterminated.	12	288
PUBLIC UTILITIES:— Wireless Telegraph Operators, Vancouver, B.C.	Commenced January 30. For increased wages. Settled by negotiations; partial increase granted. Work resumed February 5.	10	40
MISCELLANEOUS:— Laundry workers, Vancouver, B.C.	Commenced September 9. For increased wages. Strike declared off during December.		
DISPUTES COMMENCING DURING FEBRUARY, 1919			
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC:— Coal mine employees, Brule Mines, Alta.	Commenced February 3. Owing to delay in payment of wages. Work resumed February 5, wages paid.	350	706
Coal Mine employees (Jewell Collieries, Ltd.), Wayne, Alta.	Commenced February 13. Demand for re-instatement of dismissed employee. Work resumed February 15.	24	48
BUILDING AND CONSTRUCTION:— Bricklayers and Masons, Ottawa.	Commenced February 3. Against employment of non-unionists. Settled by mediation of Department of Labour. Union men only to be employed. Work resumed February 11.	59	265
METALS, MACHINERY AND CONVEYANCES:— Carriage builders, (painters, blacksmiths and woodworkers), Montreal, Que.	Commenced February 17. Against the employment of particular persons. Strikers' places were filled. Work resumed February 28.	134	1,474
Machinists and helpers, Edmonton, Alta.	Commenced February 24. Alleged discrimination against two employees. Settled by negotiations. Work resumed February 28.	60	300
PUBLIC UTILITIES:— Teachers, Victoria, B.C.	Commenced February 10. For increased wages. Unterminated.	169	338
MISCELLANEOUS:— Jewellery workers, Montreal, Que.	Commenced February 13. For shorter hours. Settled by negotiations; shorter hours granted. Work resumed February 24.	64	864
Milk drivers, Montreal, Que.	Commenced February 21. For increased wages. Settled by negotiations; partial increase granted. Work resumed February 24.	60	120

STRIKES AND LOCKOUTS IN CANADA DURING 1918

THE number of strikes which began in 1918 was 191. Five disputes were carried over from 1917, making a total of 196 in existence in the year. Eight strikes remained unterminated on December 31. The number of employees involved in the 196 disputes was 68,489, and the number of employers was 766. The total time loss was estimated at 763,341 working days (ascertained by multiplying the number of working days in which the industry was idle by the number of employees involved in the dispute).

A large number of disputes were of minor importance. In about 89 per cent of the cases not more than 1,000 employees were involved. Time loss was also comparatively small in a large number of the disputes. In 55 per cent of the disputes the number of working days lost was under 1,500. As to duration, the great majority of the strikes were for five days or less. The 6-10 day group was second, and those lasting more than 30 days, third.

Ontario again had more disputes than any other province, there being 71 disputes, or 36 per cent of the total number occurring within this province. As to time loss, however, Ontario ranked second with 17.6 per cent of the total number of working days. British Columbia stood first with 26.4 per cent; Interprovincial strikes ranked third with 13.4 per cent; Quebec fourth with 11.3 per cent, and Manitoba fifth with 10.7 per cent.

The class of industry most affected during 1918 was Metals, Machinery and Conveyances, 45 strikes, involving 188 concerns and 22,069 workers, whose time

losses were estimated at 229,574 working days, being recorded. Thirty-six strikes affecting 58 employers and 13,850 workers with time losses reckoned at 163,585 working days were reported as affecting the Mines, Smelters, Quarries, and Clay Products trades. Sixteen strikes, involving 21 employers and 8,182 workers in Transportation were reported, resulting in a loss of 62,875 working days. In the Foods, Liquors and Tobacco group there were eight strikes reported, involving 1,271 employees, and resulting in a loss of 61,869 working days.

In the disputes of the year, wages again was the most important cause, 72 disputes, or 36 per cent of the total number, being due to requests for increased wages, and 49 disputes, or 25 per cent of the total, to requests for increased wages and other changes. In 14 cases, or 7 per cent of the total, the dispute was against the discharge of employees, and in 12 cases the cause was for recognition of the union.

The figures show that 113 disputes, or 57.6 per cent of the total number, were terminated in favour of the employees, while 41 strikes, or 20.9 per cent of the total, terminated in favour of the employers. In 10.7 per cent of the cases the disputes ended in a compromise and the same percentage was indefinite or unterminated.

As to methods of settlement, 102 disputes, or 52 per cent of the total, were settled by direct negotiations between the parties, and 34 disputes, or about 17 per cent were settled by conciliation or mediation. In twenty-one cases, or about 10 per cent of the total, settlement was effected by arbitration, and four disputes were settled by reference to Boards of Conciliation under the Industrial Disputes Investigation Act.

TABLE I.—RECORD OF LABOUR DISPUTES BY YEARS

Year	No. of disputes		Disputes in existence in the year		
	In existence in the year	Beginning in the year	Employers involved	Employees involved	Time loss in working days
1901.....	104	104	273	28,086	632,311
1902.....	121	121	420	12,264	120,940
1903.....	146	146	927	50,041	1,226,500
1904.....	99	99	575	16,482	265,004
1905.....	89	88	437	12,223	217,244
1906.....	141	141	1,015	26,050	359,797
1907.....	149	144	825	36,624	621,962
1908.....	68	65	175	25,293	708,285
1909.....	69	69	397	17,332	871,845
1910.....	84	82	1,335	21,280	718,635
1911.....	99	96	475	30,094	2,046,650
1912.....	150	148	989	40,511	1,099,208
1913.....	113	106	1,015	39,536	1,287,678
1914.....	44	40	205	8,678	430,054
1915.....	43	38	96	9,140	106,149
1916.....	75	74	271	21,157	208,277
1917.....	148	141	714	48,329	1,134,979
1918.....	196	191	766	68,489	763,341
Total.....	1,938	1,892	10,910	511,609	12,818,850

TABLE II.—INDUSTRIAL DISPUTES, 1918, BY NUMBERS OF EMPLOYEES INVOLVED.

	DISPUTES		NUMBER INVOLVED	TIME LOSS	
	No.	Per cent of total	Employees	Working days	Per cent of total
2,500 employees to 5,000.....	6	3.1	19,300	116,200	15.2
1,000 employees to 2,500.....	15	7.6	23,521	282,911	34.4
500 employees to 1,000	8	4.1	4,704	20,178	2.6
250 employees to 500.....	26	13.3	8,426	123,758	16.3
100 employees to 250.....	53	27.0	8,822	149,799	19.6
50 employees to 100.....	32	16.3	2,348	57,849	7.6
25 employees to 50.....	30	15.3	1,026	26,526	3.5
Under 25 employees.....	26	13.3	342	6,120	.8
Total.....	196	100	68,489	763,341	100

TABLE III.—INDUSTRIAL DISPUTES, 1918, BY TIME LOSS

Number of working days lost.	DISPUTES		NUMBER INVOLVED	TIME LOSS	
	No.	Per cent of total	Employees	Working days	Per cent of total
Over 25,000 days.....	8	4.1	12,335	261,501	34.2
15,000 and under 25,000 days.....	10	5.1	14,570	189,389	24.8
10,000 and under 15,000.....	4	2.0	4,196	46,150	6.0
5,000 and under 10,000.....	9	4.6	6,430	66,239	8.7
2,500 and under 5,000.....	26	13.3	14,781	95,949	12.6
1,500 and under 2,500.....	30	15.3	7,000	56,479	7.4
1,000 and under 1,500.....	11	5.6	1,930	12,692	1.7
500 and under 1,000.....	32	16.3	3,463	21,945	2.9
250 and under 500.....	26	13.3	2,487	8,958	1.2
100 and under 250.....	20	10.2	945	3,099	.4
Under 100 days.....	18	9.2	352	940	1
Strikes (No time loss).....	2	1.0			
Total.....	196	100	68,489	763,341	100

TABLE IV.—INDUSTRIAL DISPUTES, 1918, BY DURATION

Period of duration.	DISPUTES		NUMBER INVOLVED	TIME LOSS	
	No.	Per cent of total	Employees	Working days	Per cent of total
5 days or less.....	72	36.7	26,136	80,118	10.5
6 to 10 days.....	49	25.	24,144	187,063	24.5
11 to 15 days.....	24	12.3	6,890	82,687	10.8
16 to 21 days.....	9	4.6	1,194	20,221	2.7
21 to 30 days.....	14	7.1	6,375	149,034	19.5
Over 30 days.....	28	14.3	3,750	244,218	32.
Total.....	196	100	68,489	763,341	100

TABLE V.—INDUSTRIAL DISPUTES, 1918, BY PROVINCES

Province.	DISPUTES		NUMBER INVOLVED	TIME LOSS	
	No.	Per cent of total	Employees	Working days	Per cent of total
Nova Scotia.....	13	6.6	15,094	75,189	9.9
New Brunswick.....	8	4.1	3,285	17,909	2.3
Quebec.....	15	7.6	2,652	86,491	11.3
Ontario.....	71	36.2	11,867	134,234	17.6
Manitoba.....	18	9.2	8,562	81,489	10.7
Saskatchewan.....	8	4.1	456	8,381	1.1
Alberta.....	31	15.8	5,076	55,711	7.3
British Columbia.....	26	13.3	16,164	201,355	26.4
Interprovincial.....	6	3.1	5,333	102,582	13.4
Total.....	196	100	68,489	763,341	100

TABLE VI.—INDUSTRIAL DISPUTES, 1918, BY INDUSTRIES.

Industry	DISPUTES		NUMBER INVOLVED	TIME LOSS	
	No.	Per cent of total	Employees	Days	Per cent of total
Lumbering.....	2	1.	1,357	29,407	3.9
Mines, Smelters, Quarries, Clay Products, etc.....	36	18.4	13,850	163,585	21.4
Building and Construction.....	19	9.7	1,912	18,453	2.4
Metals, Machinery & Conveyances	45	22.9	22,069	229,574	30.1
Woodworking.....	3	1.5	408	3,432	.5
Pulp and Paper.....	7	3.6	2,055	18,305	2.4
Printing and Publishing.....	3	1.5	400	3,284	.4
Clothing.....	9	4.6	984	14,156	1.9
Textiles.....	5	2.6	357	16,611	2.2
Foods, Liquors and Tobacco.....	8	4.1	1,271	61,869	8.1
Chemicals and Explosives.....	1	.5	170	2,040	.3
Leather.....	1	.5	40	400	.1
Transportation.....	16	8.2	8,182	62,875	8.2
Electric Railway Service.....	4	2.0	3,560	21,540	2.8
Cartage.....	4	2.	726	4,000	.5
Miscellaneous Transport.....	3	1.5	565	7,061	.9
Navigation.....	6	3.1	2,309	19,272	2.5
Public Utilities.....	5	2.6	3,091	28,608	3.7
Municipal Employment.....	7	3.6	3,861	28,064	3.7
Miscellaneous.....	12	6.1	1,322	30,805	4.
Total.....	196	100	68,489	763,341	100

TABLE VII.—INDUSTRIAL DISPUTES 1918, BY CAUSES AND RESULTS.

Cause or object	In favour of employees				In favour of employers				Compromise				Indefinite and Unterminated				Total			
	No. of disputes.	No. of firms involved.	No. of employees affected.	Time loss in working days.	No. of disputes.	No. of firms involved.	No. of employees affected.	Time loss in working days.	No. of disputes.	No. of firms involved.	No. of employees affected.	Time loss in working days.	No. of disputes.	No. of firms involved.	No. of employees affected.	Time loss in working days.	No. of disputes.	No. of firms involved.	No. of employees affected.	Time loss in working days.
For increase in wages.....	45	302	12,403	149,261	12	37	1,429	39,660	9	9	1,214	8,989	6	26	2,313	31,753	72	374	17,359	229,663
For increase in wages and other changes..	28	234	21,091	156,785	3	3	755	5,840	6	14	2,564	31,766	4	10	480	23,697	41	261	24,890	218,088
For shorter hours.....	1	1	1,183	33,124	2	6	51	4,952	.....	.....	.....	.....	.....	.....	.....	.....	3	7	1,234	38,076
Against discharge of employees.....	7	7	2,956	22,495	6	5	557	33,002	1	1	155	542	.....	.....	.....	.....	14	13	3,668	56,639
Against employment of particular persons	4	6	814	7,912	4	4	453	6,091	.....	.....	.....	.....	.....	.....	.....	.....	8	10	1,267	14,003
Against reduction in wages.....	.....	.....	.....	.....	1	8	180	6,198	.....	.....	.....	.....	1	1	75	21,951	2	9	255	28,149
For recognition of union.....	5	23	4,357	45,428	3	3	247	1,382	.....	.....	.....	.....	4	4	642	6,421	12	30	5,246	53,231
Against employment of non-unionist.....	.....	.....	.....	.....	2	2	800	37,497	.....	.....	.....	.....	.....	.....	.....	.....	2	2	800	37,497
Sympathetic disputes.....	9	17	6,567	32,091	3	5	454	17,359	.....	.....	.....	.....	1	.....	140	420	13	22	7,161	49,870
Unclassified.....	14	21	1,940	10,001	5	7	798	4,941	5	5	628	2,006	5	5	3,243	21,177	20	38	6,609	38,125
Total.....	113	611	51,311	457,097	41	80	5,724	157,522	21	29	4,561	43,303	21	46	6,893	105,419	196	766	68,489	763,341

TABLE VIII.—INDUSTRIAL DISPUTES, 1918, BY METHODS OF SETTLEMENT.

Industry or occupation.	Negotiations between the parties		Conciliation or Mediation		Arbitration		Reference to Board under I.D.I., Act.]	
	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.
Lumbering.....	2	1,357						
Mines, smelters, quarries, clay products, etc.....	14	4,443	8	4,598	10	4,270		
Building and construction.....	14	1,037			3	553		
Metals, machinery and conveyances.....	24	7,246	8	8,260	1	4,000	2	1,662
Woodworking.....	1	38	1	160	1	210		
Pulp and paper.....	4	1,681						
Printing and Publishing.....	2	338						
Clothing.....	5	840						
Textiles.....	2	43						
Foods, liquors and tobacco.....	4	184	1	150				
Chemicals and explosives.....	1	170						
Leather.....			1	40				
Transportation.....	8	2,191	5	4,446	1	1,195	2	350
Electric railway service.....			2	1,209	2	2,351		
Cartage.....	3	526						
Miscellaneous transport.....	2	207	1	358				
Navigation.....	2	1,629	2	95	1	425		
Public utilities.....	3	192	1	485	1	2,414		
Municipal employment.....	3	391	3	470	1	3,000		
Miscellaneous.....	8	592	1	345				
Total.....	102	23,105	34	20,616	21	18,418	4	2,012

Industry or occupation.	Returned to work on em- ployers' terms		Replacement of strikers		Otherwise (including in- definite and unterminated)		Total	
	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.	Number of disputes.	Number of employees affected.
Lumbering.....							2	1,357
Mines, smelters, quarries, clay products, etc.....					4	539	36	13,850
Building and construction.....	1	42			1	280	19	1,912
Metals, machinery and conveyances.....	2	250	5	452	3	199	45	22,069
Woodworking.....							3	408
Pulp and paper.....	2	194			1	180	7	2,055
Printing and Publishing.....					1	62	3	400
Clothing.....	2	60	2	84			9	984
Textiles.....	1	70	1	88	1	156	5	357
Foods, liquors and tobacco.....			2	632	1	305	8	1,271
Chemicals and explosives.....							1	170
Leather.....							1	40
Transportation.....							16	8,182
Electric railway service.....							4	3,560
Cartage.....	1	200					4	726
Miscellaneous transport.....							3	565
Navigation.....			1	160			6	2,309
Public utilities.....							5	3,091
Municipal employment.....							7	3,861
Miscellaneous.....			2	95	1	290	12	1,322
Total.....	9	816	13	1,511	13	2,011	196	68,489

DETAILS OF INDUSTRIAL

Industry or Occupation	Locality	Cause or Object	Method of settlement
LUMBERING—			
Sawmill employees.....	St. John, N.B.....	Increased wages.....	Negotiations.....
Steam and operating engineers.....	Vancouver and other places throughout British Columbia	Increased wages and shorter hours	Negotiations.....
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—			
Asbestos miners.....	Thetford Mines, Que	Increased wages.....	Negotiations.....
Coal mine employees (Blue Diamond Mine.)	Brulé Mines, Alta..	Objected to work while body of miner accidentally killed lay in camp.	Strikers returned to work when body was removed.
Coal mine employees (Blue Diamond Coal Co. Limited)	Brulé Mines, Alta..	Objection to food being supplied men and alleged insanitary conditions of wash house.	Negotiations.....
Coal mine employees (Canmore Coal Co., Limited)	Canmore, Alta.....	Refusal of Company to re-engage a certain employee who had formerly been employed as a checkweighman, the Company claiming he was not a loyal citizen.	Mediation; Director of Coal Operations requested man be re-engaged.
Coal mine employees (Banner Coal Co.)	Cardiff, Alta.....	Alleged discharge of employee; recognition of the Union.	Union granted recognition.
Coal mine employees (Yellowhead Coal Co.)	Coalspur, Alta.....	Increased wages for tipplemen...	Arbitration.....
Coal mine employees (Sixteen mines affected)	Drumheller, Alta....	Recognition of Union.....	Arbitration.....
Coal mine employees (Great West Coal Co., Limited)	Drumheller, Alta....	Complaints re heating and ventilation; objection to answering questionnaire of Military Registrar.	Negotiations.....
Coal mine employees, (Western Gem Mining Co.)	Drumheller, Alta....	Increased wages and free carbide.	Arbitration.....
Coal mine employees (Alberta Black Coal Co., Limited)	Drumheller, Alta....	Dispute among men as to which local Union the company should pay "checkoff."	Negotiations.....
Coal mine employees (North American Collieries, Ltd., Evansburg)	Entwhistle, Alta....	Increased wages.....	Arbitration.....
Coal mine employees (Coal Creek District.)	Fernie and Michel, B.C.	Demand for a single shift.....	Settled through mediation of Department of Mines of B. C., and Director of Coal Operations.
Coal mine employees.....	Greenwood & Thornburn, N.S.	In sympathy with steel workers' strike at New Glasgow	Arbitration. Settled with steel workers' strike.
Coal mine employees. (The Hillcrest Collieries, Limited)	Hillcrest, Alta.....	Increased wages; Demand for revision of Order No. 46 issued by the Director of Coal Operations	Arbitration. Settled by Order No. 83 issued by the Director of Coal Operations.
Coal mine employees (Federal Coal, Limited)	Lethbridge, Alta....	Delay in receiving pay cheques...	Negotiations.....
Coal mine employees (Federal Coal, Limited)	Lethbridge, Alta....	Demand for reinstatement of discharged employee.	Arbitration.....

DISPUTES IN CANADA IN 1918

Result	Date of commencement		Date of termination		NUMBERS INVOLVED		Time loss in working days	Duration in working days
					Employers	Employees		
Compromise.....	April	22	April	24	2	357	357	1
In favour of employees.....	July	2	August	1	26	1,000	29,050	30
					28	1,357	29,407	
In favour of employees.....	June	1	June	4	1	200	600	3
In favour of employees.....	June	13	June	19	1	330	1,540	4
In favour of employees.....	August	18	August	20	1	300	600	2
In favour of employees.....	Dec.	2	Dec.	16	1	260	3,640	14
In favour of employees.....	Sept.	28	October	9	1	37	333	9
In favour of employers.....	March	1	March	11	1	85	680	8
In favour of employees.....	Feb.	2	March	6	16	1,513	29,536	27
Compromise.....	August	19	August	22	1	60	120	2
Indefinite.....	Sept.	2	Sept.	5	1	12	30	2½
Indefinite.....	Sept.	5	Sept.	8	1	85	255	3
In favour of employers.....	July	19	August	5	1	125	1,625	13
In favour of employees.....	Sept.	5	Oct.	8	1	1,183	33,124	28
In favour of employees.....	April	17	April	19	2	250	250	1
In favour of employees.....	August	21	August	27	1	256	1,536	6
In favour of employees.....	Jan.	21	Jan.	24	1	25	50	2
In favour of employees.....	April	8	April	22	1	27	297	1

DETAILS OF INDUSTRIAL

Industry or Occupation	Locality	Cause or Object	Method of settlement
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—Continued.			
17 Coal mine employees (Pacific Mines)...	Lovett, Alta.....	Increased wages and other working conditions.	Negotiations.
Coal Mine employees (Minto Coal Co.)	Minto, N.B.....	Demand that coal be weighed....	Mediation.....
Coal mine employees (Mountain Park Coal Co., Limited).	Mountain Park, Alta.....	Camp under quarantine; when it was lifted men quit work with- giving notice.	Negotiations.....
Coal mine employees (Oliphant-Mun- son Collieries, Ltd.)	Oliphant Mines, Alta.....	Misunderstanding as to date for payment of bonus.	Negotiations.....
Coal mine employees (Oliphant-Mun- son Collieries, Ltd.)	Oliphant Mines, Alta.....	Company increased board.....	Arbitration.....
Coal mine employees (Oliphant-Mun- son Collieries, Ltd.)	Oliphant Mines, Alta.....	Objection to wash-house conditions	Negotiations. Agree- ment reached between Company and employees.
Coal mine employees (Oliphant-Mun- son Collieries, Ltd.)	Oliphant Mines, Alta.....	Company increased board.....	Mediation. Grievances referred to Fair Wage Officer.
Coal mine employees, (Jasper Park Collieries, Ltd.)	Pocahontas, Alta....	Increased wages.....	Negotiations.....
Coal mine employees. (Jasper Park Collieries, Ltd., Miette Mine.)	Pocahontas, Alta....	To enforce men's demand to hold meetings re additions to agree- ment.	Negotiations.....
Coal mine employees (Acadia Coal Company, Limited.)	Stellarton, New Glas- gow and West- ville, N.S.	Demand for increased wages and minimum wage.	Mediation of fuel con- troller and Depart- ment of Labour.
Coal mine employees (Nova Scotia Steel and Coal Co.)	Sydney, N.S.....	Demand that mine deputies join the Union.	Negotiations. Permis- sion given by Super- intendent to join the Union if they so desired.
Coal mine employees, (Nova Scotia Steel and Coal Co.)	Sydney Mines, N.S.	Increased wages and recognition of Union.	Arbitration. Referred to Royal Commission
Coal mine employees, (Canadian Col- lieries, Ltd., Dunsuir)	Union Bay, B.C....	Objection to too much overtime work; increased wages for over- time.	Arbitration.....
Coal mine employees (Peerless Coal Co)	Wayne, Alta.....	Refusal to work on screened coal basis, demanding run-of-mine basis.	Negotiations.....
Coal Mine employees (Western Com- mercial Co., Ltd.)	Wayne, Alta.....	Dissatisfaction over boarding house.	Mediation.....
Coal mine employees (Rosedeer Coal Mining Co., Ltd.)	Wayne, Alta.....	Men objected to system of dock- age put into effect by Company without notice.	Arbitration.....
Coal mine employees, (Western Com- mercial Co., Ltd.)	Wayne, Alta.....	In sympathy with strike at Rose- deer mine.	Arbitration; Men re- turned on resump- tion of work at Rose- deer mine.
Coal mine employees (Hamilton Coal Co., Peerless Coal Co., and Excelsior Collieries, Ltd.)	Wayne, Alta.....	In sympathy with strike at Rose- deer Mine.	Men resumed work on hearing Director of Coal Operations was to issue an Order.

DISPUTES IN CANADA IN 1918

Result	Date of commencement	Date of termination	NUMBERS INVOLVED		Time loss in working days	Duration in working days
			Employers	Employees		
In favour of employees.....	Feb. 14	Feb. 21	1	90	540	6
In favour of employees.....	Sept. 24	Sept. 30	1	100	500	5
In favour of employers.....	Nov. 25	Nov. 30	1	150	75	5
In favour of employees.....	Feb. 1	Feb. 5	1	75	225	3
Indefinite.....	October 19	October 23	1	80	240	3
In favour of employees.....	Nov. 16	Nov. 19	1	80	40	3
Indefinite.....	Nov. 26	Dec. 6	1	85	765	9
In favour of employees.....	July 1	July 19	1	75	1,050	14
Indefinite.....	Sept. 17	Sept. 21	1	16	64	4
In favour of employees.....	Sept. 14	Sept. 30	5	2,300	27,600	12
In favour of employees.....	August 21	August 26	1	1,800	10,800	6
In favour of employees.....	April 26	April 28	1	2,000	4,000	2
Indefinite.....	Jan. 31	Feb. 4	1	22	66	3
In favour of employees.....	July 19	August 19	1	24	624	26
Compromise.....	Sept. 3	Sept. 7	1	220	770	3½
In favour of employees.....	Nov. 18	Nov. 28	1	150	1,200	8
In favour of employees.....	Nov. 18	Nov. 28	1	200	1,600	8
In favour of employers.....	Nov. 18	Nov. 22	3	97	291	3

DETAILS OF INDUSTRIAL

Industry or Occupation	Locality	Cause or Object	Method of settlement
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—Continued.			
Miners and smeltermen.....	Anyox, B.C.....	Increased wages.....	Negotiations.....
Pottery workers.....	St. Johns, Que.....	Against a reduction in wages.....	Unterminated December 31, 1918.
BUILDING AND CONSTRUCTION:—			
Bricklayers.....	Hamilton, Ont.....	Discharged employee refused to walk three miles for pay-check.	Arbitration.....
Carpenters.....	Calgary, Alta.....	Increased wages.....	Arbitration.....
Carpenters.....	Moose Jaw, Sask.,..	Increased wages and shorter hours	Negotiations
Carpenters.....	Port Arthur, Ont....	Increased wages and shorter hours	Negotiations
Carpenters.....	Regina, Sask.....	Increased wages.....	Negotiations.....
Carpenters.....	Ste-Anne de Bellevue, Que.	Objection to new superintendent.	Strikers returned to work on instructions from business agent.
Carpenters.....	Vancouver, B.C....	Increased wages and other conditions.	Negotiations.....
Carpenters, painters and labourers...	Guelph, Ont.....	Demand for overtime payment for time worked in excess of eight hours daily.	Negotiations.....
Electrical workers.....	London, Ont.....	Increased wages.....	Negotiations.....
Electrical workers.....	Ottawa, Ont.....	Increase in wages and reduction in hours.	Negotiations.....
Electrical workers.....	Vancouver, B.C....	Alleged discrimination and company's non-compliance with working agreement.	Negotiations.....
Electrical workers.....	Vancouver and Victoria, B.C.	Increased wages and other conditions.	Arbitration.....
Granite cutters.....	Montreal, Que.....	Increased wages.....	Negotiations.....
Painters.....	Vancouver, V.C....	Increased wages.....	Negotiations.....
Painters and decorators.....	Calgary, Alta.....	Increased wages and reduction in hours.	Negotiations.....
Plumbers.....	Ottawa, Ont.....	Increased wages.....	Negotiations.....
Plumbers and steamfitters.....	London, Ont.....	Increased wages.....	Negotiations.....
Plumbers and steamfitters.....	St. Johns, N.B.....	Increased wages.....	Strikers returned to work.
Plumbers and steamfitters.....	St-Thomas, Ont....	Increased wages.....	Negotiations.....
METALS, MACHINERY AND CONVEYANCES:—			
Blacksmiths and helpers.....	Toronto, Ont.....	Increased wages.....	Conciliation under I. D. I. Act

DISPUTES IN CANADA IN 1918

Result	Date of commencement	Date of termination	NUMBERS INVOLVED		Time loss in working days	Duration in working days
			Employers	Employees		
In favour of employees.....	July 16	July 27	1	1,463	16,093	11
.....	Nov. 17 1913	.....	1	75	21,951	309
			58	13,850	163,585	
In favour of employees.....	Dec. 28	Dec. 30	1	18	54	3
In favour of employees.....	July 2	July 9	.....	300	1,800	6
In favour of employees.....	May 1	May 4	5	70	210	3
In favour of employees.....	June 25	July 10	9	75	975	13
In favour of employees.....	May 1	May 17	2	12	168	14
In favour of employers.....	Feb. 19	Feb. 25	1	280	1,400	5
In favour of employees.....	August 1	August 12	40	300	2,700	9
Indefinite.....	May 28	May 31	1	46	115	2½
Compromise.....	May 1	May 7	1	11	55	5
In favour of employees.....	August 8	Sept. 30	1	27	1,215	45
Compromise.....	July 13	July 15	1	215	430	2
In favour of employees.....	July 2	July 11	1	235	2,115	9
In favour of employees.....	May 1	May 27	3	35	770	22
In favour of employees.....	August 1	August 12	40	150	1,200	8
In favour of employees.....	June 29	August 10	14	45	1,598	35½
In favour of employees.....	July 24	July 26	1	10	20	2
In favour of employees.....	Nov. 25	Dec. 5	.....	30	270	9
In favour of employers.....	April 23 1917	July 5 1918	26	42	3,292	156
In favour of employees.....	August 26	August 31	5	11	66	6
			152	1,912	18,453	
In favour of employees.....	August 7	August 21	6	162	1,944	12

DETAILS OF INDUSTRIAL

Industry or Occupation	Locality	Cause or Object	Method of settlement
METALS, MACHINERY, AND CONVEYANCES.—Continued.			
Boilermakers.....	Montreal, Que.....	Alleged discrimination in dismissal of employees.	Strikers resumed work
Boilermakers.....	Ottawa, Ont.....	Increased wages.....	Negotiations.....
Boilermakers.....	Regina, Sask.....	Increased wages.....	Negotiations.....
Iron shipbuilders.....	Lauson, Que.....	Demand for reinstatement of dismissed employees and recognition of the Union.	Men secured work elsewhere.
Iron workers.....	Collingwood, Ont.....	Alleged discrimination against employee.	Mediation.....
Iron workers.....	Kingston, Ont.....	Against dismissal of employee....	Negotiations.....
Machinists.....	Nelson, B.C.....	Sympathetic.....	Mediation. Work resumed when Winnipeg strike was settled.
Machinists.....	Victoria, B.C.....	Increased wages.....	Mediation.....
Machinists.....	Winnipeg, Moose jaw and Regina, Sask.	Demand for discharge of non-unionist employee.	Negotiations.....
Machinists, toolmakers and fitters....	Montreal, Que.....	Increased wages and 9-hour day..	Negotiations.....
Machinists and toolmakers.....	Toronto, Ont.....	Standard wages, hours and other working conditions.	Negotiations.....
Machinists and toolmakers.....	Toronto, Ont.....	Against dismissal of employee....	Negotiations.....
Metal polishers, machinists and buffers	Weston, Ont.....	Against a reduction in wages....	Men secured work elsewhere.
Metal workers.....	Winnipeg, Man....	Increased wages.....	Negotiations.....
Moulders.....	Galt, Ont.....	Demand for 9-hour day.....	Replacement of strikers
Moulders.....	Hamilton, Ont.....	Increased wages.....	Negotiations.....
Moulders.....	London, Ont.....	Increased wages.....	Negotiations.....
Moulders.....	London, Ont.....	Demand for closed shop and recognition of the Union.	Unsettled, Dec. 31..
Moulders.....	Peterborough, Ont..	Increased wages.....	Negotiations.....
Moulders.....	Sarnia, Ont.....	Increased wages and recognition of Union.	Men secured work elsewhere.
Moulders.....	Toronto, Ont.....	Increased wages.....	Negotiations.....
Moulders.....	St-John, N.B.....	Increased wages.....	Negotiations.....
Moulders.....	Vancouver, B.C....	Increased wages.....	Unsettled Dec. 31..
Moulders.....	Wingham, Ont.....	Recognition of Union.....	Negotiations.....
Munition workers.....	Owen Sound, Ont....	Demand for weekly payment of wages.	Negotiations.....
Painters.....	Toronto, Ont.....	Protest against the use of a spraying machine.	Men secured work elsewhere.
Pipefitters.....	Nobel, Ont.....	Increased wages.....	Firm reduced the staff men left district.
Plumbers and steamfitters.....	Toronto, Ont.....	Increased wages.....	Negotiations.....

DISPUTES IN CANADA IN 1918

Result	Date of commencement	Date of termination	NUMBERS INVOLVED		Time loss in working days	Duration in working days
			Employers	Employees		
In favour of employers.....	Oct. 26 1917	Jan. 18 1918				14
In favour of employees.....	May 23	June 11	3	53	1,272	24
In favour of employees.....	Mar. 19	Mar. 30	1	34	340	10
In favour of employers.....	July 26	Dec. 31	1	239	32,006	134
In favour of employees.....	Feb. 20	Feb. 25	1	400	1,600	4
In favour of employees.....	Sept. 12	Sept. 17	1	110	385	3½
In favour of employers.....	June 22	June 28	1	25	125	5
In favour of employees.....	May 1	June 4	9	200	5,800	29
In favour of employers.....	June 21	June 28	1	500	3,000	6
In favour of employees.....	March 23	Oct. 14	1	43	7,439	173
In favour of employers.....	June 12	June 19	1	700	4,200	6
In favour of employees.....	June 25	July 15	1	135	2,223	16½
In favour of employers.....	Feb. 12	July 4	8	180	6,198	120
In favour of employees.....	July 22	Sept. 30	45	1,000	37,288	51
In favour of employers.....	May 17 1917	April 30 1918	1	1	102	102
In favour of employees.....	May 4	June 4	7	200	4,800	24
In favour of employees.....	Jan. 8	Jan. 28	1	18	288	16
.....	Nov. 22	.....	1	32	631	33
In favour of employees.....	June 6	June 24	5	58	812	14
In favour of employers.....	Sept. 12	Dec. 31	1	10	920	92
In favour of employees.....	May 4	June 3	18	340	8,500	25
In favour of employees.....	August 17	August 30	1	6	60	10
.....	Nov. 22	.....	12	137	4,511	33
In favour of employees.....	June 21	July 10	1	27	432	16
Compromise.....	May 2	May 9	1	115	632	5½
In favour of employers.....	Sept. 28	Nov. 30	1	22	1,188	54
In favour of employers.....	June 29	Nov. 1	1	30	3,235	108
In favour of employers.....	July 6	Sept. 25	2	39	2,652	68

DETAILS OF INDUSTRIAL

Industry or Occupation	Locality	Cause or Object	Method of settlement
METALS, MACHINERY, AND CONVEYANCES.—Continued.			
Rivettters.....	New Glasgow, N.S.	Increased price work rates.....	Mediation.....
Rolling mill employees.....	Amherst, N.S.....	Increased wages.....	Negotiations.....
Sheet metal workers.....	Montreal, Que.....	Increased wages.....	Negotiations.....
Sheet metal workers.....	Toronto, Ont.....	Increased wages.....	Negotiations.....
Ship carpenters.....	Montreal, Que.....	Increased wages.....	Strikers returned to work unconditionally
Ship caulkers.....	Victoria, B.C.....	Protest against working with caulkers trained in caulking school.	Mediation.....
Shipyards employees.....	Fort William, Ont.....	Protest against proposed removal of shipbuilding material to another locality.	Negotiations.....
Shipyards employees.....	Vancouver, Victoria, and New Westminster, B.C.	Increased wages.....	Mediation.....
Shipyards employees.....	Vancouver, B.C.....	Alleged improper dismissal of a blacksmith who was a returned soldier.	Mediation.....
Stationary engineers.....	Regina, Sask.....	Demand for standard wages.....	Negotiations.....
Stationary engineers.....	Winnipeg, Man.....	Sympathetic.....	Mediation. Returned to work concurrently with termination of civic employees' strike.
Steel workers.....	New Glasgow, N.S.	Increased wages and recognition of Union.	Matter referred to Royal Commission.
Steel workers.....	New Glasgow, N.S.	Increased wages and other conditions.	Negotiations.....
Steel workers.....	Sydney, N.S.....	Increased wages.....	Conciliation under I. D. I. Act.
Structural steel workers, electricians, steamfitters, carpenters and boiler-makers.	Montreal, Que.....	Demand for restoration of 10 per cent bonus.	Negotiations.....
Structural steel workers.....	Winnipeg, Man.....	Increased wages.....	Negotiations.....
WOODWORKING:—			
Sash and door workers.....	Vancouver, B.C.....	Increased wages and shorter hours	Mediation.....
Sash and door workers.....	Winnipeg, Man.....	Increased wages.....	Arbitration.....
Woodworkers.....	Alexandria, Ont.....	Increased wages.....	Negotiations.....
PULP AND PAPER.—			
Paper makers.....	Iroquois Falls, Ont..	Unwilling to accept award of War Labour Board in U.S.	Men returned to work under old conditions
Paper makers.....	Powell River, B.C...	Increased wages.....	Negotiations.....
Paper makers.....	Thorold, Ont.....	Refusal to accept award of War Labour Board in U.S.	Negotiations. Men returned to work pending an adjustment of wages.

DISPUTES IN CANADA IN 1918

Result	Date of commencement	Date of termination	NUMBERS INVOLVED		Time loss in working days	Duration in working days
			Employers	Employees		
Indefinite.....	Nov. 14	Nov. 30	1	115	1,725	15
In favour of employees.....	Aug. 27	Sept. 2	4	150	900	6
In favour of employees.....	Sept. 3	Sept. 14	14	75	825	11
Compromise.....	May 7	May 22	.....	150	1,950	13
In favour of employers.....	May 15	May 28	1	250	2,500	10
In favour of employees.....	July; 11	July 22	3	80	600	7½
In favour of employees.....	May 8	May 10	1	240	480	2
In favour of employees.....	May 23	June 4	9	4,800	38,400	8
In favour of employees.....	Dec. 18	Dec. 30	1	2,500	18,750	7½
In favour of employees.....	March 5	March 12	8	17	102	6
Indefinite.....	May 22	May 25	.....	140	420	3
In favour of employees.....	April 17	April 18	3	4,000	4,000	1
In favour of employees.....	June 14	June 19	3	2,700	9,450	3½
Indefinite.....	July 28	August 18	1	1,500	15,000	10
In favour of employees.....	Jan. 16	Jan. 21	1	510	1,785	3½
In favour of employees.....	March 1	March 6	4	26	104	4
			187	22,069	229,574	
In favour of employees.....	August 1	August 13	10	160	1,600	10
Indefinite.....	Sept. 27	Oct. 7	10	210	1,680	8
Compromise.....	May 22	May 27	1	38	152	4
			21	408	3,432	
In favour of employers.....	July 18	July 22	1	94	329	3½
In favour of employees.....	July 2	July 6	1	527	2,108	4
In favour of employers.....	July 2	July 8	1	525	2,625	5

DETAILS OF INDUSTRIAL

Industry or Occupation	Locality	Cause or Object	Method of settlement
PULP AND PAPER.—Continued.			
Pulp and paper makers	Fairville, N.B.	Recognition of the Union	Unsettled, December 31, 1918
Pulp and paper makers	Fort Frances, Ont.	Employees dissatisfied with wage scale put into effect by Company as result of award of the United States War Labour Board	Negotiations
Pulp and paper makers	Hawkesbury, Ont.	Recognition of the Union	Men returned to work under old conditions
Pulp and paper makers and bollermen	Ottawa, Ont.	Increased wages and other working conditions.	Negotiations
PRINTING AND PUBLISHING—			
Press feeders	Ottawa, Ont.	Question concerning discipline ..	Unsettled, December 31, 1918.
Printers	Winnipeg, Man.	Increased wages and a working agreement.	Negotiations
Printing Pressmen	Ottawa, Ont.	Increased wages, a working agreement and a 45-hour week for night staffs.	Negotiations
CLOTHING:—			
Boot and shoe workers	Port Dalhousie, Ont	Increased wages	Some employees secured work elsewhere others returned to work at former rates
Boot and shoe machine workers	Quebec, Que.	Increased wages for machine made stock.	Negotiations
Capmakers	Winnipeg, Man.	Alleged dismissal of employees ..	Men returned to work
Clothing workers	Toronto, Ont.	Alleged discrimination against members of Union when reducing staff.	Negotiations
Felt shoe workers	Kitchener, Ont.	Recognition of Union	Men returned to work
Moccasin stitchers	Toronto, Ont.	Increased wages	Negotiations
Tailors	Brockville, Ont.	Increased wages	Strikers' places filled..
Tailors	Ottawa, Ont.	Increased wages	Negotiations
Tailors	Winnipeg, Man.	Increased wages	Negotiations
TEXTILES—			
Carpet weavers	Peterborough, -Ont.	Increased wages	Negotiations
Knitting mill operatives	Hamilton, Ont.	Objection to the employment of Chinese labour.	Negotiations
Knitting mill operatives	Toronto, Ont.	Increased wages	Employees secured work elsewhere.

DISPUTES IN CANADA IN 1918

Result	Date of commencement	Date of termination	NUMBERS INVOLVED		Time loss in working days	Duration in working days
			Employers	Employees		
.....	Dec. 2	.....	1	180	4,500	25
In favour of employees.....	July 13	July 17	1	175	525	3
In favour of employers.....	July 29	August 3	1	100	500	5
In favour of employees.....	Nov. 19	Dec. 14	1	454	7,718	17
			7	2,055	18,305	
.....	Nov. 20	.....	1	62	2,108	34
In favour of employees.....	July 1	July 5	55	250	1000	4
In favour of employees.....	Sept. 10	Sept. 12	12	88	176	2
			68	400	3,284	
In favour of employers.....	July 2	July 8	1	71	284	
Compromise.....	Feb. 14	Feb. 27	1	350	3,850	11
In favour of employers.....	July 17	July 25	1	8	56	7
In favour of employers.....	Jan. 7	Feb. 12	1	145	4,495	31
In favour of employers.....	May 1	May 8	1	52	312	6
Compromise.....	April 24	May 2	1	50	325	6½
In favour of employers.....	Sept. 3	Nov. 16	1	13	819	63
In favour of employees.....	Oct. 12	Nov. 4	7	95	1,615	17
In favour of employees.....	April 1	April 15	39	200	2,400	12
			53	984	14,156	
In favour of employees.....	March 5	April 22	1	15	615	41
In favour of employers.....	Feb. 18	Feb. 26	1	28	196	7
In favour of employers.....	June 12	Nov. 30	1	88	12,760	145

DETAILS OF INDUSTRIAL

Industry or Occupation	Locality	Cause or Object	Method of settlement
TEXTILES.—Continued.			
Textile workers.....	Hamilton, Ont.....	Alleged dismissal of employee....	Men returned to work
Textile workers.....	Kingston, Ont.....	Increased wages, recognition of the Union and reinstatement of dismissed employees.	Unsettled December 31, 1918.
FOODS, LIQUORS AND TOBACCO:—			
Bakers.....	Vancouver, B.C.....	Increased wages, shorter hours and recognition of Union.	Negotiations.....
Brewery workers.....	Winnipeg, Man.....	Sympathetic.....	Mediation; resumed work on termination of civic employees' strike.
Cigarmakers.....	Hamilton, Ont.....	Increased wages.....	Unsettled December 31, 1918.
Cigarmakers.....	London, and Mont-real.	Sympathetic.....	Men secured work elsewhere.
Cigarmakers.....	Montreal, Que.....	Increased wages.....	Negotiations.....
Cigarmakers.....	Toronto and Mont-real.	Employees locked out.....	Men secured work elsewhere
Meat packers.....	Stratford, Ont.....	Increased wages.....	Negotiations.....
Packing house employees.....	Toronto, Ont.....	Demand for reinstatement of dismissed employee.	Negotiations.....
CHEMICALS AND EXPLOSIVES—			
Oil refinery employees.....	Loco, B.C.....	Increased wages and shorter hours	Negotiations.....
LEATHER—			
Leather workers.....	Kingston, Ont.....	Against dismissal of employees..	Mediation.....
TRANSPORTATION:—			
Car repairers.....	St. Thomas, Ont...	Demand for adjustment of piece work rates.	Mediation.....
Conductors and motormen.....	Niagara Falls, Ont..	Demand for McAdoo schedule of wages.	Negotiations.....
Express employees.....	Eastern Canada...	Recognition of Union.....	Negotiations.....

DISPUTES IN CANADA IN 1918

Result	Date of commencement	Date of termination	NUMBERS INVOLVED		Time loss in working days	Duration in working days
			Employers	Employees		
In favour of employers.....	August 2	August 15	1	70	700	10
.....	Dec. 12	.....	1	156	2,340	15
			5	357	16,611	
In favour of employees.....	June 15	August 3	4	28	1,032	42
In favour of employees.....	May 24	May 27	3	150	450	3
.....	July 11	.....	1	305	8,722	147
In favour of employers.....	July 11	Nov. 30	1	332	16,943	122
Compromise.....	Dec. 1 1917	Jan. 7 1918	1	10	40	4
In favour of employers.....	May 16	Oct. 31	1	300	34,497	141
In favour of employees.....	August 21	August 23	1	39	78	2
In favour of employees.....	Jan. 8	Jan. 9	1	107	107	1
			13	1,271	61,869	
In favour of employees.....	Feb. 15	March 1	1	170	2,040	12
			1	170	2,040	
favour of employees.....	June 17	June 28	1	40	400	10
			1	40	400	
Compromise.....	Feb. 14	Feb. 17	1	18	54	3
In favour of employees.....	Oct. 3	Oct. 26	1	20	400	20
In favour of employees.....	Sept. 10	Sept. 14	1	592	2,960	5

DETAILS OF INDUSTRIAL

Industry or Occupation	Locality	Cause or Object	Method of settlement
<i>TRANSPORTATION.—Continued.</i>			
Elevatormen.....	Fort William and Port Arthur, Ont.	Increased wages, recognition of Union and better working conditions.	Conciliation under I. D. I. Act.
Freight handlers.....	Calgary, Lethbridge, and Western Lines	Recognition of Union and retro-active payment of McAdoo award.	Arbitration.....
Freight handlers.....	Fort William, Ont..	Increased wages.....	Negotiations.....
Freight handlers.....	Fort William, Ont..	Increased wages.....	Negotiations.....
Freight handlers.....	Hamilton, Ont.....	Increased wages.....	Negotiations.....
Freight handlers.....	Hamilton, Ont.....	Increased wages.....	Negotiations.....
Freight handlers.....	St-John, N.B.....	Increased wages.....	Negotiations.
Freight handlers.....	Toronto, Ont.....	Increased wages.....	Negotiations.....
Freight handlers.....	Toronto, Ont.....	Increased wages.....	Conciliation under I. D. I. Act.
Freight handlers.....	Winnipeg, Man.....	Sympathetic.....	Mediation. Men returned to work on termination of civic employees' strike.
Railway carmen.....	Winnipeg, Man.....	Sympathetic.....	Mediation. Men returned to work on termination of civic employees' strike.
Railway shopmen.....	Winnipeg, Man.....	Sympathetic.....	Mediation. Men returned to work on termination of civic employee's strike.
Railway storemen.....	Winnipeg, Man.....	Sympathetic.....	Mediation. Men returned to work on termination of civic employees' strike.
<i>ELECTRIC RAILWAY SERVICE:—</i>			
Electric railway employees.....	Halifax, N.S.....	Alleged unfair dismissal and suspension of employees.	Mediation.....
Street railway employees.....	Ottawa, Ont.....	Increased wages, and other working conditions.	Arbitration.....
Street railway employees.....	Vancouver, Victoria and New Westminster, B.C.	Increased wages and reduction in hours.	Arbitration.....
Street railway employees.....	Winnipeg, Man.....	Sympathetic.....	Mediation. Men returned to work on termination of civic employees' strike.

DISPUTES IN CANADA IN 1918

Result	Date of commence- ment	Date of termination	NUMBERS	INVOLVED	Time loss in working days	Duration in working days
			Employers	Employees		
In favour of employees.....	Oct. 7	Oct. 27	1	250	4,500	18
Compromise.....	Sept. 21	Oct. 22	1	1,195	23,456	25
Compromise.....	May 10	May 21	1	344	3,096	9
In favour of employees.....	May 13	May 18	1	130	780	6
In favour of employees.....	May 1	May 2	1	40	40	40
In favour of employers.....	June 1	June 6	1	40	140	3½
Compromise.....	Nov. 23	Nov. 26	1	800	2,400	3
Compromise.....	March 1	March 14	1	225	2,662	10½
In favour of employees.....	August 2	August 9	1	100	650	6½
In favour of employees.....	May 18	May 31	2	305	3,097	11
In favour of employees.....	May 22	May 27	3	1,850	7,400	4
In favour of employees.....	May 21	May 27	3	2,148	10,740	5
In favour of employees.....	May 23	May 27	1	125	500	4
			21	8,182	62,875	
Compromise.....	Feb. 23	Feb. 26	1	155	542	3½
In favour of employees.....	August 13	August 15	1	550	1,100	2
In favour of employees.....	July 2	July 11	1	1,801	16,209	9
In favour of employees.....	May 22	May 25	1	1,054	3,689	3½
			4	3,560	21,540	

DETAILS OF INDUSTRIAL

Industry or Occupation	Locality	Cause or Object	Method of settlement
CARTAGE—			
Teamsters.....	Montreal, Que.....	Increased wages.....	Negotiations.....
Teamsters.....	Montreal, Que.....	Against dismissal of employee.....	Men returned to work.
Teamsters.....	Toronto, Ont.....	Increased wages.....	Negotiations.....
Teamsters.....	Winnipeg, Man....	Increased wages and recognition of Union.	Negotiations.....
MISCELLANEOUS—			
Coal handlers.....	Port Arthur & Fort William, Ont.	Increased wages.....	Mediation.....
Coal handlers.....	St. John, N.B.....	Increased wages.....	Negotiations.....
Warehousemen.....	Vancouver, B.C....	Shorter hours, minimum wages and recognition of Union.	Negotiations.....
NAVIGATION—			
Mariners and mates.....	Vancouver and Victoria, B.C.	Recognition of the Canadian Merchant Service Guild by all Steamship Companies.	Arbitration.....
Piermen.....	Inverness, N.S.....	Misunderstanding concerning employee taken from his regular work.	Mediation.....
Piermen.....	Sydney, N.S.....	Increased wages.....	Negotiations.....
Longshoremen.....	St. John, N.B.....	Increased wages and shorter hours	Negotiations.....
Truckmen.....	Sydney, N.S.....	That Union have charge of issuing licenses for truckmen and hackmen.	Mediation.....
Wharfmen.....	Quebec, Que.....	Increased wages.....	Some employees, returned to work, others secured work elsewhere.
PUBLIC UTILITIES—			
Hydro Electric employees.....	Niagara Falls, Ont..	Against discharge of employees; extra rate for overtime and shorter hours.	Negotiations.....
Letter carriers.....	Montreal, Toronto, Winnipeg and other cities.	Increased wages and Board of Investigation.	Arbitration.....
Telephone operators.....	Port Arthur, Ont...	Increased wages.....	Negotiations.....
Telephone employees.....	Regina, Sask.....	Award of Provincial Department was not sufficient and refusal of Provincial Department to agree to a Board of Conciliation.	Negotiations.....
Telephone operators.....	Winnipeg, Man....	Sympathetic.....	Mediation.....

DISPUTES IN CANADA IN 1918

Result	Date of commence- ment	Date of termination	NUMBERS INVOLVED		Time loss in working days	Duration in working days
			Employers	Employees		
In favour of employers.....	June 19	June 22	1	225	675	3
In favour of employers.....	August 17	August 22	1	200	800	4
In favour of employees.....	July 12	July 17	2	131	655	5
In favour of employees.....	May 17	May 30	4	170	1,870	11
			8	726	7,061	
In favour of employees.....	May 27	June 12	3	358	5,012	14
In favour of employees.....	Nov. 27	Dec. 7	7	200	2,000	10
In favour of employers.....	June 1	June 10	3	7	49	7
			13	565	19,272	
In favour of employees.....	August 24	August 28	4	425	1,700	4
In favour of employers.....	August 16	August 18	1			2
Compromise.....	July 4	July 22	1	29	352	14
In favour of employees.....	Nov. 27	Nov. 29	9	1,600	4,800	3
In favour of employers.....	June 1	June 8	1	95	570	6
In favour of employers.....	August 1	October 25	1	160	11,850	
			17	2,309	19,272	
Compromise.....	July 22	July 31	1	18	144	8
In favour of employees.....	July 22	July 31	1	2,414	21,726	9
In favour of employees.....	April 15	April 17	1	24	48	2
In favour of employees.....	October 23	Nov. 11	1	150	2,325	15½
In favour of employees.....	May 16	May 27	1	485	4,365	9
			5	3,091	28,608	

DETAILS OF INDUSTRIAL

Industry or Occupation	Locality	Cause or Object	Method of settlement
MUNICIPAL EMPLOYMENT—			
Civic employees.....	Vancouver, B.C.....	Increased wages.....	Negotiations.....
Civic employees.....	Winnipeg, Man....	Increased wages.....	Mediation.....
Civic firemen.....	Edmonton, Alta....	Protest against non-resident as Chief of Fire Department.	Mediation.....
Civic firemen.....	Winnipeg, Man....	Increased wages and recognition of Union.	Mediation.....
Civic labourers.....	Toronto, Ont.....	Men claimed that a wage increase had not been made retro-active.	Arbitration.....
Firemen.....	Victoria, B.C.....	Increased wages and shorter hours	Negotiations.....
Teamsters.....	London, Ont.....	Increased wages.....	Negotiations.....
MISCELLANEOUS—			
Barbers.....	Moose Jaw, Sask....	Increased wages and better working conditions.	Negotiations.....
Barbers.....	Toronto, Ont.....	Increased wages.....	Negotiations.....
Garbage collectors.....	Victoria, B.C.....	Increased wages.....	Negotiations.....
Hotel and restaurant employees.....	Calgary, Alta.....	Increased wages and recognition of Union.	Negotiations.....
Hotel and restaurant employees.....	Vancouver, B.C.....	Increased wages and shorter hours	Negotiations.....
Labourers.....	Port Arthur, Ont....	Increased wages.....	Negotiations.....
Labourers.....	Regina, Sask.....	Increased wages.....	Negotiations.....
Labourers.....	Winnipeg, Man....	Increased wages, shorter hours and recognition of Union.	Strikers' places filled.
Laundry workers.....	Vancouver, B.C.....	Increased wages and Union conditions.	Unsettled December 31, 1918.
Policemen.....	Toronto, Ont.....	For recognition of organization formed by Toronto policemen under charter of the Dominion Trades and Labour Congress.	Arbitration.....
Waiters and waitresses.....	Calgary, Alta.....	Demand for reinstatement of dismissed employees.	Negotiations.....
Waiters and waitresses.....	Regina, Sask.....	For shorter hours.....	Men secured work elsewhere

DISPUTES IN CANADA IN 1918

Result	Date of commencement	Date of termination	NUMBERS INVOLVED		Time loss in working days	Duration in working days
			Employers	Employees		
In favour of employers.....	April 27	May 6	1	300	1,800	6
In favour of employees.....	May 2	May 27	1	218	3,930	21
In favour of employees.....	Feb. 1	March 6	1	74	2,072	28
Compromise.....	May 14	May 25	1	178	1,780	10
Indefinite.....	July 5	July 12	1	3,000	18,000	6
In favour of employees.....	October 1	October 3	1	61	122	2
In favour of employees.....	June 3	June 18	1	30	360	12
			7	3,861	28,064	
Compromise.....	Sept. 16	Sept. 24	9	23	136	6
In favour of employees.....	Sept. 9	Sept. 11	47	134	268	2
In favour of employees.....	October 18	October 21	1	35	70	2
In favour of employees.....	March 25	April 30	22	160	1,600	26
In favour of employees.....	August 1	August 8	1	50	400	8
In favour of employees.....	May 29	June 3	1	50	175	3½
In favour of employees.....	June 4	June 7	1	100	250	2½
In favour of employers.....	August 14	August 31	1	45	720	16
	Sept. 9	.....	7	290	21,261	96
Indefinite.....	Dec. 18	Dec. 21	1	345	1,035	3
In favour of employers.....	Jan. 23	Jan. 24	1	40	40	1
In favour of employers.....	Sept. 11	Dec. 31	5	50	4,850	97
			97	1,322	30,805	

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING JANUARY, 1919

THE following information is derived from an article in the *British Labour Gazette* of February, 1919, and relates to strikes and lockouts in the United Kingdom during January 1919.

NUMBER AND MAGNITUDE.—The number of trade disputes beginning in January was 105, as compared with 51 in the previous month, and 98 in January, 1918. In these new disputes 443,000 workpeople were directly, and over 5,600 indirectly, involved; and these figures, when added to the number of workpeople involved in disputes which began before January and were still in progress at the beginning of the month, give a total of about 460,000 workpeople involved in disputes in January, 1919, as compared with 150,000 in December, 1918, and 93,000 in January, 1918. In the following table the new trade disputes for January are summarised.

Groups of trades.	Number of disputes	No. of workpeople involved		
		Directly	Indirectly	Total
Building.....	5	1,533	.....	1,533
Mining and quarrying.....	23	234,455	1,539	235,994
Engineering and shipbuilding.....	34	186,400	1,923	188,323
Other metal.....	11	8,018	1,219	9,237
Textile.....	4	999	452	1,451
Clothing.....	4	579	111	690
Transport.....	6	8,221	23	8,244
Other trades.....	13	2,763	380	3,143
Local authority services.....	5	392	.....	392
Total, January, 1919.....	105	443,360	5,647	449,007
Total, December, 1918.....	51	120,197	22,459	142,656
Total, January, 1918.....	98	41,827	16,489	58,316

CAUSES.—Of the 105 new disputes, 29, directly involving 29,395 workpeople, arose on demands for advances in wages; 21, directly involving 24,558 workpeople, on other wages questions; 28, directly involving 328,505 workpeople, on questions affecting hours; 16, directly involving 46,900 workpeople, on questions affecting the employment of particular classes or persons; 4, directly involving 6,583 workpeople, on details of working arrangements; and 7, directly involving 7,419 workpeople, on questions of Trade Union principle.

RESULTS.—During the month settlements were affected in the case of 48 new disputes, directly involving 284,296 workpeople, and 13 old disputes, directly involving 3,927 workpeople. Of these new and old disputes, 19, directly involving 208,537 workpeople, were settled in favour of the workpeople, 11, directly involving 57,088 workpeople, in favour of the employers, and 31, directly involving 22,598 workpeople, were compromised. In the case of 32 other disputes, directly involving 35,611 workpeople, work was resumed pending further negotiations.

AGGREGATE DURATION.—The number of working days lost in January by all disputes, new and old, was about 2,918,000 days, as compared with 1,174,000 days in December, 1918, and 533,000 days in January, 1918.

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING 1918

ACCORDING to the Annual Review of the British Ministry of Labour,* the number of industrial disputes reported in the United Kingdom during 1918, and the number of workpeople directly or indirectly involved in them,

was much greater than in any of the preceding four years. The total number of working days lost by the workpeople, however, was not greatly in excess of that for 1917, and was considerably below the number for any year in the period 1910-1914. With regard to industrial disputes the Annual Review contains the following:

*See *British Labour Gazette*, January, 1919, pp. 2-6.

The number of trade disputes reported to the Department as causing a stoppage of work in 1918 was 1,252. In the period for which statistics are available this number has only once been exceeded—in 1913, when 1,497 disputes were reported. For the years 1915-1917 the numbers were 706, 581 and 688 respectively. The total number of workpeople involved, directly and indirectly, in 1918, was nearly 1,100,000. This number is greater than in any previous year since 1912, when nearly 1,500,000 workpeople, including 1,100,000 coal miners, were involved in disputes. In the three years, 1915-1917, the average number involved was 533,000. The

aggregate duration of the disputes in 1918, viz., 6,237,000 working days, was not greatly above that recorded for 1917 (nearly 6,000,000 days), and though considerably above the average for 1915-1917 (3,867,000 days), was much lower than in any of the years 1910-1914, in which period the lowest number recorded was nearly 9,900,000 days (in 1910), and the highest was nearly 41,000,000 days (in 1912).

The following table summarizes by trades the number of disputes, the number of workpeople involved, and the aggregate duration of the disputes in working days for 1917 and 1918 respectively.*

Groups of Trades.	1917			1918		
	Number of disputes	Number of workpeople involved	Aggregate duration in working days of all disputes in progress	Number of disputes	Number of workpeople involved	Aggregate duration in working days of all disputes in progress
Building.....	53	6,897	85,300	134	56,353	458,500
Mining and Quarrying.....	128	274,145	1,170,800	165	380,238	1,273,800
Engineering.....	94	356,499	2,877,900	132	101,532	462,400
Shipbuilding.....	49	40,091	326,000	168	51,401	377,700
Other metal.....	38	30,109	165,100	86	67,415	575,000
Textile.....	65	62,887	653,300	67	263,615	1,700,900
Clothing.....	42	13,042	145,800	70	24,025	320,800
Transport.....	40	26,740	188,400	67	58,868	265,000
Other trades.....	151	46,704	340,100	270	80,132	686,000
Local authority services.....	28	3,613	11,200	93	13,249	117,000
Total.....	688	860,727	5,963,900	1,252	1,096,828	6,237,100

The majority of the disputes occurring in 1918 arose on demands for advances in wages, and of the remainder the most frequent causes were questions affecting the employment of particular classes or persons. About 150,000 coal miners in Yorkshire were on strike for one or two days in August on a question affecting the hours of surfacemen. About 40,000 cotton spinners and piecers in Lancashire and Cheshire ceased work for six days in September to secure unemployment payment for time lost through reductions in working hours under the regulations of the Cotton Control Board; and a further stoppage of work, lasting nine days, and directly involving about 100,000 cotton spinners, piecers, card-room, etc., workers, occur-

red in December in support of a demand for an advance in wages; a large number of other workpeople in the cotton industry were unemployed in consequence of these disputes.

Other large disputes occurring in the year were one of 52,000 colliery workpeople in Monmouthshire and Glamorganshire in May; one of 35,000 skilled munition workers in the Coventry district in July; and one of 27,000 railway workers in Monmouthshire, South Wales and other districts in September.

Thirty-one disputes, involving about 6,700 workpeople, were in progress at the close of 1918.

*These figures are preliminary and subject to correction.

STRIKES AND LOCKOUTS IN SOUTH AFRICA DURING 1917

THE following information in reference to industrial disputes in South Africa during the year 1917 is taken from an abstract of the unprinted annual report of the Superintendent and Chief Inspector of White Labour which appeared in the November, 1918, issue of the South African Journal of Industries (official):

INDUSTRIAL DISPUTES.

There were more industrial disputes in the Transvaal during 1917 than in any previous year. It is, nevertheless, pleasing to note that there were also more disputes settled without recourse to strikes or lock-outs than in past years. In spite, however, of the number of disputes settled by mutual agreement as the result of conferences and by reference to boards of investigation, there were more actual strikes in 1917 than in any previous year. The number of workpeople affected, however, was small compared with the numbers affected by the strikes of 1913 and 1914, and the aggregate number of days' work and wages lost was also comparatively low.

While the strikes which occurred in previous years in most cases affected more than one employer, and in some instances took the form of general strikes involving all classes of employers in one or more districts, the strikes of 1917 were of a more isolated nature, and in the majority of instances single firms only were affected.

Out of the sixteen strikes reported during 1917 the workpeople affected in ten instances were those employed in the mining industry, and, except in one case, the workers affected were those directly engaged in mining. The other six strikes consisted of two in the building trade, two in the tailoring trade, one in the printing trade, and one in the engineering trade.

The total number of workpeople affected was 1,633. The aggregate number of working days involved was 5,648, giving an average duration in working days for all the strikes reported of approximately $3\frac{1}{2}$ days. The total estimated loss in wages was £5,047.

In the Cape Province four strikes occurred, two in the tailoring trade, one in the bakery trade, and one in the cabinet-making trade.

In Natal there were strikes at Durban and Pietermaritzburg in the printing trade, and one at Kynoch's factory, all for increase of wages. Concessions were granted by the employers in each case.

CAUSES OF DISPUTES.

Fifteen of the strikes that occurred in 1917 were directly on the question of wages. The primary causes in the other strikes were conditions of labour (three strikes), the prosecution of an employee by the management (one), employment of coloured labour on certain classes of work (one), method of shop control (one), and the alleged victimization of a trade union employee (one).

METHOD OF SETTLEMENT.

Practically all the strikes which took place were settled after negotiations between the employers and the unions concerned. In two instances the aid of the resident magistrate of the district was invoked. In another strike, the Secretary for Mines and Industries, assisted by Mr. P. Duncan, M.L.A., negotiated between employers and employees, and was successful in getting the two parties to enter into an agreement. In most of the strikes the services of officials of the Labour Department were placed at the disposal of the disputants, but in many cases the parties to the dispute were able to arrive at an amicable settlement without any outside assistance.

In every strike for increased wages or

remuneration, certain concessions were granted by the employers, which, although not meeting the demands in full, created a fair amount of satisfaction.

With regard to the settlement of dis-

putes without recourse to strikes, it is noted that the principle of the round-table conference is finding more favour with employers and employees than has been the case previously.

NOVA SCOTIA COAL INDUSTRY

Operators and Miners reach Agreement as to Eight-hour Day and Merger with United Mine Workers of America

THE special joint conference between the Nova Scotia mine operators and representatives of the Amalgamated Mine Workers of Nova Scotia, arranged to decide certain momentous questions with regard to the mining industry, took place at Sydney during February 18-24. Among the representatives of the operators were the following: Messrs. Charles Fergie and Maxwell, for the International Coal Company; A. J. Tonge and Maxwell, for the Dominion; D. H. Macdougall and T. J. Brown, for the Scotia; Prudhomme and D. Gray, for the Arcadia; Hensen and Bell, for the Maritime; MacGillivray, for the Inverness; Burchell, for the Bras d'Or; W. Hensen, for the Joggins; Sutherland, for the Milford. The miners were represented by one hundred delegates, including the executive officers of the A.M.W. Mr. Fergie, of the International Coal Company, was elected chairman, and Mr. Silby Barrett, president of the A.M.W., vice-chairman. The secretaries were Mr. Roach for the miners and Mr. F. W. Gray for the operators.

The first matter to be taken up was the new wage schedule submitted by the miners which called for a new minimum daily wage of \$3.25 (for boy labour) and a maximum of about \$6.50. The whole constituted an average increase of 30 per cent. This schedule was based on the miners' claim that the cost of living had increased 171 per cent since 1902, while the highest corresponding wage increase had been 125 per cent for the lowest paid classes of labour, while

in some classes there had been an increase of about 50 per cent. The operators announced their absolute inability to meet these demands and the schedule was thereupon withdrawn by the convention and a select committee representative of both groups was appointed to formulate a new and modified schedule. The agreement proposed by this committee, and subsequently adopted by the convention provided an increase for datal paid men that will in some cases amount to 50 per cent of their wages, although there will be no increase for hourly paid men. The adoption of the eight-hour day is the cause of this substantial increase, as men who have been working either twelve hours or ten hours per day will receive the same pay for the eight hours. It was stated by some that the establishment of the eight-hour day would have a tendency to increase rather than decrease production as there would not be so much absenteeism as there had been formerly under the longer hours. The text of the agreement as adopted by the convention was as follows:

The operators have carefully considered the proposal of their employees for an eight hour day, and being most desirous so far as possible to meet their wishes, would submit the following offer:

1. The collieries will commence to hoist coal at 7 a.m., at which time all the men must be in the mine.

2. The day's work will cease at 3 o'clock, when all arrangements will be available for conveying the men to the surface.

3. The surface men around the bank-head and screens associated with the handling of

coal are to be on duty between the hours of 7 a.m. and 3 p.m. and for a short time after, if necessary, for the purpose of attending to such duties as will facilitate their own work, such time not to exceed a half hour.

4. The standard of other surface labour around the collieries to be from 7 a.m. to 4 p.m., with half an hour for dinner.

5. Where continuous attendance is required, the shift will be eight hours instead of twelve, both surface and underground at the same pay.

6. The conditions peculiar to certain localities will be adjusted locally.

7. To become effective March 15th, 16th or 17th, according to the date of making up pay-rolls.

Explanation of clause 1 means that the mine shall run continuously between the hours named, without any stop whatever.

The management of the Dominion Coal Company promise to meet the executive at an early date, in connection with other departments, such as the machine shop and section men, and it is expected that other companies with similar work will do likewise.

(Sgd.) CHARLES FERGIE,
Chairman.

(Sgd.) SILEY BARRETT,
Vice-Chairman.

The merger of the Amalgamated Mine Workers of Nova Scotia with the United Mine Workers of America was carried unanimously. As a result the officers of the A.M.W. will resign and a new election will be held shortly.

A resolution was adopted authorizing the executive of the miners' association

to take up with the Dominion Government the question of having a tariff of 53 cents a ton on all soft coal imported from the United States. At present the rate is 53 cents a ton for screened bituminous coal and much lower for run-of-mine. It was claimed that United States operators frequently mix the two kinds of coal and thereby effect a net saving of 20 cents a ton. The A.M.W. hold that if the Canadian operators were to receive the benefit of this 20 cents it would result in the re-opening of those Nova Scotia mines which are at present closed down. The operators will be asked to join the miners in this request to the government. Another resolution adopted called for greater stringency in the method of granting certificates to mine managers.

Throughout the convention perfect harmony prevailed, and much satisfaction was expressed by both groups that a forward movement in the right direction had been possible without making appeal for outside intercession in bringing Capital and Labour together. The miners expressed their pleasure that the operators had met them. One of the operators in speaking of the convention is reported as having said that one of the pleasantest features of the meeting was the mutual respect held by each group for the other.

NATIONAL WAR LABOUR BOARD LIMITS ITS ACTION ON DISPUTES

IN reference to industrial disputes that may arise in the future, the National War Labour Board of the United States in December last outlined its position in an official statement as follows:

In order to meet the changed conditions resulting from the signing of the armistice, and the withdrawal of the Federal Government's control over the industries of the country, the National War Labour Board, after conference with the Secretary of Labour, has made an order providing that in the future it will act

only in such cases as are jointly submitted to it for arbitration. All complaints filed after December 5, setting forth industrial controversies, will, therefore, be referred to the Labour Department for action by its Mediation and Conciliation Bureau. Failing settlement in such cases, the Secretary of Labour will refer back to the War Labour Board only the cases in which both parties voluntarily submit the issues to the jurisdiction of the National War Labour Board and agree to abide by its decision. All cases now before the Board will be handled as they have been in the past.

This action was concurred in by all the members of the National War Labour Board, and was approved by the Secretary of Labour.

BOLSHEVIST REGIME IN RUSSIA

Evidence given before a Committee of the United States Senate

A COMMITTEE of the Senate of the United States appointed to investigate Bolshevism received on Saturday, February 15, and Monday, February 17, the evidence of Mr. R. E. Simmons, a former representative in Russia of the Department of Commerce of the United States, who had been for a number of weeks in various Russian jails. Mr. Simmons succeeded finally in reaching Archangel in November last, and later was able to cross the Atlantic.

Mr. Simmons' evidence threw vivid light on many of the extraordinary conditions obtaining under the Bolshevik regime, of pickpockets who were organized from among the Red Guard, the official military police of the Bolsheviks, and who operated with official sanction; of the disfranchisement of all but followers of Lenine and Trotzky; of the employment of women at the roughest manual labour if they were of the aristocratic or middle classes, and of the appalling policy adopted, at any rate at some points, with reference to women generally.

At the conclusion of Mr. Simmons' evidence, Senator Overman, Chairman of the Committee, thanked the witness in the name of the United States Senate for the services rendered in showing the actual conditions of chaos, anarchism and immorality prevailing in Russia as a result of Bolshevik domination.

Mr. Simmons' evidence included the text of official translations of decrees issued by different soviets under the Bolshevik regime, and it has been thought well to reproduce these decrees in the present pages, so that readers of the LABOUR GAZETTE may be made aware of something at least of the evil aspect of Bolshevism. Occasional statements in the press would make it appear that Bolshevism has its supposed or professed

adherents here and there in Canada, but it may be confidently assumed that any expression of sympathy with the policy or principles of the present rulers of Russia, if uttered at all by those enjoying the advantages of Canadian citizenship, has been founded on theories rather than on any precise knowledge of the appalling distress and evils which Bolshevism is producing in Russia, and of its wholly degenerate and corrupting doctrines.

It should be noted that the term "soviet" is applied to the local unit of the Bolshevik system of government.

Decree of Saratov Soviet

The first decree read by Mr. Simmons before the Committee of the United States Senate was dated March 15, 1918, and was issued by the Anarchist Soviet, which was charged by Lenine and Trotzky with the government of the City of Saratov. The official translation of the decree reads:

This decree is proclaimed by the Free Association of Anarchists in the town of Saratov. In compliance with the decision of the Soviet of Peasants and Soldiers and Workmen's Deputies of Kronstadt, the abolition of the private possession of women.

MOTIVES.

Social inequalities and legitimate marriage having been a condition in the past which served as an instrument in the hands of the bourgeoisie, thanks to which all the best species of all the beautiful women have been the property of the bourgeoisie, have prevented the proper continuation of the human race. Such ponderous arguments have induced the present organization to edict the following decree:

1. From March 1 the right to possess women having reached the ages of 17 to 32 is abolished.

2. The age of women shall be determined by birth certificate or passports or by the testimony of witnesses, and on failure to produce documents, their age shall be determined by the Black Committee, who shall judge them according to appearance.

3. This decree does not affect women having five children.

4. The former owners may retain the right of using their wife without awaiting their turn.

5. In case of resistance of the husband he shall forfeit the right of the former paragraph.

6. All women according to this decree are exempted from private ownership and are proclaimed the property of the whole nation.

7. The distribution and management of the appropriated women in compliance with the decision of the above said organization are transferred to the Anarchist Saratov Club. In three days from the publication of this decree all women given by it to the use of the nation are obliged to present themselves to the given address and give the required information.

8. Before the Black Committee is formed for the realization of this decree, the citizens themselves shall be charged with such control. Remarks: Each citizen knowing a woman not submitting herself to the address under this decree is obliged to let it be known to the Anarchists' Club, giving the full address, full name, and father's name of the offending woman.

9. Male citizens have the right to use one woman not oftener than three times a week, for three hours, observing the rules specified below.

10. Each man wishing to use a piece of public property should be a bearer of certificate from the Factories Committee, professional union, or Workmen's, Soldiers', and Peasants' Coun-

cil, certifying that he belongs to the working family class.

11. Every working member is obliged to discount 2 per cent from his earnings to the fund of general public action. Remarks: This committee in charge will put these discounting funds with the specifications of the names and lists into the State banks and other institutions handing down these funds to the popular generation.

12. Male citizens not belonging to the working class, in order to have the right equally with the proletariat, are obliged to pay 100 roubles monthly into the public funds.

13. The local branch of the State bank is obliged to begin to reserve the payments to the National Generation Funds.

14. All women proclaimed by this decree to be the national property will receive from the funds an allowance of 238 roubles a month.

15. All women who are pregnant are released of the direct State duties for four months, up to three months before and one month after childbirth.

16. The children born are given to an institution for training after they are one month old where they are trained and educated until they are 17 years of age at the cost of the public funds.

17. In case of a birth of twins the mother is to receive a prize of 200 roubles.

18. All citizens, men and women, are obliged to watch carefully their health and to make each week an examination of urine and blood. Remark: The examinations are to be made daily at the laboratories of the Popular Generation Health.

19. Those who are guilty of spreading venereal disease will be held responsible and severely punished.

20. Women having lost their health may apply to the Soviet for a pension.

21. The Chief of Anarchists will be in charge of perfecting the temporary arrangements and technical measures concerning the realization of this decree.

22. All those refusing to recognize and support this decree will be proclaimed saboteurs, enemies of the people, and counter anarchists, and will be held to the severest responsibilities.

(Signed) COUNCIL OF THE CITY OF SARATOV, Russia.

Vladimir Soviet Decree

The second decree, read by Mr. Simmons, was issued by the Soviet of the City of Vladimir. This decree stated:

Every girl who has reached her eighteenth year is guaranteed by the local Commissary of Surveillance the full inviolability of her person.

Any offender against an eighteen-year-old girl by using insulting language or attempting to ravish her, is subject to the full rigor of Revolution Tribunal.

Any one who has ravished a girl who has not reached her eighteenth year is considered a State criminal and is liable to a sentence of twenty years' hard labour unless he marries the injured one.

The injured, dishonoured girl is given the right not to marry the ravisher if she does not desire.

Any girl having reached her eighteenth year and not having married is obliged, subject to the most severe penalty, to register at the Bureau of Free Love of the Commissariat of Surveillance.

Having registered at the Bureau of Free Love, she has the right to choose from among the men between the ages of 10 and 50 a cohabitant husband.

Remarks.—(1) The consent of the man in the said choice is unnecessary. (2) The man on whom such a choice falls has no right to make any protest whatsoever against the infringement.

The right to choose from a number of girls who have reached their eighteenth year is also given to men.

The opportunity to choose a husband or wife is to be presented once a month.

The Bureau of Free Love is autonomous.

Men between the ages of 19 and 50 have the right to choose from among the registered women, even without the consent of the latter, in the interests of the State.

Children who are the issue of these unions are to become the property of the State.

The decree states further that it has been based on the "excellent example of similar decrees already issued at Luga, Kolpin, &c."

A similar "project of provisional rights in connection with the socialization of women in the City of Hvelinsk and vicinity" has been published in the Local Gazette of the Workers' and Soldiers' Deputies, Mr. Simmons said.

"Gentlemen," added Mr. Simmons, as he finished reading the Vladimir decree, "these documents speak for themselves. God and morality are unknown to the Bolsheviks and everything that makes life decent and worth living is in jeopardy if this thing is permitted to go ahead."

Summary of conclusions

The United States Senate Committee in its enquiry received evidence from numerous other officials of the United States Consular Service and other departments of the Government, also from representatives of American banks and manufacturing enterprises and from men prominent in educational and religious work in Russia, the evidence being derived from actual experience and observation. The facts disclosed by the enquiry, which was not concluded at the end of February, have been summarized as follows by the *New York Outlook*:

The Bolshevik leaders are as much opposed to a democratic as to an autocratic or imperialistic government; they aim solely at the "dictature of the proletariat."

These leaders won by promising the people peace, land, and bread, but now hold their power by machine guns—wonderful weapons for controlling crowds of any kind.

There is enough ammunition on hand to keep Bolshevism going for a long time to come.

Great numbers of helpless, wounded Russian officers and men have been taken from jail without trial or chance of defense and executed.

The Bolshevik rulers have alienated the larger portion of the people and are maintaining themselves only by such terrorism as the above and also by their control of transportation.

Starvation and sickness are overwhelming whole cities.

Petrograd, which has had more than two million inhabitants, has now not more than half a million.

The Bolshevik Government, having* failed economically, politically, and morally, exists only by the denial not only of all recognized principles of government but even of the principles which it has itself maintained.

Conditions are now inexpressibly worse than under the Czar's régime.

The Bolshevik propaganda has received direct financial support from the Germans.

German officers hold commands under the Bolsheviks.

Large numbers of Germans have been

investing in Russia, taking a "gamble on the outcome."

The Bolshevik propaganda abroad is largely due to great sums sent from Russia—a single shipment of \$10,000,000 was named.

With the support of the anti-Bolshevik elements twenty thousand Allied troops could have taken and held Petrograd and Moscow.

Armed intervention by the Allies is the only method by which the country can be saved.

"These conclusions," remarks *The Outlook*, "were confirmed by Madame Breshkovsky, the 'Grandmother of the Russian Revolution,' also a witness. To the question, 'Are the Bolsheviks traitors?' she replied:

"Any man who sells his country is a traitor. They [the Bolsheviks] sold Russia to Germany. They persecuted me because I was against Germany, because I thought Bolshevism would hurt Russia. . . . I have served thirty-two years in prison and exile to save Russia from the Czar; but I would serve thirty-two more years to put him back if this is to go on instead. Certainly we prefer a Czar to a Trotsky.'"

OUT-OF-WORK DONATION IN THE UNITED KINGDOM

IN connection with demobilization and resettlement the British Government adopted some months ago a temporary system of non-contributory out-of-work donation, both for ex-service men and for civilian workers, some particulars of which were given in the January issue of the *LABOUR GAZETTE* (pp. 43-44). Under this system free donation policies are issued which are valid for six months from November 25, 1918, for civilians, and for twelve months from demobilization for ex-service men, entitling them to out-of-work donations

up to 13 weeks and 26 weeks respectively.

According to the *British Labour Gazette* for January, the scale of benefits, which was increased as from December 12, is now 29 shillings a week (instead of 24s.) for men, 25 shillings a week (instead of 20s.) for women, 14s. 6d. a week (instead of 12s.) for boys, and 12s. 6d. a week (instead of 10s.) for girls. Provision is also made for extra payments in respect of dependent children under 15 years of age. In the case of boys and girls the payments are conditional on attendance at unemployment centres where available. These

benefits supersede temporarily those payable under the existing compulsory unemployment insurance scheme.

According to the *Labour Gazette*, the number of free policies issued up to the end of December was 463,930, of which 419,322 were issued to civilians, and 44,608 to ex-service men. In addition 104,716 policies were issued direct to soldiers at dispersal stations. These figures relate to the total number of policies issued, and not to the number of demobilized persons actually unemployed and in receipt of donations. The total number of payments up to and including December 25, last, was 717,455, a weekly average of 179,364 (civilians 162,371, ex-service men 16,993) and the average weekly amount paid in the same period was £190,196.

The out-of-work donation policies are lodged at Employment Exchanges, and

their holders are in general required to sign them daily whilst unemployed.

PROPOSED REDUCTION IN AMOUNT OF DONATION.

At the first session, held on February 27, of the Industrial conference called by the British Government to consider the various phases of labour unrest, the Minister of Labour, Sir Robert Horne, stated that after the expiration of the period of 13 weeks of donation to unemployed workers now in operation, the Government proposed to reduce the amount for the succeeding 13 weeks. Under the new proposal men are to receive 20 shillings instead of 29 shillings and women 15 shillings instead of 25 shillings. Strong protest against this reduction was voiced by all the labour representatives present at the conference.

PROBLEM OF JUVENILE EMPLOYMENT ARISING FROM THE WAR

THE new conditions of industry which were created in Great Britain by the war exerted an influence upon the young of both sexes who were engaged in the various occupations and trades, and the readjustment after the war has produced a new set of problems relating to juvenile employment. About a year ago an extensive enquiry on this subject was undertaken by the British Ministry of Reconstruction, and a report has recently been issued embodying the results of this enquiry with recommendations to meet the anticipated situation arising from the termination of the war.

The withdrawal of men from their customary occupations during the war, and the development of new war industries led to a great demand for labour of all kinds. With regard to young persons there was no great reserve of labour to draw upon as nearly all working class children are accustomed to enter some wage-earning employment at the ages of 13 or 14. The increased de-

mand, however, induced large numbers to change their occupations, being attracted by the high wages offered in the factories making munitions and other war materials. The pressing need of a large output in these industries led to an acceleration of the tendency toward specialization and subdivision of labour, with the consequence that thousands of boys were employed in repetitive work of a semi-skilled or unskilled nature which afforded them high wages but did not give them any training to qualify them for future employment. Many suffered physically from the strain of long hours and exhausting work, and the high wages led to an increase in gambling. Many left school too soon and a large number of children worked for wages out of school hours to the injury of their health and progress in school.

Among the recommendations to deal with the situation that would arise at the end of the war the following are made: That all government factories and controlled firms be instructed (a) to hold

back the discharge of young persons until notified by the employment exchanges that vacancies are available, (b) to discharge them in small groups at a time, (c) to set up a system of part-time day continued education; that juvenile employment committees be set up in those areas where no committee exists and where a considerable number of juveniles are employed; that the closest co-operation should be established between the juvenile employment committees and the local advisory committees; that the staff of the juvenile department of the employment exchanges be strengthened in order to cope with the increased volume of work consequent on the raising to 18 of the age of the juveniles with whom they deal; that the juvenile employment committees immediately form an estimate of (a) the number of young persons likely to be discharged, (b) the probable demand for juvenile labour, (c) the number of those for whom alternate employment will be available; that all by-laws permitting exemption from school for children below the age of 14 be immediately suspended with a

view to checking the competition of boys and girls leaving school with those already in industry; that clauses 8, 10 and 13 of the Educational Act, 1918, relating to the compulsory attendance of children at elementary schools and of young persons at continuation schools, and to the employment of children,* be put into operation at the earliest possible moment, and that local educational authorities be urged to raise the age of full time attendance to 15; that the government establish a generous system of scholarships and maintenance allowances with a view to withdrawing young persons from industry and providing for their higher education; and that centres of instruction and recreation and residential camps be set up for the benefit of all young persons thrown out of employment; that the local educational authorities be warned to provide teachers and buildings for the unemployment centres; and that the War Office should secure priority of discharge for teachers.

*For an account of this legislation see the LABOUR GAZETTE for January, 1919, p. 49.

APPRENTICESHIP UNDER STATE CONTROL IN WISCONSIN

THE development of apprenticeship in the State of Wisconsin is made the subject of the 1918 report of the Wisconsin Industrial Commission.

Some years ago, according to the report, the manufacturers, particularly in the metal trades, realized the situation that would sooner or later confront them with regard to skilled labour unless there was adopted some system of apprenticeship. But the system would have to be undertaken generally, otherwise no employer would care to undertake to train mechanics for other employers to steal. The question arose as to how to induce all employers to undertake the training of apprentices so as to make the skilled labour market properly balanced and also to distribute equitably the "so called burden" of training the new gen-

eration of mechanics. Another question was the matter of control of apprenticeship regulations. Trade unions resented what they considered to be the almost absolute powers of the employers in such matters; while the employers did not see the advisability, from their point of view, of submitting to trade unions the control of apprenticeship conditions. The logical policy, therefore, was that of State control in the interests of all parties concerned—the apprentice, the trade union, and the employer.

In 1911 a law was enacted in Wisconsin covering the subject of apprenticeship which proved, however, in some respects inadequate. In 1915 a more workable law, giving broader powers to the Industrial Commission and simplifying the apprenticeship statutes, was

passed. At that time there were approximately 200 apprentices under legal control of the State, but in the three subsequent years, 1,700 boys entered into the apprenticeship relation. This substantial increase is attributed to the standardized uniform agreements properly supervised and agreed to by both elements in the trades—employers and workers.

Many reasons are given in the report to convince employers that the apprenticeship system is not only an industrial necessity, but good business as well. Labour unrest is to a large extent the result of the lack of opportunity afforded for the worker to develop an interest in his work; it is the weary monotony of ordinary employment that is responsible for the excessive labour turnover, "which comes, not from the highly skilled mechanics, but from the so-called specialists who know but one particular operation." The report goes on to say that it is not from the well-trained and intelligent class of workers that industry suffers violence and mob action and unfair dealing, but from the untrained, the uneducated and exploited elements in industry.

Employers generally, according to the report, are now convinced of the advantages of the apprenticeship system, and the educational problem is reduced to convincing boys and their parents

that their future prospects are immensely improved by making present sacrifices, if necessary, in order to acquire expert skill in any chosen trade.

In 1915 the Wisconsin Industrial Commission organized a separate department to deal exclusively with the matter of apprenticeship. The activities of the Commission through this department may be briefly described as follows: It first creates opinion favourable to the scheme among the employers, the boys and their parents. A classification of trades that are suitable to apprenticeship arrangements has been made. The Commission reviews all apprenticeship contracts to see that they are equitable and that they conform to the law. Supervision of the apprentice in the shops to see that the right opportunities are being afforded for experience and learning and also to see that the employer on his side shall get fair treatments. In cases of difficulties and disputes which occur between apprentices and their employers the Commission acts as arbiter. The Commission keeps accurate record of the apprentices, of their experience, of their general conduct, etc., and at the end of their apprenticeship, provided they have fulfilled their requirements, they are given a diploma under the Seal of the Industrial Commission, countersigned by the employer.

PROGRESS IN THE REGULATION OF CHILD LABOUR AND APPRENTICESHIP IN SOUTH AFRICA

MUCH information as to the Juvenile Advisory Boards which were established about three years ago in the towns of Johannesburg, Cape Town and Durban, is given in the report for 1917 of the Superintendent of White Labour in South Africa. These boards, according to the report, have met with the universal approval of the public in the services they are rendering the community in the difficult task of solving the problem of juvenile employment. Most

child labour is undoubtedly a waste, but many parents mainly through poverty and ignorance take the earliest opportunity of sending their children out to work. Very little thought is given to the future, with the result that large numbers of the children are placed in "blind-alley" occupations, and in the end swell the ranks of the unemployed. The boards not only deal with this aspect of the case but are taking an ever widening interest in the conditions of employment of juvenile labour.

The definite objects of these boards may be summarized as follows:

(a) To get into touch with all children completing their school course, to judge by interviewing and by school reports of any vocational bent, and to advise them and their parents accordingly.

(b) To keep in touch with employers, be aware of vacancies in and the requirements of different industries, and to introduce suitable candidates for employment.

(c) To advise parents and prevent, if possible, the removal of children from school where no insuperable impediment exists to continued education, or where employment for the immature is unavoidable, to represent the benefits of and facilitate attendance at some form of continuation school (preferably in the day time) in order to prevent evil resulting from the fatal gap between the school course and vocational training.

(d) To watch the early stages of the child's new conditions and be ever ready to advise, to assist in removing difficulties, and if necessary to arrange transfer to a different situation.

(e) To keep a record of all pupils who leave school, their educational attainments, and their subsequent careers.

(f) To bring to the notice of the Government or other bodies the existence of evils and to suggest remedies in all matters concerning child welfare, and to interest the general public therein.

In September last the Juvenile Advisory Board of Johannesburg held a conference with representatives of both employers and workers of the Department of Mines and Industries, and of the Federation of Trades for the purpose of discussing questions relating to apprenticeship. At this conference a draft model form of indenture, which had previously been approved by the Federation of Trades, was unanimously adopted, together with the recommendation of the Advisory Board that the second year's trade schools course shall entitle the apprentice to the remission of one year from the prescribed period of apprenticeship. It was also decided on the Board's recommendation that the rate of pay shall be similar to the rate paid to the third year apprentice without trade school training; and that the period of apprenticeship be five years.

In the event of an employer being unable to fulfil his obligations to the apprentice, it was recommended that the responsibility be assumed jointly by the Juvenile Boards and the other employers in the particular industry in question.

OPPORTUNITIES FOR HANDICAPPED MEN IN THE COPPERSMITHING TRADE

IN order to assist the United States Board for Vocational Education in determining occupations suitable for disabled men, the Harvard University Bureau of Educational Guidance, in co-operation with the Red Cross Institute for Crippled and Disabled men, has undertaken the preparation of a series of occupational reports based upon information gathered by correspondence, by personal visits to industrial plants and by interviews with workers, foremen, employment managers and general managers. The first of the series deals

with the opportunities for employment of disabled men in the coppersmithing trade.*

The report states first that there is an increasing use of copper in practically all branches of industry, particularly in connection with shipbuilding, and that as would be expected the opportunities for employment have increased in the same ratio. There is, however, in

*Publications of the Red Cross Institutes for crippled and disabled men, 311 Fourth avenue, New York City.—"Employment Opportunities for Handicapped Men in the Coppersmith Trade."

the United States at present a considerable shortage of skilled coppersmiths. This is attributed to the fact that the United States has been dependent for her skilled coppersmiths upon other nations, principally Austria, Russia and Sweden, and that during the war not only was immigration cut off, but most of the workers of those nationalities in the United States were called home for military service. Although the war is now over it is felt that the demand for this class of labour is bound to continue if only on account of the ship-building programme which is still being carried on by the Shipping Board, which in repair work alone will furnish considerable employment for some years to come. In addition, a new industry has sprung up since the war—the manufacture of high-grade chemicals and dyestuffs—which requires extensive copper equipment. The closing of breweries would not likely affect the copper trade as all brewing and distilling plants would no doubt be utilized in the manufacture of chemicals, acids, dyestuffs and other copper-using processes.

Sheet copper work falls into the three following divisions: (a) light articles (members of sheet metal unions may work on copper of 10 gauge and lighter); (b) heavy articles, such as condensers, distilling columns, acid tanks, pressure boilers, etc.; and (c) piping equipment for chemical plants, sugar houses, marine engines, etc.

LIGHT SHEET COPPER WORK.

Work in light sheet copper is well adapted to men with various handicaps for the following reasons: It does not require unusual physical strength and endurance; much of it can be done while the worker is seated. A large part of the work is now done by machinery; persons without experience can within a short time learn to run different machines such as drills, presses, spinning lathes, and folding machines. The work may be learned in a comparatively short time without technical training; and the products are standard and in constant

demand, a fact which assures permanent employment. It is kindred to other sheet metal manufacture so that the worker can turn from one field to another, which assures him a wider range in his choice of employment.

The effect of specific disabilities upon the worker's efficiency as outlined in the report may be summarized as follows:

Legs.—An artificial leg would not necessarily lessen one's efficiency, assuming that he had ordinary agility.

Arms.—An artificial arm would be a serious handicap except in cases of unusual skill and determination.

Hands.—One hand must be normal, the other usable; the loss of two or three fingers, stiff joints or even cramped thumb and finger, would not necessarily incapacitate the worker.

Eyes.—The loss of one eye would not interfere with the worker's efficiency provided the other eye was normal and the sight strong. The trade requires good eyesight.

Ears.—Deafness would not be a handicap. Many deaf persons can hear quite well in shops where there is a continuous noise.

Head.—Disabilities which might at times produce faintness, lapses of memory or inability to think correctly, while not entirely incapacitating one, would be a serious handicap to efficient work.

Trunk Organs.—Some of the work requires one to stand in a stooping position for long periods at a time and to bend the body forward and from side to side frequently. Disabilities of the abdomen, alimentary canal, and kidneys, therefore, which would render stooping and bending difficult, would prevent one from doing such work. Hernia, not of a severe nature, and if well controlled, would not incapacitate a worker.

Lung Wounds and Pulmonary Diseases.—Even in well equipped shops gas and dust cannot be entirely eliminated; persons affected with lung wounds and

pulmonary diseases should seek employment elsewhere.

HEAVY SHEET COPPER AND PIPING.

Work in heavy sheet copper and on piping equipment requires unusual strength and endurance, so that those suffering handicaps which impair the general health and lessen the physical strength should not as a general rule engage in these branches of the industry. There are, however, many different operations in practically all heavy sheet copper work, and in a large shop a worker would not be called upon to perform more than one or two; so that a disability that would be a handicap for some processes would not necessarily bar one altogether from the trade.

The processes in this work are as follows: laying out, cutting, beveling edges, planishing, folding, clamping, dovetailing edges together, holding seam closed, annealing, charging with spelter, brazing, filing and chipping the seam, scouring and cleaning, tinning, punching holes for rivets and connections, soldering the connections, riveting, buffing and polishing, forming, bending and fitting pipes.

The effect of specific disabilities upon these processes may be summarized as follows:

Legs.—An artificial leg would not necessarily incapacitate one for any of the processes provided he enjoyed robust health.

Arms.—Two good arms are necessary for tinning, brazing, forming and bending pipes. Men with an artificial arm could help in these and perform nearly all of the other processes. Former metal workers who have lost an arm may become efficient helpers in coppersmithing.

Hands.—A person who has lost or has had one hand seriously injured could do efficient work except on brazing, forming, tinning, and bending and fitting pipes.

Fingers.—The loss of fingers or stiffness of joints does not usually interfere

with efficient work. Persons who have lost three fingers of the right hand including the forefinger have become skilled in the trade.

Eyes.—The loss of one eye, provided the sight of the other was normal, would not incapacitate one for any of the processes.

Ears.—Deafness would not incapacitate one for any of the processes.

Neck.—Stiffness of the neck muscles and serious injuries which would interfere with the easy flexing of the neck would be a serious handicap for charging with spelter, brazing, forming and bending and fitting pipes.

Head.—Faintness, lapses of memory, lack of muscular co-ordination, while not incapacitating the worker, would be serious handicaps in brazing, riveting, tinning, folding and bending and fitting pipes.

Trunk Organs.—Persons with disabilities of the abdomen, etc., would not be able to perform the operations of brazing, tinning, riveting, folding, and bending pipes.

Hernia.—Most cases, even of severe hernia, can be cured by a surgical operation. Men who have thus been cured may enter the trade without serious risk.

Lung Wounds and Lung Diseases.—Physicians have proved that what is known as 'coppermen's chest', while a 'pulmonary fibrosis' is due purely to mechanical irritation and not to copper poisoning; however, persons with this disability should find employment elsewhere.

Skin.—Certain irritations of the skin might be aggravated by the usual shop conditions. This effect would be due, not to the so-called copper poisoning, but to the sharpness of the metal-dust particles. Lead and zinc which are used in copper alloys are extremely poisonous and injurious in the case of a diseased or abraded skin.

The following is an extract from the report in regard to the general health conditions in coppersmithing:

"An interview with seventy-five copersmiths in Chicago showed that the men were all uniformly healthy even though some of them had been working at the trade for more than forty years. Zadek, who has made a thorough study of occupational diseases, concludes that there is no evidence for the common belief in copper poisoning. Other men who have made similar investigations say no evidence can be found of copper poisoning among bronze or copper founders. Similar studies among copper miners fail to discover any affliction directly traceable to the poisonous effect of copper. While physicians do not agree with the idea that copper workers are immune to typhoid fever and other diseases, they affirm that copper has 'little significance as an industrial poison.' "

TRAINING OF UNSKILLED WORKERS.

With respect to the training of unskilled workers, the report states, that the most efficient method yet devised is the old apprenticeship system. Young men, however, do not care to spend four years in learning a trade when employment of an unskilled nature offers much higher wages. Trade schools are considered by some to be an effective substitute for the apprenticeship system, but it is pointed out that trade schools do not attempt to produce skilled mechanics. The war emergency, however, has had the effect of causing employers to reconsider the whole question of training. Formerly the employer held it to be the duty of the worker to train himself; but many employers are now realizing that the training of men is as important a part of industry as the obtaining of raw materials or the sale of the product. This has given rise to the Shop Schools. In this connection

the report draws attention to the stand taken by the British Government towards the establishment of training departments in factories, and quotes from a statement of the Ministry of Munitions as follows: "Every works employing 300 workers or more, with the exception of certain special cases, must set aside a portion of the shop to be organized and maintained as a training shop for improving the skill of unskilled workers. Smaller factories may be exempt if they are able to make suitable arrangements with a technical school in the neighbourhood. During the whole of the training period, wherever it may be taken, the employer must continue to pay the workers on the basis of what they earned previously in manufacture."

The training of disabled men presents certain additional problems, but these will be simplified once the employer is made to see the importance of providing simple special machine appliances which will assist the injured man in doing effective work and to be patient with him until he becomes adjusted to the new conditions. While most of the governments concerned have assumed the responsibility for re-educating and fitting disabled soldiers and sailors to enter gainful occupations, the work of training men injured in industry must be provided for in other ways. "Judging from the trend of the practice among employers at the present time," says the report, "it will not be long before the training of these men will be considered as great an obligation upon the management as the repair of machinery." As suggestive of practical working methods for training handicapped men, reference is made to the work which is being done in Canada by the Department of Soldiers' Civil Re-Establishment.

EMPLOYMENT OF CRIPPLES IN A LARGE INDUSTRIAL PLANT*

THE problem of providing employment for the returned soldier partially incapacitated by wounds or disease has aroused a general interest, hitherto unknown, in the economic condition of cripples.

In addition to the provision being made by Federal and State authorities to meet this situation, individual employers are making plans on varying scales, according to the size of their plants, to secure efficiency by the wise adjustment of disabled men to their jobs.

The results of rehabilitation work at the Ford Motor Co.'s plant, Detroit, Mich., are suggestive of plans which might be practical in manufacturing enterprises differing from this one in the nature of their output. Since, according to the chief surgeon, Dr. J. E. Mead, no one applying for work is rejected on account of his physical condition unless he is suffering from a contagious disease which would endanger the health of fellow employees, about 18 per cent of the men in the Ford plant are physically below standard. On November 1, 1917, 6,095 of the men employed in that factory were either crippled or diseased. In the majority of cases normal efficiency has been secured by exercising care in the assignment of work to these men. It is noted that the work is not of a charitable nature, but is a necessary part of the ordinary course of manufacture.

At the request of the Surgeon General of the United States Army, a careful canvass was recently made to ascertain the actual number of cripples employed at present and also the approximate number of jobs which could be done by such men. The results of the canvass show that—

There were at work in the plant 3 men without legs, 54 with one leg or foot missing, 22 with but one hand or arm, and 2 totally blind. Of these all were hired with their present deformities, excepting 2 one-armed men and 1 man with but one foot. These 3 were injured during their present employment.

The number of jobs that could be efficiently done by legless men was given as 670; by one-legged men, 2,637; by armless men, none; by one-armed men, 715; by totally blind men, 10; making a total of 4,032. Special attachments or changes in the machines would be necessary in few instances.

The time required for a new hand to become proficient in doing these various operations was estimated as shown in the following table. The last mentioned therein are skilled trades, such as tool-making and die-sinking.

TIME REQUIRED FOR NEW HAND TO BECOME PROFICIENT IN SPECIFIED NUMBER OF JOBS.

Number of jobs.	Percentage of total jobs.	Time required to acquire dexterity.
1,743.....	43	1 day or less.
1,461.....	36	1 day to 1 week.
251.....	6	1 to 2 weeks.
534.....	14	1 month to 1 year.
43.....	1	1 to 6 years.

Of the total number of cripples and other men physically under par working here, 85 per cent are classed by their foremen as fully efficient, and 15 per cent were found to be unable to keep up with their able-bodied fellow workmen in the matter of production. In this latter class, however, the deficiency in all cases was but slight.

Of the difficult problem presented in getting the man and the suitable job together, Dr. Mead states:

*Iron Age, Sept. 26, 1918, pp. 739-742; reprinted in the United States *Monthly Labour Review*, December, 1918, pp. 85-86.

The most equitable and probably the most efficient method by which the handicapped men would have a chance with their more fortunate fellows would be the elimination of discrimination in hiring men. Any disadvantage in this practice, at least to the large employer, would be almost wholly overcome by proper adjust-

ment after hiring. It might then be necessary in some cases to change older employees to different work in order to properly place some cripple newly hired, but this procedure would work a great deal less hardship on all concerned than to refuse a cripple work or discharge someone already working to make room for another.

ANNUAL CONVENTION OF DISTRICT 18 UNITED MINE WORKERS OF AMERICA

THE sixteenth annual convention of

District 18, United Mine Workers of America, was held at Calgary, Alberta, on February 17 to 26, with an attendance of from sixty to sixty-five delegates. President Biggs in his annual report referred to the unemployment problems created by the lack of orders due to the mild weather and the close of the war. With regard to the making of agreements, he advised that they be made with and under Mr. Armstrong, director of coal mine operations, rather than with the Western Coal Operators' Association. A list of disputes and grievances dealt with by the executive committee during the year was summarized by him as follows: decisions in favour of men, 163; decisions in favour of operators, 96; compromised, 62; withdrawn, 34; undecided, 19, making a total of 374. He stated that many local strikes had occurred in the district, some of which were unwarrantable and should never have been called, and declared his opinion that the district as a whole would do well to adopt the non-suspension policy of the International Union, and that only in cases of absolute necessity should a strike be called.

Vice-President Christophers, in his report, referred to the unsanitary con-

ditions prevailing at some mines, and alleged that complaints had been made to the Public Health department of the province, but little had been done to remedy conditions. He reported that during the past year the Edmonton district had been organized and there were now only about 700 miners outside of their organization in Alberta, and these were in the northern lignite field. He advocated that the non-suspension policy be introduced and fully carried out during the period of negotiations for the new agreement, which is soon to replace the one at present in force.

Resolutions were passed in favour of the nationalization of drug stores and hospitals; the recognition of chiropractors; the election of mine inspectors by miners and their payment by the Government; the abolition of permits to fire bosses, mine managers and store engineers; the adoption of a general strike, if necessary; and against the introduction of Orientals into mines or their entry into the country. Other resolutions related to the Alberta Mines Act, the Compensation Act, and reconstruction. A resolution was introduced in favour of the abolition of the contract system of mining, and after a long discussion the convention declared itself as being opposed to this system and pledged itself

to use every means to hasten the day of its abandonment, and to have copies of the resolution sent to all the labour bodies of North America. Another resolution was passed relating to mothers' pensions, demanding "that all married women and children should be paid a monthly salary by the Dominion of Canada; . . . that all children should have a monthly allowance paid to the mother for the keep of the child until said child is sixteen years of age if a boy, and seventeen years of age if a girl; . . . that the amount to be paid should be \$50 for a woman, \$10 for a child up to ten years, and \$12.50 per month up to sixteen or seventeen years." The incoming executive was authorized to arrange a conference with representatives of the railway workers with a view to effect a working agreement between those two bodies similar to that in Great Britain. Greetings were extended to the mine workers of Nova Scotia, and the hope was expressed for a closer union between the eastern and western bodies of miners in the near future.

Delegates of the Great War Veterans' Association were present at the convention and they took part in a general discussion as to how organized labour and returned soldiers might best work together for their mutual benefit. A reso-

lution was passed demanding "for the returned men of the army and navy that their membership be held to be continuous and that they be reinstated in the same class of labour and in and around the mines where they were employed before enlisting. Also that they should be given preference of employment when new men are employed."

The latter part of the convention was given over to the discussion of problems relating to the wage scale. Messrs. P. M. Christophers, Robert Livett and F. Wheatley were elected to attend the meeting of the International Policy Committee at Indianapolis on March 18.

The constitution was amended to provide for the holding of future conventions once in two years instead of every year. The officers, however, will be elected yearly as in the past. The report of the secretary-treasurer showed an increase in membership of nearly 4,000 and a bank balance of \$1,365.29 on December 31.

The new officers, who were elected prior to the convention by direct vote of the members, included P. M. Christophers, president, and A. McFegan, vice-president. Edward Browne, 316 Beveridge Building, Calgary, was re-elected secretary-treasurer. The new executive took office on March 1.

ANNUAL CONVENTION OF WESTERN POSTAL EMPLOYEES' FEDERATION

THE first annual convention of the Federation of Western Postal Employees was held at Saskatoon, Sask., on February 10, 1919. The name of the association was changed to "Amalgamated Postal Workers," and it was decided to try to unite in one body all the

postal employees in the Dominion. A committee was appointed to decide upon a type of uniform for carriers, porters, and trainmen that the government would be requested to adopt, and to draw up various rules and regulations for insertion in a book of regulations which is to

be issued by the Post Office in the compilation of which their co-operation had been requested.

Among the resolutions passed by the convention were the following: That three months' leave of absence with pay be granted after ten years' service; that all examination papers be returned to candidates after correction; that all postal clerks with 15 years' service be given day hours of duty; that employees in all offices, formerly known as semi-staff offices, which were taken over in May, 1918, be treated identically as are employees in city offices; that railway mail clerks who are members of the union receive the same recognition as other postal employees who are members of the same union; that a staff of special delivery messengers be created and uniformed as carriers and receive a salary of \$600 a year; that all work in base-ments be abolished; that for the purpose of taking Civil Service examinations the age of the employee when he enters the post office service be considered as his age when applying for his examination; that leave of absence with pay and free transportation be granted to all officers and delegates attending the annual conventions; that the Post Office Department consult with the recognized organizations of the employees before instituting any changes in rates of pay or in working conditions; that each office having eight or more letter carriers have a recognized superintendent of carriers taken from the carriers' staff; that all mail cars be of the standard steel type, and that old pattern steel cars be converted to conform to modern requirements (the wooden mail car was declared to be most dangerous

to life especially when used in conjunction with otherwise all steel trains); that railway mail clerks shall not be required to attend to other than the regular duties of mail clerks either in their hours of duty or in their spare time; that all contracts for clothing, equipment, etc., of postal clerks be let and given to union firms; that the Post Office Department call a conference between the department and employees for the purpose of drawing up the book of regulations, to be published by the department instead of the employees forwarding suggestions to the department on various points and rules; that the qualifying examination or its equivalent be held as not necessary for the promotion of employees who are now in the service, whether in a permanent or temporary capacity, and that all members who have been held back by the qualifying examination or its equivalent be placed in the same position as they would have been placed had they passed this examination.

The executive were instructed to request from the Government the immediate appointment of a local board of investigation to deal with certain grievances of the Saskatoon office. It was decided to ask that the present system of promotion by annual increases of \$100 be continued provided the employee is of proven ability, and that after the maximum is reached the most efficient employee be in charge and be granted increased remuneration for such position.

The officers elected for the ensuing year included: President, Christian Sivertz, Victoria, B.C.; General Secretary-Treasurer, J. Q. Elrick, 17 Leslie Avenue, Winnipeg.

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES, FEBRUARY, 1919

REPORTS from 15 cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in February, showed increases of nearly 5 per cent in the number of employees and of about 13 per cent in the wages paid in comparison with January, 1919. In February, 8,029 persons were temporarily engaged in the two weeks, and the pay-rolls amounted to \$265,417.89, as compared with 7,656 employees, and an aggregate pay-roll of \$235,874.98 in January. In comparison with the same period in 1918, decreases of nearly 28 per cent in the number of workers, and of over 19 per cent in the wages paid, are indicated, there being 11,111 employees,

with a total pay-roll of \$329,933.11 in the first two weeks in February, 1918.

Calgary and Winnipeg reported increases in the number of employees both as compared with January, 1919, and with February, 1918. Montreal, Hamilton, London, Saskatoon, Edmonton, Vancouver and Victoria recorded gains in comparison with the preceding month, while as compared with February, 1918, increases are indicated at Ottawa and Moose Jaw. As to wages, Hamilton, Winnipeg, Brandon, Saskatoon, Calgary, Edmonton, Vancouver and Victoria reported increases in both comparisons; Montreal and Toronto showed gains over January, 1919, while at Ottawa and Moose Jaw the pay-rolls were larger than in February, 1918.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS—FEBRUARY, 1919, COMPARED WITH JANUARY, 1919 AND WITH FEBRUARY, 1918.

City	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	January, 1919	February, 1919	February, 1918	January, 1919	February, 1919	February, 1918
St. John.....	383	155	311	\$ 9,786.84	5,128.09	\$ 8,404.50
Montreal.....	2,736	3,477	5,548	58,005.08	81,961.17	142,040.43
Ottawa.....	534	515	129	18,347.64	16,122.79	12,027.20
Toronto.....	1,367	953	2,276	37,368.16	38,925.46	65,128.92
Hamilton.....	304	313	333	10,783.47	11,804.34	10,591.71
London.....	158	166	239	5,563.76	5,550.76	7,269.29
Winnipeg.....	412	440	383	16,438.75	17,986.95	14,469.30
Brandon.....	34	31	37	1,140.20	1,198.19	1,151.57
Regina.....	258	258	316	12,338.82	11,771.50	11,848.24
Moose Jaw.....	81	75	74	3,560.65	3,360.75	3,009.45
Saskatoon.....	228	230	276	10,208.12	12,649.24	11,479.71
Calgary.....	468	580	242	16,157.55	21,526.00	9,142.10
Edmonton.....	274	300	334	12,473.51	13,234.00	12,396.10
Vancouver.....	269	379	452	16,483.99	16,879.17	14,699.72
Victoria.....	150	157	161	7,218.44	7,319.48	6,274.87
Total.....	7,656	8,029	11,111	\$235,874.98	\$265,417.89	\$329,933.11

UNEMPLOYMENT IN TRADE UNIONS AT CLOSE OF JANUARY, 1919

THE present article on unemployment among the members of local trade unions, which is the thirteenth report on the subject, deals with unemployment as at the end of January, 1919, and is based on returns received from 1,417 labour organizations with a total membership of 186,215, or over 91 per cent of the entire trade union membership of the country. Trade unionists out of work on account of trade disputes or disability were not included. For all occupations represented 3.9 per cent of the members were unemployed, as compared with 2.8 per cent in December, 1918. That the percentage unemployed at the end of January is larger than in any month since December, 1915, is due to a general slackness in all the groups of industries.

Employment in the manufacturing and mechanical industries, as reported by 392 unions having a combined membership of 53,567, was not as brisk in January as in December, 3.3 per cent of the members being idle as compared with 2.9 per cent in the preceding month. This is chiefly due to greater slackness in the textiles, carpets and cordage, woodworking, and pulp, paper and fibre industries. There was, however, more activity in the metals, machinery and conveyances, food, tobacco and liquors, clothing and laundering, printing and publishing, leather, boots and shoes, and glass bottle blowing groups, while oil refining was not as brisk.

Reports from 574 organizations of

transportation workers, having a total membership of 74,041, indicate that 2.0 per cent of the members were out of work, as compared with 1.5 per cent in December, 1918. Steam railway employees, whose returns constitute nearly 84 per cent of the total group membership reporting, were less well engaged than in December, as were also street and electric railway employees. Navigation workers, however, were somewhat brisker, while teamsters and chauffeurs remained practically stationary.

In the mining, quarrying and refining of ores group, reports were received from 46 unions having an aggregate membership of 14,627. Miners were slightly slacker, but mill and smeltermen were well employed.

The percentage out of work in the building and construction trades, as reported by 202 unions with 20,606 members, was 16.3 per cent, as compared with 8.7 per cent in December, 1918. This considerable increase in unemployment is due to less activity for practically all the tradesmen, notably bricklayers, masons and plasterers, and carpenters and joiners. Plumbers and steamfitters, steam shovel and dredgemen and hod carriers and building labourers, however, were better employed as were also painters, decorators and paperhangers.

In the public employment group, as reported by 68 unions with 7,593 members, .33 per cent of the members were out of work, as compared with .47 in December, 1918.

Employment in the group of miscellaneous trades, as indicated by returns

received from 155 unions with 16,175 members, was slightly slacker than in the preceding month, there being 2.8 per cent unemployed as compared with 2.3 per cent in December, 1918. Retail clerks, hotel and restaurant employees

and unclassified workers were decidedly less well engaged, while the changes in the other trades were slight.

The percentages reported unemployed in the different groups of occupations are indicated in the following table:

TABLE I.

Occupation.	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Manufacturing and Mechanical Industries.....	3.32	2.89	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1	3.1
Metals, machinery & conveyances.....	3.21	3.53	1.24	.14	.28	.76	.15	.11	.29	.71	0	0	.9
Food, tobacco and liquors.....	8.24	8.63	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	.4	.8
Textiles, carpets and cordage.....	11.50	1.41	0	.05	.05	0	0	0	0	0	.5	0	0
Clothing.....	3.22	3.42	0	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6	3.3
Pulp, paper and fibre	2.23	.43	1.75	0	0	.34	0	0	0	0	0	0	0
Printing, publishing and paper goods...	.69	.86	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8	3.7
Woodwork & furniture	10.57	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0	5.9	3.7
Leather boots, shoes and rubbers.....	1.19	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.3	1.0	.....	0
Glass bottle blowing.	0	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0	0
Jewelry.....	.27	0	0	0	0	0	0	0	0	0	0	0	0
Oil refining.....	5.88	.67	0	0	0	0	0	0	0	0	0	0	0
Transportation.....	2.02	1.48	.38	.42	1.22	.70	.55	.51	1.26	1.6	.6	.5	3.00
Steam railways.....	1.78	.35	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5	2.4
Street and electric railways.....	.33	.06	0	0	.38	.17	.44	.18	1.09	.2	0	.3	2.3
Navigation.....	6.73	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3	12.2
Teaming and driving	2.98	2.57	.27	.05	.08	0	0	0	0	0	0	0	0
Mining, quarrying & refining of ores....	1.42	1.24	.35	.18	.40	2.09	.22	.32	.80	.65	.7	1.2	5.9
Building and construction.....	16.29	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6	28.3
Public employment.	.33	.47	1.54	.02	0	.17	.04	.04	.47	.1	.1	0	0
Miscellaneous.....	2.84	2.29	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1	8.4
All occupations.....	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.4	2.1	8.7

The following table summarizes the returns by provinces. Compared with December are indicated in all the provinces except Nova Scotia and percentage of unemployment as compared with December are indicated in Alberta:

TABLE II.

Province.	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Nova Scotia & P.E.I...	1.25	2.01	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49	.36
New Brunswick.....	.84	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8	.7
Quebec.....	4.07	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8	9.9
Ontario.....	4.64	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7	8.1
Manitoba.....	3.62	1.31	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2	3.2
Saskatchewan.....	5.73	2.15	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6	7.0
Alberta.....	1.97	2.07	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03	4.3
British Columbia.....	5.20	3.81	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3	14.3
Canada.....	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1	8.7

The percentage reported idle in some of the largest industrial centres are indicated in the table which follows:

TABLE III.

City	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Halifax.....	4.40	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0	4.03	0
St. John.....	1.94	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09	2.29
Montreal.....	6.21	2.77	.58	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6	10.6
Toronto.....	6.36	4.61	.11	.13	.81	3.81	1.68	1.74	1.06	1.32	.63	1.8	10.6
Winnipeg.....	3.55	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9	2.6
Regina.....	8.66	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38	14.31
Edmonton.....	2.57	1.54	.67	.23	.51	2.41	.55	1.68	1.11	3.32	4.27	1.78	8.43
Vancouver.....	5.59	3.65	1.42	1.05	1.94	3.28	2.99	2.67	4.75	5.94	4.56	8.4	18.0

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON JANUARY 31, 1919.

OCCUPATIONS	Nova Scotia & Prince E'd I'd				New Brunswick				Quebec				Ontario			
	No. re- porting		Unem- ployed		No. re- porting		Unem- ployed		No. re- porting		Unem- ployed		No. re- porting		Unem- ployed	
	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent
1-Manufacturing & Mechanical Industries	12	2010	19	.95	12	1101	6	.54	66	15731	637	4.05	192	20353	770	3.78
2- (a) METALS, MACHINERY & CONVEYANCES...	7	1589	19	1.21	8	758	2	.26	22	6401	119	2.20	101	10497	535	5.10
3- Moulders...	2	74	0		2	56	0		1	106	2		21	2188	189	
4- Blacksmiths...	1	55	13		2	174	1		4	303	3		9	608	35	
5- Boilermakers and iron shipbuilders...					1	27	0		3	2403	25		14	1874	77	
6- Patternmakers...									1	185	10		5	232	11	
7- Metal polishers, buffers and platers...													5	157	23	
8- Machinists...	3	247	6		3	501	1		11	2204	74		42	4877	180	
9- Sheet metal workers and tinsmiths...	1	1193	0						2	200	5		5	561	20	
10- (b) FOOD, TOBACCO AND LIQUORS...					1	7	0	0	3	732	34	4.64	11	1058	130	12.29
11- Flour and cereal mill employees...																
12- Meat cutters and butchers...									1	106	4		1	29	8	
13- Bakers and confectioners...									2	626	30		8	935	115	
14- Cigar and tobacco workers...					1	7	0						2	94	7	
15- Brewery workers...									3	1782	242	13.58	1	22	0	
16- (c) TEXTILES, CARPETS AND CORDAGE...	1	300	0						10	2353	112	4.76	20	2164	20	.92
17- (d) CLOTHING AND LAUNDERING...									2	92	10		9	308	0	
18- Tailors...									8	2261	102		11	1856	20	
19- Garment workers...																
20- Hat, glove and fur workers...					1	226	0	0	14	3008	90	2.99	4	719	0	
21- (e) PULP, PAPER AND FIBRE...					2	110	4	3.64	9	1485	14	.94	38	3945	14	.35
22- (f) PRINTING, PUBLISHING & PAPER GOODS...	4	141	0						4	721	7		14	2141	4	
23- Compositors...	3	119	0		1	84	4		1	303	6		8	880	0	
24- Pressmen and assistants...	1	22	0		1	26	0		1	353	0		2	330	0	
25- Bookbinders...									1	42	1		4	128	0	
26- Stereotypers and electrotypers...									1	42	0		7	405	10	
27- Engravers and lithographers...									1	24	0		1	63	0	
28- Others...									1	18	6	33.33	5	577	88	11.78
29- (g) WOODWORK AND FURNITURE...									4	952	20	2.10	11	942	3	.32
30- (A) LEATHERS, BOOTS, SHOES AND RUBBERS...													2	129	0	
31- (i) GLASS BOTTLE BLOWING...													1	300	0	
32- (j) JEWELRY WORKERS...																
33- (k) OIL REFINING...																
34-Transportation	40	2607	22	.84	30	3231	17	.53	76	22911	466	2.03	232	23577	422	1.78
35- (a) STEAM RAILWAYS...	36	2416	17	.70	26	2713	15	.55	68	20037	274	1.37	209	19144	357	1.86
36- Conductors...	1	39	1		1	69	0		4	248	0		27	1131	14	
37- Locomotive engineers...	6	189	1		4	274	1		11	649	16		33	2160	0	
38- Locomotive firemen...	5	230	0		3	148	0		6	484	0		27	2583	64	
39- Carmen...	4	281	0		1	450	0		9	3347	124		31	2710	51	
40- Trainmen...	5	528	0		7	851	7		11	2418	15		25	4022	206	
41- Telegraphers (local unions)...	2	92	0						2	36	0		2	99	0	
42- *Telegraphers...																
43- Road maintenance men...	7	636	12						11	9014	6		36	2766	1	
44- Shop employees...					7	402	4									
45- Railway employees (N.E.S.)...	6	421	3		3	519	3		14	3831	113		28	3673	21	
46- (b) STREET & ELECTRIC RT. EMPLOYEES...	3	141	5	3.55	1	188	0	0	1	134	0	0	13	3528	11	.31
47- (c) NAVIGATION...	2	101	5		2	132	2	1.52	5	1951	197	8.56	7	522	64	10.34
48- Marine engineers...	2	101	5		2	132	2		2	146	25		5	212	4	
49- Longshoremen...	1	40	0						3	1805	142		2	310	50	
50- Others...																
51- (d) TEAMSTERS AND CHAUFFEURS...	1	50	0		1	200	0		2	789	25	3.17	3	383	0	0
52-Mining, Quarrying & Refining of ores	20	6726	83	1.23					2	974	0		5	2523	85	3.38
53- Miners...	20	6726	83						2	974	0		5	2523	85	
54- Mill and smeltermen...																
55-Building and Construction	8	576	76	13.19	9	495	19	3.84	33	5013	839	16.74	102	9878	1588	16.08
56- Bricklayers, masons, and plasterers...	2	260	69		1	48	10		2	51	25		26	2000	454	
57- Carpenters and joiners...					3	264	5		15	2591	677		36	4885	839	
58- Electrical workers...	1	50	0		1	75	0		3	614	105		8	769	22	
59- Granite and stone cutters...	1	12	7						4	380	21		8	317	75	
60- Painters, decorators, and paper hangers...	2	229	0		2	58	4		4	252	4		7	565	53	
61- Plumbers and steamfitters...	2	25	0		2	50	0		2	250	7		9	800	47	
62- Tile layers, lathers and roofers...													3	55	21	
63- Bridge and structural iron workers...													3	107	5	
64- Steam shovel and dredgemen...													1	180	60	
65- Hod carriers and building labourers...									3	875	0		1	200	10	
66-Public Employment	3	57	0	0					7	1937	0	0	32	3238	4	1.2
67- Civil employment...									5	1829	0		10	2233	4	
68- Letter carriers and postal employees...	3	57	0						2	108	0		22	1005	0	
69-Fishing																
70-Miscellaneous	5	4111	1	.02	1	200	0		16	2606	61	2.34	65	4238	91	2.15
71- Retail clerks...	1	41	0						2	213	0		1	117	0	
72- Hotel and restaurant employees...									1	50	4		2	233	20	
73- Barbers...									1	332	0		18	560	0	
74- Musicians and theatre employees...	1	22	1						2	75	2		20	2094	26	
75- Stationary engineers and firemen...									3	353	3		19	1048	45	
76- Others...	3	4048	0		1	200	0		6	1533	52		6	184	0	
All Occupation	88	16039	261	1.25	52	5027	42	.84	200	49172	2003	4.07	629	63810	2958	4.64

*Commercial and Railway—organised in interprovincial divisions

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed	
Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.
Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.
25	5602	58	1.04	15	612	5	.82	29	1532	31	2.02	41	6225	255	4.09	392	53567	1781	2.89
13	4229	46	1.09	6	293	1	.34	11	863	18	2.09	16	1237	154	3.63	184	27847	894	3.53
1	85	2						1	23	5		1	425	10		29	2657	208	4.95
2	320	7						2	115	5		4	329	7		24	1904	71	2.37
3	2320	0		2	117	0		1	116	0		4	2139	86		28	8996	188	1.43
												1	45	2		7	462	23	4.87
6	1472	27		4	176	1		6	590	4		5	1586	49		5	157	23	7.26
1	32	10						1	19	4		1	13	0		11	2018	39	.93
2	148	0						4	118	4	3.39	6	547	47	8.59	27	2610	215	8.63
1	120	0						2	81	3						3	201	3	11.58
												1	304	37		1	304	37	.94
1	28	0						1	26	1		1	121	6		5	310	19	0
								1	11	0		4	122	4		16	1701	149	8.60
																2	94	7	11.61
1	70	0						1	160	0		5	445	35	7.87	5	2104	242	1.41
												2	128	0		37	5192	167	3.42
1	70	0						1	160	0		3	317	35		13	528	10	.27
																24	4664	157	3.83
												1	87	0		20	4040	90	.43
7	955	2	.21	9	319	4	1.25	10	356	9	2.53	10	581	8	1.38	87	7892	55	.86
2	517	0		5	236	0		4	275	5		6	417	6		39	4510	26	.67
2	166	2		2	47	2		3	62	4		1	63	0		19	1569	14	.41
1	204	0		1	26	2		1	7	0		2	88	1		8	1008	3	4.02
2	68	0		1	10	0		2	12	0		1	13	1		9	203	2	.39
																10	515	10	.44
2	200	10	5.00													2	87	0	.28
								1	10	0		1	109	1	.92	17	795	84	0
								2	25	0						4	154	0	.32
												1	153	1	1.49	2	367	1	.27
53	9170	185	2.02	52	3809	165	4.07	44	3755	89	2.37	47	4981	145	2.91	574	74041	1501	1.48
51	8712	185	2.12	48	3492	145	4.15	41	3344	85	2.54	39	2231	30	1.34	518	62089	1108	.95
6	371	2		5	273	1		4	317	2		6	299	0		54	2750	20	.04
7	434	1		6	391	26		6	405	2		7	226	7		62	4725	53	.80
17	490	11		7	455	28		6	453	22		6	377	19		67	5230	144	.02
7	734	3		8	351	5		4	264	1		4	150	0		64	8327	184	0
6	589	85		6	788	42		4	524	25		4	434	0		67	10154	380	.62
																6	227	0	.41
17	1855	84		10	992	38		11	1196	33		8	574	4		100	17033	178	.80
4	3900	0						6	185	0		4	171	0		9	4302	4	.00
4	339	0		4	242	5		2	288	4	1.49	1	255	0		69	9381	145	.38
				2	184	0	0					3	1462	55	3.76	20	4555	15	.06
												1	166	20		20	4208	283	7.80
2	458	0	0	2	133	10	7.52	1	143	0	0	1	1000	0		12	887	71	5.38
								10	2616	15	.57	4	1033	60	5.81	7	2321	212	10.11
												9	1783	25	1.40	1	1000	0	3.96
												3	1462	25		16	3189	95	2.27
												3	321	0		45	14627	208	1.24
																43	14306	208	1.26
9	1580	409	27.27	12	489	124	25.36	11	350	24	6.86	18	2305	280	12.15	3	321	0	.64
3	468	392		4	123	89		1	11	4		8	1317	120		39	2981	1043	9.88
2	695	2		2	117	15		1	10	10		2	152	6		67	9879	1668	10.74
				1	168	0		4	228	0		1	3	3		20	2056	133	1.14
				1	5	5		1	9	9		1	3	3		16	726	120	13.39
				1	23	0		1	20	0		2	388	90		19	1535	151	10.29
3	299	7		3	53	15		3	72	1		1	300	25		25	1849	102	3.34
												2	27	0		5	82	21	20.93
1	18	8										1	82	24		5	207	37	1.80
												1	36	12		2	216	72	17.31
6	745	0	0	5	171	1	.59	9	863	10	1.16	6	582	10	1.72	4	1075	10	13.02
4	315	0		2	89	0		5	505	10		4	472	10		68	7593	25	.47
2	430	0		3	82	1		4	358	0		2	110	0		30	5443	24	.69
																38	2150	1	.05
11	1239	8	.65	10	308	24	7.79	6	325	17	5.23	20	3150	258	8.19	135	16175	460	2.29
2	205	0						2	161	17		4	513	21		8	884	21	.46
2	128	0		1	22	0		2	70	0		5	198	3		10	1108	97	4.37
3	396	0		6	154	14		1	18	0		3	333	3		30	1310	3	.23
3	293	6		2	92	2						3	1140	165		38	3092	45	1.11
1	217	2		1	40	8		1	76	0		2	507	10		30	2926	222	7.40
																21	6855	72	.06
104	18258	660	3.62	94	6389	309	5.73	109	9441	186	1.97	141	19027	973	6.20	1417	186215	7332	2.76
																			3.94

REPORTS OF EMPLOYMENT OFFICES FOR JANUARY, 1919

DURING January there was a decrease of over 9 per cent in the demand for labour as compared with December on the basis of the daily average of vacancies notified to 105 employment offices (77 commercial, 17 public and 11 philanthropic.) As compared with the demand reported for January, 1918, by practically identical agencies, there was an increase of nearly 15 per cent. The total number of vacancies notified to all offices in January was 30,714, a daily average of 1163.6 as compared with 1281.9 in December, 1918, and with 1012.6 in January, 1918. The number of persons placed was 13,829, a daily average of 510.1, as compared with averages of 652.7 and 545.9 in the preceding month and in January, 1918. The proportion of the total vacancies filled to the total vacancies notified was 43.8 per cent, as compared with 50.9 per cent in December, and with 53.9 per cent in January, 1918.

As to employment for woman and girl workers, the number of vacancies notified was 7,693, a daily average of 295.8, as compared with 206.8 in December and with 184.4 in January, 1918. The number of such workers placed was 2,042, a daily average of 78.5, as compared with 68.4 in December, and with 74.7 in January, 1918. The proportion of vacancies filled to vacancies notified for men and boys was 51.2 per cent, and for women and girls 37.9 per cent, as compared with 53.5 per cent and 33.1 per cent, respectively, for December, and with 57.3 per cent and 40.7 per cent, respectively, for January, 1918.

Of the five principal centres of labour distribution — Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Toronto alone reported increases in the demand for labour both as compared with the preceding month and with January, 1918. Vancouver showed an increase over December, while at Winnipeg there was a gain as compared with January of last year. Of the smaller centres,

Hamilton, London, Brantford and Brandon recorded increases in both comparisons.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 2,614, a daily average of 101.3 as compared with averages of 95.7 in December, and 71.7 in January, 1918. The number of casual jobs secured was 4,886, a daily average of 187.3, as compared with averages of 190.6 in the preceding month and 180.5 in January, 1918.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED JANUARY 31, 1919.

OFFICE	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army	284	34			318	1050	77			1127
Halifax.....	5				5	5				5
Quebec.....	48				48	51				51
Montreal.....	68				68	499				499
Ottawa.....	14	1			15	41	1			42
Toronto.....	82				82	317				317
Hamilton.....	3				3	4				4
Winnipeg.....	14	16			30	53	59			112
Calgary.....	30	4			34	30	4			34
Edmonton.....	8	12			20	8	12			20
Vancouver.....	12	1			13	42	1			43
Y.W.C.A.		81			81	240	1			241
Ottawa.....		5			5	8	1			9
Toronto.....		3			3	6				6
Winnipeg.....		6			6	10				10
Saskatoon.....		26			26	73				73
Calgary.....		30			30	108				108
New Westminster.....		2			2	22				22
Victoria.....		9			9	13				13
Miscellaneous	592	1691	18	14	2215	1200	2286	18	14	3518
Montreal Catholic Social Service Guild	1	60			61	1	35			36
Montreal Directorate of Female Immigration		6			6	8				
Toronto Municipal.....	349				349	316				316
Toronto Provincial.....		1122			1122	1165				1165
Brantford Provincial.....	20	21	18	14	73	20	21	18	14	73
London Provincial.....	5	18			23	24	72			96
Hamilton Provincial.....	13	4			17	13	6			18
St. Thomas Provincial.....		7			7	11				11
Winnipeg Girls' Home of Welcome.....		4			4	4				4
Winnipeg Municipal.....	108	118			226	556	616			1172
Vancouver Municipal.....	46	231			277	220	349			569
Vancouver Provincial.....	50				50	50				50
Total	876	1706	18	14	2614	2250	2603	18	15	4886
Daily Average: —										
December, 1918.....					95.7					190.6
January, 1919.....					101.3					187.3
January, 1918.....					71.7					180.5

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED JANUARY 31, 1919

OFFICES	Vacancies notified								Individuals placed							
	Men	Women	Boys	Girls	Total	Daily Average			Men	Women	Boys	Girls	Total	Daily Average		
						Dec., 1918	Jan., 1918	Jan., 1917						Dec., 1918	Jan., 1918	Jan., 1917
Halifax—Commercial (2)...	49	49	3	2	103	1.24	3.96	1.69	8	28	2	1	39	.92	1.50	1.48
St. John—Commercial (2)...	70	8			78	2.07	3.17	4.27	40	3	1		44	2.07	1.69	2.44
Quebec—Provincial.....	52		1		53	4.16	2.12	3.40	52		1		53	1.96	2.12	2.32
Sherbrooke—Provincial....	124			23	147	10.76	5.88	3.77	61			23	84	10.76	3.36	3.77
Montreal.....	940	574	20	6	1540	96.47	62.19	151.66	968	55			1021	80.50	41.25	86.74
Provincial.....	118	58			176	11.80	7.04	18.27	115	23			138	8.16	6.62	13.12
Catholic Social Service Guild.....	2	35		4	41	1.76	1.71	1.52	1	12			13	.60	.54	1.00
Directorate of Female Immigration.....	3	164		2	169	3.00	6.50	2.96	1	14			15	.68	.58	.42
Commercial (10).....	817	317	20		1154	79.91	46.94	128.91	849	6			855	71.06	33.51	72.20
Ottawa.....	1557	72		3	1632	65.31	63.42	64.51	1297	16			1312	62.09	51.21	56.06
Provincial.....	650				650	23.84	25.00	40.12	416				416	18.00	16.00	40.12
Y.W.C.A.....		72		3	75	2.14	2.78	.73		15			15	.24	.56	.12
Commercial (5).....	907				907	39.33	35.64	23.66	881				881	33.85	34.65	15.82
Toronto.....	3576	2202		7	5785	204.54	222.86	110.31	1151	554		4	1709	107.02	47.20	74.14
Provincial.....	2404	1766			4170	88.84	160.38	25.54	133	398			531	17.92	2.04	17.54
Municipal.....	189				189	15.68	7.96	22.73	198				198	15.68	7.92	19.85
Y.W.C.A.....		200			200	4.79	8.00	6.00		30			30	.83	1.20	1.00
Commercial (6).....	983	236		7	1226	95.23	46.52	56.04	820	126		4	950	72.59	36.04	35.75
Hamilton—Provincial.....	684	540			1224	15.20	47.08	3.96	119	51			170	5.44	6.54	2.40
London—Provincial.....	144	141			285	8.56	10.96	6.22	115	132			247	7.00	9.50	4.96
Brantford—Provincial.....	195	26	26	27	274	7.24	10.15	4.46	167	19	16	20	222	5.56	8.22	3.35
St. Thomas—Provincial.....	29	14			43	1.77	1.65	4.12	28	8			36	1.12	1.38	1.04
Walkerville—Provincial.....	8				8	.56	.31	1.44	8				8	.56	.31	1.33
Fort William and Port Arthur.....	2513	15			2528	89.94	85.50	50.05	865	3			868	34.60	33.30	19.76
Provincial.....	731	13			744	20.20	28.62		296	2			298	13.20	11.46	
Commercial (5).....	1782	2			1784	69.74	57.88	50.05	569	1			570	21.40	21.84	19.76
Winnipeg.....	5913	1786	107	35	7841	377.30	297.32	223.36	2074	388	40	24	2526	109.73	96.42	87.00
Municipal.....	66	248		13	327	10.08	12.58	11.12	47	91		1	139	4.92	5.35	6.92
Girls' Home of Welcome.....		74			74	2.36	2.85	4.62			7		7	.60	.26	.38
Y.W.C.A.....		114			114	3.88	4.22	6.11		20			20	.56	.74	.92
Commercial (10).....	5847	1350	107	22	7326	360.98	277.67	201.51	2027	277	40	16	2360	103.65	90.07	78.78
Brandon.....	1032	66	26	50	1174	40.28	45.69	21.95	77	5	4	2	88	3.36	3.41	3.50
Commercial (2).....	1032	66	26	50	1174	40.28	45.69	21.95	77	5	4	2	88	3.36	3.41	3.50
Regina.....	238	152	11	130	531	27.42	22.03	14.64	204	42	7	76	329	19.17	13.84	7.32
Y.W.C.A.....				10	10	.58	.37	.33				5	5	.11	.19	.19
Commercial (3).....	238	152	11	120	521	26.84	21.66	14.31	204	42	7	71	324	19.06	13.65	7.13
Saskatoon.....	676	75		111	862	29.46	32.96	35.55	266	21		23	310	10.79	11.89	11.65
Y.W.C.A.....		35		96	131	5.04	4.85	3.33		5		19	24	1.27	.89	.82
Commercial (2).....	676	40		15	731	24.44	28.11	32.22	266	16		4	286	9.52	11.00	10.83
Calgary.....	620	191			811	51.96	30.47	30.64	507	63			550	33.72	21.47	24.04
Y.W.C.A.....		148			148	8.28	5.48			54			54	1.40	2.00	
Commercial (5).....	620	43			663	43.68	24.99	30.64	507	9			516	32.32	19.47	24.04
Edmonton.....	1660	251	8	40	1957	107.72	65.48	125.16	1537	104	4	6	1651	77.97	58.00	62.75
Commercial (9).....	1660	251	8	40	1957	107.72	65.48	125.16	1537	104	4	6	1651	77.97	58.00	62.75
New Westminster.....	23	18			41	1.16	1.63	1.07	15	5			20	.34	.78	.23
Municipal.....	23	10			33	.29	1.27	.38	15	3			18	.21	.69	.19
Y.W.C.A.....		8			8	.87	.36	.69		2			2	.13	.09	.04
Vancouver.....	2869	708		215	3592	126.89	138.84	140.80	2113	254		74	2441	85.09	93.58	95.63
Provincial.....	626				626	24.78	24.08		208				208	23.13	8.00	
Municipal.....	23				23	1.83	.88	4.27	23				23	1.83	.88	2.46
Commercial (10).....	2020	708		215	2943	82.96	112.88	136.53	1882	254		74	2210	60.13	84.70	93.17
Victoria.....	49	156			205	11.93	7.89	9.89	40	37	2	2	81	2.89	3.11	3.96
Y.W.C.A.....		26			26	1.36	1.00	2.77		1			1	.12	.04	.50
Commercial (6).....	49	130			179	10.57	6.89	7.12	40	36	2	2	80	2.77	3.07	3.46
Total.....	22221	7044	200	649	30714	1281.94	1163.56	1012.52	11710	1787	77	255	13829	652.66	510.08	545.85

Of the larger cities, Montreal and Toronto reported increases both as compared with the preceding month and with February, 1918. Vancouver showed a gain as compared with the corresponding month of last year, while at

Winnipeg there were declines in both comparisons. Of the smaller centres, Halifax, Moncton, Quebec, Sherbrooke, Peterborough, Regina and Calgary all showed large increases both as compared with January, 1919, and with February, 1918.

INDUSTRIAL AGREEMENT ADOPTED BY THE CANADIAN NORTHERN EXPRESS COMPANY AND ITS EMPLOYEES

A FEW months ago a general schedule was agreed to by the Canadian Express Company and its employees with respect to rules and rates of pay that would govern in the case of certain classes of employees. The schedule came into effect on September 1, 1918, and will continue to be effective until such time as its abrogation or a change in its provisions is desired and approved by the representatives of both parties. It embodies the mileage system of pay for roadmen, as well as working conditions and pay for all other classes of employees from agents downwards. Somewhat similar agreements have been made between the Dominion Express Company and their employees and the Canadian Express Company and their employees. These agreements became effective on May 1, 1918, and December 1, 1917, respectively.

A summary of the more important provisions of the Canadian Northern Express schedule, together with a comparison of some of its features with certain features contained in the schedules of the other companies mentioned, is given below:

Article 3 of the schedule stipulates that there shall not be discrimination against employees for being members of

a union or brotherhood. This article closely parallels Article 7 of the 1918 schedule governing employees of the Canadian Express Company, but contains an additional clause to the effect that employees desiring relief and transportation in order to attend to committee work affecting the company's employees generally, need give only fifteen days' notice to the superintendent. Article 4 provides further that employees called upon to attend court or investigations at the request of the company will receive pay at their stated rate of salary, with any necessary reasonable transportation and expenses.

Article 5 provides that employees off duty on proper leave of absence, or on account of sickness, for a reasonable length of time, will not lose their seniority rights, but the company reserves the right to determine seniority after six months' leave, unless on war-leave. The corresponding article in the schedule governing the Brotherhood of Dominion Express Employees provides that any employee with three or more years' service shall, on reasonable grounds, be granted up to three months' leave of absence and retain his standing; a further extension of leave may be granted, subject to the consent of the local

Brotherhood. The Canadian Northern schedule further stipulates that any employee maintained by his fellows as a paid general chairman shall not lose his seniority standing while so engaged.

Article 6, which resembles corresponding articles in the Dominion and Canadian Express schedules, provides for the proper payment of employees doing relief work. Article 7 deals with the matter of promotion, including the posting of all vacancies. The basis for promotion is to be fitness, the senior employee to be given preference. In general this article resembles the corresponding articles of the other schedules mentioned. The same is true of articles 8, 9, and 11, dealing with reduction of staff, posting of seniority lists, and dismissal from service, respectively.

Article 12 outlines the quality of uniform to be worn by motor and wagon-men, with conditions of payment attached. Article 13, which covers questions of discipline, is as follows:

(a) Any employee disciplined, or who considers himself unjustly treated, shall have a fair and impartial hearing, provided written request is presented to his immediate superior within five days of the date of the advice of discipline and the hearing shall be granted within five days thereafter.

(b) A decision will be rendered within seven days after the completion of hearing. If an appeal is taken it must be filed with the next higher official and a copy furnished the official whose decision is appealed within five days after day of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding section.

(c) At the hearing or on the appeal the employee may be assisted by a committee of employees or by one or more duly accredited representatives.

(d) The right of appeal by employees or representatives, in regular order of succession and in the manner prescribed up to and inclusive of the highest official designated by the company, to whom appeals may be made, is hereby established.

(e) An employee on request will be given a letter stating the cause of discipline. A transcript of evidence taken at the investigation or on the appeal will be furnished on request to the employee or representative.

(f) If the final decision decrees that charges against the employee were not sustained, the record shall be cleared of the charge; if sus-

pending or dismissed, the employee shall be returned to former position and paid for all time lost.

(g) Committees of employees shall be granted leave of absence and free transportation for the adjustment of differences between the company and the employees.

Article 6 of the schedule governing the Dominion Express Employees Brotherhood covers much the same ground. An appeal to the higher officers of the company may be made within three days. Where an employee cannot conveniently appear before his superior officer, he may make representations in writing to the chairman of the arbitration committee, who, accompanied by one other member, will appear on behalf of the employees. Article 6 of the schedule governing Canadian Express employees prescribes ten days as the time for appeal to higher officers.

Articles 14 and 15 cover the matter of holidays. The corresponding article of the Canadian Express schedule is general, stipulating two weeks' leave of absence without pay each year to employees who have been in the employ of the company for one or more consecutive years. These articles are more specific:

ARTICLE 14.

(a) Female employees who have been in the service of the company one or more consecutive years, male employees (except messengers) who have been in the service of the company two or more consecutive years, and messengers who have been in the service of the company three or more consecutive years, will be allowed two weeks' leave of absence each year with full pay.

(b) If the company finds it inconvenient to grant leave of absence during any year to an employee entitled to it under this article, the employee shall, at his option, receive either extra compensation at his regular salary for the period, or in the next year additional leave of absence for like period.

(c) Applications for holidays filed in January of each year will be given preference in order of seniority of applicant, and applicants will be advised in February of dates allotted to them. January applicants will have preference over later applicants, and applicants after September 30th will not be entitled to salary compensation if the company is unable to relieve them that year. The company will, as far

as practicable, relieve all applicants during the summer season when so desired.

Holidays or leave of absence, except as provided for in clause "e," will not be granted in the month of December.

(d) Applications received for transfers in the month of December will not be considered or dealt with during that month.

(e) Employees will be granted leave of absence by local agent or official in charge in special cases, such as death, serious illness, or unusual event in employee's family.

(f) All employees governed by this schedule shall be subject to the regulations governing Canadian Northern Railway employees as regards transportation for themselves and dependent members of their families.

(g) Employees will be granted transportation of their household goods in accordance with the general regulations of the Canadian Northern Railway Company.

NOTE.—It is understood that the company's rules in connection with clause "g" of this article are that when an employee received his change through bulletin, provided that he has not moved within one year, his household goods will be transported free, otherwise one-half rate will be given.

ARTICLE 15.

The following holidays will be granted with pay to employees not engaged in messenger service, viz.:

New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day.

When it is necessary to call upon employees to work on the holidays named they will be paid one-half day extra for that day. Employees will not be expected to work on holidays and will not be paid extra unless they are especially instructed by their foreman, or head of department, to do so.

Employees, except messengers, called to work on Sundays, shall be allowed overtime for actual time required at time and one-half rates, minimum call to be three hours.

Article 16 contains a special clause having reference to female employees. "The pay of female employees for the same class of work shall be the same as that of men, and their working conditions must be healthful and fitted to their needs. The laws enacted for the government of their employment must be observed."

Article 17 takes up the question of hours of labour:

(a) Eight consecutive hours, exclusive of the meal periods, shall constitute a day's work, provided that employees will not be required to take more than one hour and a half for meals.

(b) Overtime shall be computed for the ninth and tenth hour of continuous service, *pro rata* on the actual minute basis, and thereafter at the rate of time and one-half time.

(c) When notified or called to work outside of established hours, employees will be paid a minimum allowance of three hours.

(d) Employees will not be required to suspend work during regular hours to absorb overtime.

(e) Generally, employees are expected to have one day's rest in seven.

Article 1 of the Dominion Express schedule names a nine-hour day for clerical workers, porters, and ware-housemen, and ten hours for wagonmen, motormen, and stablemen. Article 12 of the Canadian Express schedule names a nine-hour day for the clerical staff, and ten hours for motormen, wagonmen, and porters.

Articles 20 and following outline the various rates of pay:

ARTICLE 20.

(a) Messenger's rates of pay will be as follows:

Eastern Division	\$130.00 per month
Western Division	135.00 per month

(b) The above rates are for average monthly mileage of 5,000 miles or less on passenger trains and 2,800 miles or less on mixed trains. All excess mileage will be paid *pro rata*.

Messengers on passenger runs making less than 4,500 miles will include detention to make up 4,500 miles. Messengers on mixed trains making less than 2,800 miles will include detention to make up 2,800 miles.

(c) Messengers required to report for duty more than fifteen minutes before the starting time of their train will be paid on the basis of twenty (20) and twelve and a half (12½) miles an hour respectively for all time in excess of said fifteen minutes.

(d) Messengers delayed at initial terminal, after time set for departure of train, will be allowed detention on time *pro rata* in addition to pay for the trip, to the extent of such time as is not made up on the trip. Delays of fifteen minutes or less not to count.

(e) Messengers required to remain on duty after registered arrival of their train at objective terminal will be paid on the basis of

twenty (20) and twelve and a half (12½) miles per hour respectively.

ARTICLE 21.

When the combined extra mileage on any regular run exceeds 5,000 miles per month, an additional messenger will be appointed thereto.

ARTICLE 22.

All messengers will be allowed eight consecutive hours' rest in each twenty-four consecutive hour period except in cases of extreme emergency.

ARTICLE 23.

Messenger's helpers will be paid on the basis of eighty per cent of the messenger's rate of pay.

ARTICLE 24.

Messengers will not be required to remain in car or unload freight after arrival at objective terminal except where car is taken over by connecting messenger.

ARTICLE 25.

When a regular passenger train averages less than twenty miles an hour and a mixed train less than twelve and a half miles per hour, overtime will be allowed *pro rata* on the basis of twenty (20) and twelve and a half (12½) miles per hour, respectively, from the time so occupied from time the train actually leaves initial terminal until arrival at objective terminal.

ARTICLE 26.

(a) Unless notified to the contrary, messengers will be required to report for duty at initial terminals in accordance with time as set forth in bulletin notice, but not to exceed one hour before departure time of train.

(b) In the event of a train being cancelled, delayed or set back, and in consequence of not having been so notified, a messenger reports for duty at the regular time, he may, if not required, be then set back to actual time required for duty, but will be allowed one hour's pay at regular schedule rates for having so reported.

ARTICLE 27.

Messengers will not be required to handle Government mail.

ARTICLE 28.

Messengers covering train between Prince Albert and East Prince Albert will be allowed for actual time necessary for the round trip on trip on the basis of twenty (20) miles per hour minimum one hour.

ARTICLE 29.

(a) Messengers will submit time tickets for each trip to cover their own time and that of helpers (when helpers are employed on the route). All time tickets as to terminal detention to be certified by agents or their accredited representatives at initial and objective terminals.

(b) If for any reason some portion of time claimed by messengers and messengers' helpers is not allowed, they will be advised in writing with the reason for same. Time not in dispute will be paid for in the current pay-roll.

ARTICLE 30.

(a) Wagonmen, motormen and porters at the following points will be divided into two classes, junior and senior, becoming senior after one year's actual service:

Brandon.	Regina.	Ottawa.
Calgary.	Saskatoon.	Quebec.
Edmonton.	Vancouver.	Toronto.
Moose Jaw.	Winnipeg.	W. Toronto.
	Montreal.	

(b) in the case of a porter transferring to the wagon or motor service he will carry his seniority with him.

Wagonmen and motormen, junior.....	\$ 92.50
Wagonmen and motormen, senior.....	101.00
Porters, junior	87.50
Porters, senior	92.50
Stablemen	87.50

(c) Wagonmen, motormen and porters at points other than those specified in clause "a" \$87.50.

ARTICLE 31.

Monthly rates of pay:

Stenographers	\$ 87.50
Clerks, under 18 yrs. of age	50.00
Clerks, over 18 yrs. of age	87.50

ARTICLE 32.

The rates of pay specified for the different positions at the various offices, as shown herein, will be the minimum rate, and nothing herein contained will be understood as reducing the present rate being paid to an employee in any position.

Office.	Position.	Rate per mo.
Brandon.....	Cashier	\$110.00
	Night foreman	95.00
Calgary.....	Cashier	115.00
	General clerks (2) ...	95.00
	Shed foreman	120.00
	Night foreman	100.00
	Waybill clerk	100.00

Office.	Position.	Rate per mo.	Office.	Position.	Rate per mo.
Edmonton.....	Chief clerk	125.00	Claims Office.	Chief clerk	135.00
	Cashier	115.00		Expense clerk	120.00
	General clerk	95.00		Over and short clerk..	115.00
	Depot foreman	120.00		Correspondence clerk..	110.00
	Asst. foreman	95.00		Chief stenographer...	100.00
	Night foreman	110.00		Tracing clerk	95.00
				General clerks (2) ...	95.00
Moose Jaw.....	General clerk	95.00	Montreal.....	Chief clerk	120.00
N. Battleford...	Cashier	105.00		Cashier	115.00
Prince Albert...	Cashier	110.00		Settlement clerk	100.00
Regina.....	Shed foreman	120.00		On hand clerk	95.00
	Cashier	115.00		Waybill clerk	100.00
	Waybill clerk	100.00		Scaleman	92.50
	General clerk	95.00		Wagon serv. foreman.	105.00
	Night foreman	110.00		Stable foreman	102.50
Saskatoon.....	Chief clerk	135.00		Foreman (Moreau St. Depot)	100.00
	Cashier	120.00	Ottawa.....	Cashier	115.00
	On hand clerk	105.00		General clerk	90.00
	General clerks (2) ...	95.00		Waybill clerk	95.00
	Shed foreman	125.00		Settlement clerk	95.00
	Asst. shed foreman ..	100.00		Shed foreman, day ..	102.50
	Waybill clerk	105.00		Shed foreman, night..	97.50
	Scaleman	97.50		Stable foreman	97.50
	Stable foreman	100.00	Quebec.....	Cashier	110.00
Vancouver.....	Cashier	105.00		General clerk	90.00
				Waybill clerk	95.00
Winnipeg			Toronto		
City Office...	Acct. and chief clerk..	145.00	City Office...	Chief clerk	125.00
	Collectors	100.00		Accountant	120.00
	General clerk	95.00		Settlement clerk	100.00
	Money order clerk ...	90.00		On hand clerk	95.00
Eaton's				General clerk	90.00
Shipping				Collectors (2)	95.00
Room.....	Chief clerk	115.00	Warehouse...	Chief clerk	125.00
Depot				Night foreman	110.00
Office.....	Chief clerk	130.00		Waybill clerks (2) ...	100.00
	Money clerk—day	110.00		Money clerk, day	95.00
	Money clerk—night..	100.00		Intrip clerk, day	95.00
	Settlement clerk	110.00		Intrip clerk, night ..	90.00
	On hand clerk	105.00		Scalemen (2)	95.00
	Intrip clerk	100.00		Car pilers (3)	97.50
	General clerk	100.00		Stable foreman	105.00
Warehouse...	Night foreman	125.00	Eaton's		
	Day foreman	110.00	Shipping		
	Asst. night foreman..	100.00	Room.....	Waybill clerk	100.00
	Asst. day foreman	100.00	Trenton.....	Night foreman	95.00
	Intrip cashier	97.50	West Toronto...	General clerk	100.00
	Waybill clerk—day ..	105.00			
	Waybill clerk—night..	110.00			
	Scaleman—day	97.00			
	Transfer clerk	100.00			
	Wagon service fore- man	115.00			
	Wagon despatcher....	110.00			
	Stable foreman	112.50			

ARTICLE 33.

Hourly paid employees shall receive 42 cents per hour.

WAGES OF FARM LABOUR IN CANADA DURING 1914-1917

AGRICULTURAL Statistics, 1917, Part I, of the Census of Industries Series, recently issued by the Dominion Bureau of Statistics, contains some interesting information with regard to the wages of farm labour in Canada during 1917 and in the three years preceding. The report shows that since 1914 wages of farm help increased in the ratio of about 80 per cent. In 1917 wages were in many cases double what they were before the war. No information is given to indicate the number of workers engaged, but it is stated that in 1917 farmers experienced great difficulty in securing help. The following table taken from the report gives by years the average wages in Canada, as estimated by crop correspondents, during the period 1914-1917:

Provinces.		Per month in summer season, including board		Per year including board.		Average value of board per month	
		Males	Females	Males	Females	Males	Females
		\$ c.	\$ c.	\$ c.	\$ c.	\$ c.	\$ c.
Canada.....	1914	35.35	18.81	323.30	189.35	14.27	11.24
	1915	37.10	20.20	341.00	200.00	14.57	11.45
	1916	43.23	22.46	396.88	227.86	16.90	13.06
	1917	63.63	34.31	610.60	364.00	19.44	14.79
Prince Edward Island.....	1914	24.71	13.48	220.93	135.89	10.12	7.62
	1915	26.67	14.59	237.52	136.80	10.28	9.44
	1916	31.35	17.81	301.35	166.79	12.63	9.22
	1917	39.74	22.63	407.47	253.66	13.50	10.49
Nova Scotia.....	1914	31.20	14.80	301.00	155.47	11.48	8.11
	1915	32.95	15.85	309.78	168.81	11.66	8.36
	1916	38.77	19.11	364.91	194.88	15.84	11.29
	1917	53.75	26.43	542.66	296.06	16.59	11.67
New Brunswick.....	1914	31.93	15.10	301.55	164.79	11.23	7.76
	1915	33.73	16.11	307.96	153.44	14.17	8.48
	1916	35.74	16.66	328.02	163.91	13.58	9.61
	1917	57.19	28.14	572.23	305.26	18.14	12.63
Quebec.....	1914	33.56	15.56	296.35	152.38	13.29	9.37
	1915	33.08	16.44	301.00	159.00	13.37	9.60
	1916	40.79	19.70	370.92	195.79	15.77	10.95
	1917	59.09	28.98	523.40	286.53	17.49	12.11
Ontario.....	1914	32.09	16.67	297.29	172.00	13.09	10.43
	1915	31.09	17.12	304.00	179.00	13.30	10.58
	1916	39.41	20.58	360.43	205.81	16.43	12.59
	1917	59.00	31.96	561.21	343.92	18.32	13.75
Manitoba.....	1914	39.13	22.35	364.41	225.61	15.49	12.98
	1915	45.18	27.29	390.47	244.79	15.21	12.75
	1916	48.37	26.97	454.29	283.16	18.14	14.61
	1917	67.97	40.28	689.31	451.64	20.63	17.14
Saskatchewan.....	1914	40.51	22.96	365.90	234.93	16.50	13.96
	1915	42.22	23.81	386.06	240.90	16.78	13.97
	1916	48.55	25.66	433.58	278.10	18.19	15.33
	1917	73.21	41.09	733.75	469.64	22.67	17.89
Alberta.....	1914	40.26	23.63	364.80	236.32	16.36	13.91
	1915	44.02	24.25	404.00	253.00	16.94	14.17
	1916	52.28	29.12	501.27	299.21	19.52	16.39
	1917	76.09	44.44	784.15	476.20	22.88	19.48
British Columbia.....	1914	47.85	31.18	459.72	324.44	21.40	17.58
	1915	49.37	31.21	463.04	286.68	19.15	16.00
	1916	49.86	28.66	542.91	325.09	21.88	18.38
	1917	78.12	48.30	803.05	481.42	24.94	20.65

REDUCTION IN HOURS OF GARMENT WORKERS IN MONTREAL

THE Clothing Manufacturers' Association of Montreal, composed of fourteen leading firms, decided at a meeting held on February 13, voluntarily to reduce the working hours of their employees to 44 per week with the same wages as the employees have been receiving for a week of 48 hours. The change will take place on April 1, and will affect five or six thousand garment workers, of whom about 40 per cent are women. It was stated by the president of the Association that this action had been under discussion for the past month, and the step had been taken in consideration of the general trend of labour conditions in order to meet the

world-wide movement for shorter working hours, without any knowledge of a similar request being prepared by the union.

The importance of the movement for shorter hours is illustrated in a claim made in the official organ of the Journeymen Tailors' Union of America of February 25, that: "the Amalgamated Clothing Workers of America have compelled the establishment of the 44-hour week for 250,000 workers in every clothing manufacturing centre of the United States and Canada, through the general strike of 55,000 members in Greater New York, which lasted for 13 weeks and resulted in a sweeping victory."

MINIMUM WAGES FOR FEMALE EMPLOYEES IN MANITOBA

THE Manitoba Minimum Wage Board has issued five new sets of regulations* affecting women employed in the following groups of occupations: (29) printing, lithographing, bookbinding, envelope manufacturing, and other manufacturing operations of wholesale stationers; (30) ladies' hat factories; (31) ladies' wear factories; (32) garment and regalia factories, which include all the clothing trades except millinery, dressmaking, tailoring and ladies' wear factories; and (33) mail order establishments. These regulations, which were gazetted on February 1, became effective on February 25, except those governing group (29) which went into force on February 23. The working conditions fixed for the industries affected by the recent orders are similar

in all respects to those established in connection with groups (1) to (28) inclusive.† As usual, however, certain variations worthy of note occur in the sections governing hours and wages.

The new regulations fix a maximum of nine working hours per day and forty-eight working hours per week for female employees in the five groups of industries affected. Saturday afternoon shall be a half-holiday and no female employee shall work on Sunday or between 7.00 p.m. and 7.00 a.m. on a normal working day. Overtime shall be governed by the regulations of the Factory Act, viz., not oftener for any worker than 36 days in a year, and only on permit from the Bureau of Labour, except in the case of mail order establishments, in which overtime may be worked only on permit from the Minimum Wage Board. In no case shall the

*For previous regulations affecting 28 industries, see LABOUR GAZETTE, December, 1918, p. 1,121; January, 1919, p. 62, and February, 1919, p. 176.

†A typical set of regulations was reproduced in the LABOUR GAZETTE, December, 1918, p. 1,122.

overtime in mail order houses exceed three hours on any day except Saturday, nor four hours on Saturday, nor ten in any week except between March 15 and May 15, and October 15 and December 22, when thirteen hours per week may be worked. Overtime in such establishments shall not be worked on more than thirty days in any year, and the total number of working hours per week, including overtime, shall not exceed sixty hours. Overtime shall not commence before 7.00 a.m. nor continue after 10.00 p.m. In all five industries there shall be extra payment for overtime at not less than the regular rate.

A minimum wage of \$12.00 per week is established for experienced adult female employees in printing, lithographing, bookbinding, etc., in ladies' hat factories and in garment and regalia factories. In ladies' wear factories experienced adult workers are divided into two classes as follows: (1) skilled workers or machine operators, (2) unskilled workers or finishers and pressers. The minimum wage for skilled employees shall be \$12.00, and for unskilled \$11.00 per week. Female employees in mail order establishments are divided into two classes, "A" and "B". Class A includes mail openers, order fillers, order checkers, and auditors, and the minimum wage for experienced adults in this class shall be \$12.00 per week. Class B includes all other employees, who shall be paid not less than \$11.00 per week. In printing establishments, etc., and in ladies' hat factories the initial minimum wage rate for adult female learners shall be \$8.00 per week. In the former group this rate shall increase \$1.00 per week at the end of every six months until at the end of two years a minimum rate of \$11.00 is reached. In the latter, the learning time consists of only nine months divided into three different periods. At the end of each three-month period the minimum wage shall be increased by \$1.00 per week. In ladies' wear factories the adult learning time is fixed at eighteen months for machine operators, who shall be paid a minimum

wage of \$8.00 per week upon entering an establishment, \$10.00 at the end of the first six-month period, \$11.00 at the end of the second six months, and at the end of the third six months the full adult minimum wage. Other female employees in these establishments shall be paid at the rate of \$10.00 per week upon entering the factory and there shall be no learning period for such employees. In garment and regalia factories, the rates of pay for adult learners shall be at least \$9.00 per week for the first three months and \$10.50 for the second three months. After six months the experienced adult rate shall be paid. An adult learner of Class A in mail order establishments shall receive a minimum wage of \$10.00 for the first year and \$11.00 for the second year, after which period she shall receive the minimum wage of \$12.00. An adult learner of Class B shall not be paid less than \$10.00 for the first year, after which period she shall receive the minimum wage of \$11.00 per week. An employee who has served at least a year in Class B shall, on being moved into Class A, serve only one year as a learner and shall be paid a minimum wage of \$11.00 per week. Stenographers and typists in mail order houses are excepted from the regulations. In the groups of occupations numbered from (29) to (32) inclusive, minors shall be treated as learners, and not more than 25 per cent of the total female working force in such establishments shall be learners (including minors). In mail order establishments the minimum wage rates for minors shall be \$7.00 per week for employees fifteen years of age, \$8.00 per week for employees sixteen years of age, and \$9.00 per week for employees seventeen years of age. The total number of minors or adult learners shall not exceed 25 per cent of the total working force. The minimum wage shall be averaged in ladies' hat factories over any six months, and in ladies' wear factories over any three months of the year.

The following table summarizes the sections dealing with wages and hours:

TABLE OF WAGES AND HOURS FOR FEMALE EMPLOYEES IN MANITOTA.

Industry.	Maximum Hours		MINIMUM WEEKLY WAGE					
	Per day	Per wk	Experienced Adults	Adult Learners				
				(1st period)	(2nd period)	(3rd period)	(4th period)	
(29) Printing, lithographing, bookbinding, etc...	9	48	\$12.00	\$8.00 for 1st 6 mos.	\$9.00 for 2nd 6 mos.	\$10.00 for 3rd 6 mos.	\$11.00 for 4th 6 mos.	
(30) Ladies' hat factories...	9	48	\$12.00	\$8.00 for 1st 6 mos.	\$9.00 for 2nd 3 mos.	\$10.00 for 3rd 6 mos.	.....
(31) Ladies' wear factories.	9	48	Skilled: \$12.00 Unskilled: \$11.00	Skilled: \$9.00 for 1st 6 mos. Unskilled: \$10.00	\$10.00 for 2nd 6 mos.	\$11.00 for 3rd 6 mos.	.....	Minors classed as learners
(32) Garment and regalia factories.....	9	48	\$12.00	\$9.00 for 1st 3 mos.	\$10.50 for 2nd 3 mos.	.....	.....
(33) Mail order establishments.....	9	48	Class A: \$12.00 Class B: \$11.00	Class A: \$10.00 for 1st year Class B: \$10.00 for 1st year	\$11.00 for 2nd year	.....	.....

*No learning period.

FAIR WAGES CONTRACTS, FEBRUARY, 1919

DURING February the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to 14 fair wage contracts, 13 of which were awarded by the Department of Public Works, and 1 by the Department of Railways and Canals. These contracts all contained the usual fair wage clause.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Heating of the main building at Military Hospital, Charlottetown, P.E.I. Name of contractors, Bruce, Stewart & Co., Limited, Charlottetown, P.E.I. Date

of contract, January 24, 1919. Amount of contract, \$5,200.00.

Reconstruction of a retaining wall and the execution of dredging, Halifax, N.S. Name of contractors, the Standard Construction Co., Limited, Halifax, N.S. Date of contract, February 3, 1919. Amount of contract, unit prices.

Water supply and drainage for Unit No. 2, Barriefield, Kingston, Ont. Name of contractors, Elliott Bros., Kingston, Ont. Date of contract, February 8, 1919. Amount of contract, \$8,980.00.

Construction of a two-family apartment in connection with the sanatorium, Lake Edward, Quebec, Que. Name of contractors, L. H. Peters, Limited, Quebec, Que. Date of contract, February 10, 1919. Amount of contract, \$6,097.00.

Electric light wiring and fittings in connection with the Savings Bank Building, St. John, N.B. Name of contractors, the Vaughan Electric Co., Ltd., St. John, N.B. Date of contract, January 2, 1919. Amount of contract, \$1,600.00.

Construction of garage, chapel and mortuary building in connection with the Military Hospital, Ste. Anne de Bellevue, Que. Name of contractors, E. G. M. Cape & Co., Limited, Montreal, Que. Date of contract, February 14, 1919. Amount of contract, \$11,750.00.

Supply and installation of Post Office fittings in the Public Building, Farnham, Que. Name of contractors, Estate of the late Joseph Bourque, Hull, Que. Date of contract, February 18, 1919. Amount of contract, \$3,250.00.

Construction of stable in connection with the Military Hospital, Ste. Anne de Bellevue, Que. Name of contractors, Quinlan and Robertson, Ltd., Montreal, Que. Date of contract, February 17, 1919. Amount of contract, \$7,913.00.

Construction of temporary military garage, St. John, N.B. Name of contractors, John Flood & Son, St. John, N.B. Date of contract, January 9, 1919. Amount of contract, \$6,923.00.

Construction of an adjustable slip and alterations to protective fenders on Pier No. 3, Victoria, B.C. Name of contractor, R. Moncrieff, Vancouver, B.C. Date of contract, February 13, 1919. Amount of contract, \$3,500.00.

Construction of cottage for Immigration Officer, Coutts, Alta. Name of contractor, S. Stanford, Lethbridge, Alta. Date of contract, February 17, 1919. Amount of contract, \$3,790.00.

Construction of limb factory in connection with Military Orthopaedic Hospital, Toronto, Ont. Name of contractor, William Williamson, Toronto,

Ont. Date of contract, February 20, 1919. Amount of contract, \$41,481.00.

Construction of fence and sidewalk in connection with the Military Hospital, Ste. Anne de Bellevue, Que. Name of contractor, W. H. McGillivray, Ottawa, Ont. Date of contract, February 25, 1919. Amount of contract, \$6,855.00.

DEPARTMENT OF RAILWAYS AND CANALS.

Construction and completion of certain concrete culverts, stream tunnels and reinforced concrete trestles on the Fort William and Raith Subdivisions of the Canadian Government Railways (Lake Superior Branch). Name of contractors, Carter, Halls Aldinger Co., Ltd., Quebec, Que. Date of contract, February 5, 1919. Amount of contract, schedule rates.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in February for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of Orders.	Amount of Orders
Making metal dating stamps and type and making other hand stamps and brass crown seals.....	\$502.25
Making rubber stamps.....	136.97
Supplying stamping materials and repairing stamping pads and pint tins for ink....	1,309.99
Supplying 24-lb. double beam parcel scales..	1,025.10
Supplying mail bag fittings.....	44.36
Supplying new mail bags.....	5,496.26
Making and repairing miscellaneous articles of postal stores.....	42.55
Repairing steel portable boxes.....	10.05
Making and supplying letter carriers' uniforms.....	7,959.33

PRICES, RETAIL AND WHOLESALE, IN CANADA, FEBRUARY, 1919, AND IN OTHER COUNTRIES

THE downward movement in wholesale prices, apparent since November, 1918, continued during February, and was appreciably steeper. In retail food prices the level was also lower, there being slight decreases in many of the twenty-nine commodities included in the weekly budget.

The retail food budget averaged \$13.41 for February as compared with \$13.78 for January and \$12.54 for February, 1918. There were slight decreases in meats, eggs, butter, bread, flour, rolled oats, rice, beans, sugar, and potatoes.

In wholesale prices the departmental index number fell to 279.8 for February as compared with 286.5 for January, 288.8 for December, 290.9 for November, and 263.5 for February, 1918. The decreases occurred chiefly in hog products, eggs, beans, potatoes, turnips, canned tomatoes, glucose, honey, molasses, oatmeal, bread, wool and yarn, raw cotton and raw silk, hides, tallow, metals, coal, coke, copper wire, fire bricks, white lead, linseed oil, turpentine, sad irons, alcohol, carbolic acid, heavy chemicals, rubber, malt, and starch.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly, the relative pro-

portion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats, prices averaged lower for the Dominion as a result of slight decreases in several localities. Lard showed a number of decreases. In eggs there were considerable declines in nearly all of the cities. In milk the price decreased in four cities. There were some declines in butter, but the price advanced in

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick				Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Frederton	Average	Quebec	Three Rivers	Montreal	Sorel
Per cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1-Beef, sirloin steak....lb.	40	35	30	40	40	37.0	25	35	40	35	36.8	29-31	38	30	30
2-Beef, round steak...."	35	35	30	35	37	34.4	25	30-32	35	30	32.0	29-31	35	25	30
3-Beef, rib roast prime...."	38	28	25	35	35	32.2	23	24-28	35	25	28.7	29	35	25	30
4-Beef, shoulder roast...."	30-35	25	20	30	32	27.9	20	18-24	25	22	22.7	22-24	25	22	22
5-Veal, roast, forequarter...."	.....	22	22	22	22	22.0	.....	24	16	25	25.9	24-29	25	.....	25
6-Mutton, leg roast, h'q...."	25-35	.....	30	35	.....	31.7	25-30	30	35	25	31.0	22-25	30	.....	35
7-Pork, fresh, roast, ham...."	40	35	30	35	33	34.6	25	35	35	30	33.0	31-35	32	32	30
8-Pork, fresh chops...."	40	35	35	35	35	36.0	25	35	35	35	36.0	33	35	22	30
9-Pork, salt, mess...."	35-40	40	35	33	35	36.1	26	35	35	32	34.0	32-34	40	.....	32
10-Bacon, br'fast, not salt'd...."	50	48	40	45	45	45.6	45	45	48	35	42.7	50	50	45	60
11-Fish, fresh, g. quality...."	9-30	13	15-30	10-35	15-18	18.8	.....	12	18-35	12-25	19.0	14	30	15-32	12-33
12-Fish, salt, herrings....dos.	75	65	65	66	60	66.2	80	60	60	70	63.3	75	.....	.....	80
13-Salmon, canned, med., lb...."	.....	35	40	35-40	.....	37.5	40	38	35	35	36.0	30	40	30-40	35
14-Lard, pure leaf, best...."	40	38	36	35	38	37.4	35	36	35	33	34.7	33	35	35	35
15-Eggs, new laid....dos.	90	70	65	75	70	74.0	50	75	70	70	71.7	55	80	75	60-70
16-Eggs, storage...."	70	.....	60	.....	.....	65.0	.....	70	60	55	61.7	.....	60	.....	50
17-Milk, delivered....qt.	14-16	14	12	15	13	13.8	10-11	11	13	13	12.3	14	15	12.5	12
18-Butter, dairy solids....lb.	58	55	55	55	55	55.6	45	55	54	50	53.0	49-51	57	.....	54
19-creamery prints...."	65	62	60	65	65	63.4	53	60	60	60	60.0	53-55	60	58	57
20-Cheese, old...."	35	.....	.....	.....	.....	35.0	30	.....	32	34	33.0	35-37	40	35	30
21-Cheese, new...."	.....	35	35	35	35	36.0	30	35	.....	30	32.5	31-33	35	35	30
22-Bread, plain white...."	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7-9.3	8.7-9.3	8	8.7	8	7.3	8.3	4.5
23-Flour, family...."	7.5-7.7	7.9	7.3	7.3	7.7	7.6	6.7	7.3	7.3	7.3	7.3	7.5	7.7	7.1	6.9
24-Rolled oats, standard...."	9	7.5	8	8	8	8.1	8	8	7	8	7.7	8	8.9	9	8
25-Rice, medium...."	14	12	12	11	12	12.2	10	12	9	12	11.0	11	.....	12	11
26-Rice, Patna...."	.....	13	12	12	12	12.3	12	.....	12	15	13.5	.....	15	15	15
27-Tapioca, medium pearl...."	22-25	25	22	25	20	23.1	20	24	20	22	22.0	18	20	23	20
28-Tomatoes, canned 2's can...."	25	25	25	20	25	24.0	25	25	22	25	24.0	20	20	25	17
29-Peas, canned 2's...."	20	20	20	18	18	19.2	20	20	18	18	18.7	20	20	22	20
30-Corn, canned 2's...."	25	25	25	20	25	24.0	25	24	25	25	24.7	20	25	25	20
31-Beans, common....lb	20	18	15	15	15	16.6	15	16	12	15	14.3	12	15-17	20	15
32-Apples, evaporated...."	.....	.....	22	25	.....	23.5	25	24	.....	20	22.0	16	25	20	25
33-Prunes, medium...."	20	20	20	20	.....	20.0	18	18	20	18	18.7	.....	25	25	18
34-Sugar, granulated...."	13	11.1	11.1	12	12.5	11.9	11	11.1	11.8	12.5	11.8	12	12	12.5	13
35-Sugar, yellow...."	12	9.1	10	11	11.8	10.8	10	10.5	11.1	11.1	10.9	11	11	11	12
36-Tea, black, medium...."	65	65	65	65	60	64.0	65	65	60-70	65	65.0	65	40-70	65	45-70
37-Tea, green, medium...."	.....	.....	65	.....	.....	65.0	70	.....	65	75	70.0	65	40-70	65	35-60
38-Coffee, medium...."	50-55	50	60	60	50	54.5	50	50	50	50	50.0	55-60	50	50	35-50
39-Potatoes, local, per bag of 1½ bu., 90 lbs...."	\$2 10	\$1.65	\$1.50	\$2.00	\$1.50	\$ 1.95	\$1.20	\$1.80	\$1.80	\$2.10	\$1.80	\$1.50	\$1.97	\$2.03	\$1.95
40-Vinegar, white wine, XXX, per quart...."	.12	.13	.12	.15	.13	.128	.18	.12	.13	.10	.117	.22	.15	.15	.13
41-Starch, laundry, per pound...."	.15	.15	.15	.15	.15	.15	.15	.15	.16	.14	.15	.14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs...."	.....	.....	15.00	17.75	14.25	15.67	17.40	.....	17.00	14.50	15.75	14.00	14.00	12.50	13.00
43-Coal, bituminous, domestic, per ton, 2,000 lbs...."	6.65	7.50	9.50	10.75	10.00	8.69	10.40	10.00	13.25	11.00	10.67	12.00	13.00	11.00	10.00
44-Wood, hard, best, per long cord, (128 cu. ft.)...."	5.00	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10.00	.....	.....	12.00
45-Wood, soft, best, per long cord, (128 cu. ft.)...."	6.00	8.50	10.00	14.00	10.00	9.60	9.00	10.00	15.00	15.00	12.67	11.00	12.00	10.00	13.00
46-Wood, soft, best, per long cord, (128 cu. ft.)...."	4.00	.....	5.00	.....	.....	.....	.....	.....	.....	.....	.....	8.50	.....	.....	7.00
47-Coal oil, prime white, per gallon...."	5.00	6.50	6.00	9.00	5.00	6.10	8.00	7.00	9.00	6.00	7.33	9.50	8.00	9.00	8.00
48-Rent, house, 6 roomed san. conveniences, mon."	.28	.28	.27	.28	.28	.278	.25	.26	.24	.22	.24	.22	.25	.25	.25
49-Rent, house, 6-roomed, no san con., per month...."	14.00	14.00	16.00	30.00	20.00	19.00	12.00	25.00	13.00	16.00	17.17	20.00	15.00	16.00	14.00
50-Rent, house, 6-roomed, no san con., per month...."	8.00	.....	.....	20.00	12.00	.....	.....	14.00	.....	.....	.....	.....	.....	.....	.....
51-Rent, house, 6-roomed, no san con., per month...."	12.00	9.00	7.00	25.00	15.00	12.40	9.50	16.00	10.00	12.00	12.33	.....	10.00	14.00	7.00

a Dairy prints.

*From price per 100lbs.

b Calculated from price per wagon load.

IN CANADA, AT THE MIDDLE OF FEBRUARY, 1919

Quebec (Continued)					Ontario														
St. Hyacinthe	St. John's	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Bellefleur	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
23-25	32	27	30	30.1	32-40	35	32	35	40	30-32	25-28	45	38	35	43	35	40	38	1
23-25	32	25	30	28.9	30-28	30	30	32	40	25-30	25-27	38	35	33	40	30	38	35	2
13-15	25	20-22	20-25	25.2	25-30	30	30-35	30	30	28	25-30	30	30	30	32	30	32	35	3
20	20	18-20	20-25	21.7	23-25	25	22-25	25	28	23	20-25	25	28	28	30	28	28	30	4
15	30	12	20	21.9	25	20	25-30	25	30	25	20-25	30	32	28	.....	25	32	35	5
23-25	28	35	30	29.4	.....	30	30-32	32	40	25	30	38	30	34	40	35	35	40	6
27	28	32	30	30.6	30-40	28-30	35	32	40	28-30	32-35	40	40	35	45	35	35	40	7
27	28	38	30	31.5	32-35	33 35	38 42	32	42	33	38 45	45	40	40	45	40	40	43	8
28-30	35	35	.....	34.0	.....	30	30	32	34	.....	35-38	38	35	33	40	25	32	35	9
48	50	45	45	49.1	42-52	42	45	52	56	53	45	48	45	45-48	50	45	43	50	10
11-15	15-30	12-30	.....	19.9	10-30	15-30	12.5-30	15-28	12.5-28	15-30	12.5-30	15-32	10-32	12.5-35	18-30	15-33	12-30	12-30	11
.....	60	90	60	70.8	.....	70	60	.....	75	.....	60	.....	60-100	75	.....	.....	.....	90	12
20-25	40	30	2-45	33.6	35-50	40	38	45	40	30-45	40	40	50	45	50	25-50	35-40	40	13
30-32	36	32	35	34.4	35	33	35	35	35	38	38	40	33	35	35	30	35	30	14
50	70	60	58-60	64.3	60-70	60	65	45	50	55	65	65	60	65	55	55	60	50	15
.....	50	.....	53-54	53.4	.....	.....	55	38	.....	50	.....	.....	46	52	.....	55	.....	16	
12	12	14	13	13.1	13	13	12	12	11.1	12	16	14	14	12.5	12	11.8	12-12.5	11	17
.....	55	47	54	52.8	.....	55	54	55	57	50	.....	50	56	50	58	48-50	a55	a50	18
58	58	56	58	57.4	60	57-60	58	58	58	55	60	60	58	58	58	58	60	55	19
32	35	36	.....	34.9	38	.....	.....	.....	38	.....	35	40	40	.....	.....	35	40	38	20
.....	30	32	32	32.3	35	32	32	34	35	35	33	35	35	34	35	28	35	35	31
6.3	6.7	8	7.3	7.1	7.3	7.3	7.3	6.3	7.3	7.3	5.3	7.3	7.3	8	7.3	7.3	7.3	7.3	22
6.9-7.3	7.3	7.3	6.9	7.2	7.3	6.7	6.9	6.7	6.5	6.3	6.9	6.7	6.7	6.6	6.7	6.5	6.7-6.9	6.3	23
8	10	8.3	6	8.3	8	7	7	7	8	6.5	7	8	6.3	6.3	8	8.3	8.3	8	24
12	12	14	12	12.0	.....	12	12	14	12.5	12.5	.....	13	13	12	13	13	12.5	.....	25
15	15	15	15	15.0	15	.....	13	12.5	15	15	15	15	15-16	15	13	15	15	12.5	26
22	20	25	18	20.8	18	18-20	17	20	18	18	20	18	18	18	20	20	20	20	27
22	23	18	18	20.4	18-20	20	18	20	20	20	20	20	18	18	20	20	20	18	28
22	26	15	18	20.3	18-20	15	13	15	15	15	15	20	15-18	14	18	20	12.5	15	29
22	25	20	20	22.1	18-20	20	18	25	23	25	25	25	22-25	20	23	25	20	22	30
12	13	12.5	10	13.8	10	10	10	12.5	12.5	10	15	15	15-18	12	13	20	10	10	31
25-26	26	25	25	23.3	25	.....	22	.....	25	22	.....	.....	15	.....	25	.....	.....	10	32
15	25	18	18	20.6	20	20	20	25	20	20	25	20	20	20	20	20	17	18	33
12	11.8	11	11.1	11.9	12	11.1	11	11.8	11.8	12.5	12.5	10	12.5	11.1	12.5	12.5	12.5	11.1	34
10-8	11.1	10	10.5	10.7	11	11.1	10	11.1	11.1	11.1	11.1	9.1	11.1	10	11.8	11.1	11.1	11.1	35
50	50	65	55-70	58.3	60-70	55-70	.....	60-70	60-70	60-70	60-70	.....	65-70	60-70	70	60	60-70	60-70	36
50-60	50	50	55	55.3	55-70	.....	.....	70	40-70	60-70	60-70	50	55-70	60-70	70	60	60-65	60-70	37
.....	50-70	40-50	50	50.7	60	50	35	45	50	40-50	45	40	50-55	40	50	50	40	35	38
\$1.60	.....	.....	.....	.....	.....	.....	\$1.80	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1.65	\$1.75	\$2.00	\$2.00	\$1.94	\$1.95	\$1.85	\$2.00	\$1.75	\$1.65	\$1.25	\$1.40	\$2.25	\$2.03	\$1.25	\$1.50	\$1.25	\$1.25	\$1.60	39
.14	.16	.13	.10	.145	.125	.12	.125	.12	.14	.13	.12	.125	.12	.9	.10	.10	.13	.10	40
.12	.15	.12	.125	.137	.15	.12	.12	.12	.14	.15	.13	.13	.12	.12	.15	.15	.13	.125	41
11.00	10.50	12.50	11.85	12.39	11.85	11.00	11.50	12.50	12.00	12.50	11.50	10.60	12.00	10.50	12.00	11.50	12.00	11.75	42
11.00	.....	9.00	10.00	10.86	9.25	.....	10.50	12.50	10.00	10.00	9.00	8.50	12.00	12.00	10.00	11.50	10.00	9.00	43
9.50	.....	10.00	10.00	.....	13.33	b	.....	.....	.....	7.50	.....	.....	.....	.....	.....	.....	.....	.....
10.50	15.00	15.00	14.00	12.09	16.67	15.00	12.00	13.00	14.00	8.00	17.50	e	15.00	14.00	20.00	16.00	16.00	14.00	44
7.50	.....	b	.....	.....	b	.....	.....	.....	.....	6.50	.....	.....	.....	.....	.....	.....	.....	.....
8.50	9.50	9.50	8.00	8.56	10.86	12.00	9.00	10.00	9.00	8.00	15.50	e	.....	12.00	16.00	12.00	12.50	11.00	45
.24	.25	.30	.20	.245	.25	.25	.25	.22	.28	.25	.....	.25	.25	.23	.25	.25	.25	.25	46
9.00	10.00	14.00	15.00	.....	.....	15.00	18.00	20.00	13.00	25.00	15.00	.....	23.00	15.00	.....	16.00	18.00	.....	47
12.00	12.00	18.00	20.00	14.81	20.00	16.00	20.00	20.00	25.00	16.00	30.00	20.00	16.00	25.00	20.00	18.00	18.00	22.00	48
7.50	6.00	12.00	12.00	.....	14.00	15.00	16.00	11.00	.....	12.00	.....	.....	17.00	.....	.....	12.00	12.00	.....	49
10.00	10.00	13.00	15.00	10.54	15.06	11.00	16.00	18.00	18.00	13.00	18.00	15.00	14.00	19.00	13.00	14.00	14.00	15.00	50

eCut and split.

d Jackpine, etc.

eNatural gas used.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Ontario (Continued)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1-Beef, sirloin, steak.....lb.	35-40	35	30-35	35	38	38	38	40	35	35-40	35-40	36.5	35	35	35.0
2-Beef, round steak....."	30-32	33	30-35	30-32	35	35	35	38	32	35	35	33.5	25	30	27.5
3-Beef, rib, roast, prime....."	27-30	28	25-30	25-30	30	30	30	32	32	35	35	30.4	28	28-30	28.5
4-Beef, shoulder roast....."	25	26	25-28	28	25	28	25-28	30	28	30	30	28.8	22	25	23.5
5-Veal, roast, forequarter....."	30-35	28	30	26	25	35	30	35	35	35	35	29.3	25	25-30	28.3
6-Mutton, leg roast, hind'q'ter....."	25	38	35	33	38	36	35	34	40	40	40	34.8	40	40	40.0
7-Pork, fresh, roast, ham....."	40-45	40	35-37	40	38	52	35	36	40	40	42.5	37.8	35	30-35	33.8
8-Pork, fresh, chops....."	45	38	40-42	45	38	48	32	36	40	42.5	42.5	39.9	38	35	38.5
9-Pork, salt, mess....."	36	36	43	36	36	36	36	33	40	40	40	35.2	40	40	40.0
10-Bacon, breakfast, not sliced....."	50	50	45-50	50	50	55	48	52	50	52	52	49.0	50	55	52.5
11-Fish, fresh, good quality....."	12-30	20-30	15-30	15-20	15-30	15-22	10-20	20-30	16-30	14-28	14-28	21.6	15-35	18-30	24.5
12-Fish, salt, herrings.....dos	50	50	40	40	60	60	65	50	50	50	50	64.2	60-120	60	90.0
13-Salmon, canned, medium.....lb.	50	45	40	40-50	42	36	35	35	40	35-40	35-40	41.1	38	40	39.0
14-Lard, pure leaf, best....."	35	36	33-35	36	35	38	30	36	35	35-40	35-40	39.1	38	38	38.0
15-Eggs, new laid.....dos.	48	50	50	55	45	58	45	80	70	70-75	70-75	58.4	75	70	72.5
16-Eggs, storage....."	45	45	45	45	45	45	45	45	45	60-65	60-65	51.8	45	45	45.0
17-Milk, delivered.....qt.	12	11	12	12	12	14-17	12	15	14.3	14.3	14.3	12.8	14	12.5	13.3
18-Butter, dairy solids.....lb.	50a-55	50	55	50	50	55	50	56	55	50	50	52.7	50	50	50.0
19-Butter, creamy prints....."	60	52	58	55	58	57	55	58	60	55-60	55-60	57.7	60	58	59.0
20-Cheese, old....."	40	35	35	38	35	38	30	35	35	35	35	36.8	38	32	35.0
21-Cheese, new....."	35	33	32	35	32	36	30	35	35	35	35	33.4	35	35	35.0
22-Bread, plain, white....."	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	7.4	7.5	7.3	7.4
23-Flour, family....."	6.3	6.3	6.7	6.7	6.5	6	6.9	7.1	7.3	6.5	6.5	6.7	6.5	6.7	6.6
24-Rolled oats, standard....."	6.3	7	6.3	7	6.5	8	7	9	8	7.5	7.5	7.4	7.5	8	7.8
25-Rice, medium....."	12.5	12.5	12.5	13	12.5	10-12.5	12.5	10	10	10	10	12.3	12.5	12.5	12.5
26-Rice, Patna....."	15	15	13	15	15	15	12.5	16	15	12.5-15	12.5-15	14.4	15	15	15.0
27-Tapioca, medium pearl....."	20	20	20	20	20	20	18	20	20	17.5	17.5	19.1	20	18	19.0
28-Tomatoes, canned 3's.....can	20	20	20	22	20	25	20	25	20	20	20	20.1	23	23	23.0
29-Peas, canned 2's....."	15	15	15	20	17	17	15	20	18	15	15	16.2	18	18	18.0
30-Corn, canned 2's....."	22	20	22	25	23	20	20	25	25	20	20	22.2	23	23	23.0
31-Beans, common....."	10	15	10	15	12.5	15	12.5	20	13	12	12-15	13.0	15	15	15.0
32-Apples, evaporated....."	20	20	20	20	20	30	12.5	25	20	20	20	20.8	20	20	20.0
33-Prunes, medium....."	20	20	18	20	20	22	15-18	20	20	17.5	18-20	19.9	23	20	21.5
34-Sugar, granulated....."	12.5	12.5	11.1	12.5	11.1	11.1	11.8	12.5	12.5	12.5	12.5	11.9	12.5	12.5	12.5
35-Sugar, yellow....."	11.1	10	11.1	11.1	11.1	10	11.1	12.5	11.8	12	11.1	11.0	12.5	12.5	12.5
36-Tea, black, medium....."	60-70	60	70	60-70	65-70	60-80	55-70	65	65	65	65	65.0	65	55-60	61.3
37-Tea, green, medium....."	50-65	60	70	60-70	50-65	60-80	60-70	60	60-70	65	65	63.2	65	60-65	63.8
38-Coffee, medium....."	45	45	50	50	45	50	60	55	45	40	40	46.5	38-45	50	45.8
39-Potatoes, local, per bag of 1½ bushels, 90 lbs....."	\$1.65	\$1.50	\$1.50	\$1.90	\$1.75	\$1.85	\$1.50	\$2.50	\$2.00	\$1.60	\$1.60	\$1.68	\$1.50	\$1.10	\$1.30
40-Vinegar, white wine, XXX, per quart....."	.10	.14	.13	.10	.13	.12	.125	.12	.15	.15	.15	.122	.13	.15	.41
41-Starch, laundry, per pound....."	.125	.125	.15	.10	.14	.15	.15	.15	.15	.10	.10	.132	.15	.12	.135
42-Coal, anthracite, stove size, per ton of 2,000 lbs....."	12.50	12.00	12.50	12.50	13.00	12.00	13.00	14.00	12.00	13.50	12.50	12.06	15.25	17.00	16.13
43-Coal, bituminous, domestic, per ton of 2,000 lbs....."	11.00	12.00	11.00	9.50	9.50	10.00	9.50	.....	11.00	11.00	10.00	10.38	12.25	12.00	12.13
44-Wood, hard, best, per long cord (128 cu. ft.)....."	11.00	16.00	17.00	13.00	12.00	.....	15.00	11.00	11.00	8.50	8.50	13.51	10.50	10.50	10.60
45-Wood, soft, best, per long cord (128 cu. ft.)....."	8.00	14.00	.....	9.00	68.00	.....	10.00c	9.50	8.00	7.50	7.50	10.35	9.50	8.75	9.13
46-Coal oil, prime white, per gallon....."	.25	.25	.21	.22	.25	.22	.25	.30	.25	.25	.25	.246	.30	.27	.235
47-Rent, house, 6 roomed, san. conveniences, per month....."	15.00	15.00	25.00	23.00	20.00	28.00	13.00	22.00	25.00	25.00	25.00	19.24	30.00	20.00	22.00
48-Rent, house, 6-roomed, no san. conveniences, per mo....."	10.00	10.00	17.00	13.00	12.00	20.00	10.00	14.00	15.00	15.00	15.00	13.80	20.00	15.00	15.50

Cut. Slabs, \$4.00-5.00, 4ft.

Lignite.

IN CANADA, AT THE MIDDLE OF FEBRUARY, 1919—Concluded

Saskatchewan					Alberta					British Columbia									
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Ferrie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
40	35	35	35	36.3	40	40-35	42	32	37.9	42	42	42	40	40	42	45	41.9	36.2	1
30	30	32	30	30.5	35	30-35	38	30	33.9	38	38-40	38-40	30-35	30-35	40	38	37.0	32.8	2
28	25	32	30	23.8	30	28-30	35	23	29.3	33	30-35	30-35	27	35	30	38	32.6	29.6	3
25	25	20-22	28	24.8	22	18-25	25	22	22.6	30	25-30	25-30	25	25	28	32	27.9	25.4	4
25	25	18	30	24.5	25	25	32	25	26.8	32	30	30	30	28-30	35	35	31.6	27.2	5
35	35	35	35	35.0	40	38	45	35	39.5	42	38	38	30-35	37	45	45	39.6	34.5	6
35	32	35	40	35.5	40	30-38	45	30	37.3	36-40	40-42	40-42	35	32	35	35	36.7	35.7	7
40	35	40	45	40.0	40	40-45	45	32	39.9	45	45	45	40	38-45	40	50	43.8	38.3	8
.....	32	35	30	32.3	35	35	38	30	34.6	35	35-36	35-36	35	35	35	.....	35.2	34.7	9
60	55	50	.....	55.0	55	52	53	50	52.5	55	58	58	55	50	60	60	56.8	51.6	0
15-28	15-25	12.5-30	20-30	22.0	17.5-30	15-28	12.5-22	16-25	20.8	11-28	18-28	18-28	12.5-25	20-25	12.5-25	15	20.1	20.9	11
100	.....	.....	75	87.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	69.6	12
40	35	45	35	38.8	45	35-45	.....	36	40.3	25	20-35	20-35	40	30	40	40	32.9	39.2	13
40	35	35	40	37.5	35	35	35	25	32.5	38	38	40	40	35	.....	45	39.3	35.7	14
80	70	85	75	77.5	55	60-75	75	55	63.1	90	70	70	60	65-70	70	70	71.1	64.7	15
65	60	70	55	62.5	.....	50	.....	.....	50.0	70	.....	.....	50	55	60	.....	58.8	56.6	16
15	15	14.3	18	15.6	15	14.3	14	14.3	14.4	16.7	20	20	14.3	15	16	16	16.9	13.7	17
50	a50	a50	50	50.0	45	40-50	.....	53	47.7	a47.5	44	.....	55	50	60	.....	51.3	62.1	18
60	60	60	60	60.0	55	55-57	50-55	55	54.6	55-60	60	50-60	65	60	70	60	61.1	58.6	19
.....	35	.....	.....	35.0	35	35-40	.....	.....	36.3	.....	35	34	35	35	35	40	35.7	35.7	20
35	.....	35	35	35.0	35	35	37-40	33	35.4	40	.....	.....	.....	32	33	40	36.3	33.8	21
10	8	10	12	10.0	6.7	8	7.3	8	7.5	10	8.9	8.9	8.9	8.9	8.9	8.9	9.1	7.9	22
6.3	6.5	6.3	6.5	6.4	6.3	5.5-6	6.3	6	6.1	6.9	6.7	6.7	6.3	6.7	6.3	6.3	6.6	6.8	23
8.5	7.5	6.9	8	7.7	7	6-7	7	7.3	7.0	8.1	9	8	7	6	9	9	8.0	7.7	24
12.5	10	.....	12.5	11.7	.....	10	12	.....	11.0	15	11	.....	.....	10	12	.....	12.0	12.0	25
17.5	12.5	15	.....	15.0	.....	12.5	15	12	13.2	.....	12.5	.....	.....	.....	.....	.....	12.5	14.1	26
20	17.5	20	20	19.4	17.5	17.5	18	18	17.8	17.5	20	16	17.5	14	15	15	16.4	19.4	27
20	25	25	20	22.5	20	20	22	21	20.8	20	20	19	20	20	20	20	19.9	21.0	28
20	20	20	20	20.0	17.5	20	20	18	18.9	22.5	20	19	20	16	20	20	19.6	19.1	29
25	25	25	25	25.0	25	25	25	24	24.8	25	25	21	25	25	20	25	23.7	23.1	30
12.5	17.5	15	12.5	14.4	12.5	12	15	18	14.4	15	15	15	15	14	12.5	15	14.1	13.9	31
20	25	20	20	21.3	25	22-25	27	24	24.9	25	.....	21	20	25	.....	.....	22.8	22.2	32
15	25	20	.....	20.0	15	17-19	19	20	18.0	17.5	15	19	20	20	20	17	18.4	19.6	33
12.5	12.5	13.3	14.3	13.2	12.5	12.5	13	12	12.5	13.3	12.3	12.3	11.1	11.1	11.1	9.1	11.5	12.0	34
12.5	12.5	12.5	12.5	12.5	12.5	11-12.5	12.5	11.5	12.1	10	11.1	12.5	10	10	11.1	8.7	10.5	11.1	35
65-75	60	55-70	65	64.4	55	60	60-65	60	59.4	55-60	60	60	60	50-60	65	.....	69.6	62.9	36
65-75	60	60	60.65	63.1	6.3	50	60-70	60	58.8	55-60	60	50	60	50-60	65	.....	57.9	61.4	37
50	45	45	55	48.8	40	35-45	40-45	40	40.6	50	50	46-50	50	40	45	50	47.6	47.8	38
						\$1.75				*									
\$2.00	\$1.80	\$2.10	\$2.25	\$2.04	\$2.25	\$2.00	\$2.05	\$1.62	\$1.95	\$2.25	\$2.25	\$2.25	\$2.03*	\$1.60	\$1.80	\$2.12	\$2.04	\$1.78	39
.15	.15	.20	.15	.163	.15	.15	.15	.18	.159	.30	.30	.22	.20	.25	.25	.20	.246	.147	40
.20	.175	.18	.15	.176	.15	.15	.15	.15	.15	.15	.15	.16	.15	.125	.15	.15	.148	.142	41
17.50	.....	18.00	18.00	17.83	e	.....	8.50	.....	8.13	.....	13.00	.....	.....	.....	.....	.....	13.00	13.12	42
10.75	a8.50-	10.00	10.50	10.22	e	5.50	7.75-	6.50	6.88	3.25-	10.50	10.80	10.75	10.15	9.75	.....	9.47	10.05	43
11.00d	8.50d	.....	.....	9.75	e	6.50	.....	.....	6.50	.....	d7.50	d7.50	.....	.....	.....	.....	7.50	12.01	44
10.00	7.00	11.00c	.....	9.17	e	4.25	.....	.....	4.25	12.00	6.75	7.50	7.00	66.00	8.00	.....	7.88	8.87	45
.35	.30	.30	.35	.325	.35	.30	.40	.30	.338	.40	.55	.40	.30	.35	.30	.30	.371	.277	46
35.00	15.00	35.00	22.50	26.25	22.50	22.00	35.00	.....	24.83	20.00	15.00	30.00	18.00	25.00	20.00	20.00	20.29	19.38	47
10.00-	.....	.....	.....	.....	.....	15.00-	.....	.....	.....	.....	.....	.....	10.00-	20.00-	.....	12.00-	.....	.....	.....
15.00	12.00	15.00	12.50	13.00	15.00	12.00	25.00	.....	15.67	18.00	.....	20.00	12.00	22.00	.....	15.00	16.70	13.47	48

From price per load; fir, \$3.75; millwood, \$4.25; $\frac{1}{2}$ single cord. Slabs also sold at \$2.75 per load, and fir wood at \$8.00 per double load.

**COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT,
IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA**

Commodities.	Quantity	1900*	1905*	1910	1911	1912	1913	1916	Feb. 1914	Feb. 1915	Feb. 1916	Feb. 1917	Feb. 1918	Jan. 1919	Feb 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	48.0	47.0	47.6	54.0	65.2	73.6	72.4
Beef, shoulder, roast.....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	32.6	32.4	33.0	35.8	46.4	51.6	50.8
Veal, roast, forequarter.....	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	17.0	17.6	18.2	20.9	25.7	27.7	27.2
Mutton, roast, hind q'r.....	1 "	11.8	12.2	16.8	18.0	17.8	19.1	23.3	20.8	20.3	21.7	25.9	31.9	34.9	34.5
Pork, fresh, roast, ham.....	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.9	21.9	18.7	20.4	26.1	34.1	36.9	35.7
Pork, salt, mess.....	2 "	21.8	26.0	34.4	33.0	33.2	35.2	38.7	34.6	35.2	36.6	45.2	63.2	70.8	69.4
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.8	22.5	24.7	28.8	26.0	24.5	26.8	32.6	45.6	51.0	51.6
Lard, pure leaf.....	2 "	26.2	28.2	40.8	36.0	35.6	38.4	40.4	37.4	35.4	37.0	50.2	67.4	73.8	71.4
Eggs, fresh.....	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	31.0	42.6	40.8	42.2	54.9	63.8	73.6	64.7
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	28.1	32.7	35.4	32.9	34.7	44.5	49.0	62.5	56.6
Milk.....	6 qts.	36.6	39.6	48.0	49.2	49.8	51.6	52.6	55.2	55.2	52.2	60.6	71.4	82.8	82.2
Butter, dairy, solid.....	2 lbs.	44.2	40.4	52.0	53.0	58.4	58.0	63.7	61.4	61.4	65.8	86.4	95.4	106.0	104.2
Butter, creamery, printed.....	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	35.3	35.6	38.5	48.0	52.8	59.1	58.6
Cheese, old.....	1 "	18.1	17.6	18.5	19.2	20.1	20.5	25.0	21.8	23.0	24.4	31.2	33.2	35.7	35.7
Cheese, new.....	1 "	14.6	16.7	17.5	17.8	19.5	19.1	24.2	19.6	21.1	22.6	29.5	30.4	33.9	33.8
Bread, plain, white.....	15 "	65.6	58.6	66.0	64.5	68.0	61.5	74.8	63.0	70.5	67.5	91.5	1.125	1.200	1.185
Flour, family.....	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	32.0	43.0	40.0	52.0	65.0	69.0	68.0
Roll'd oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.0	21.0	25.5	24.0	26.5	37.5	40.0	38.5
Rice, good, medium.....	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	11.6	11.8	12.4	13.6	20.2	25.2	24.0
Beans, hand-picked.....	2 "	8.8	9.7	10.8	10.4	11.6	12.4	19.6	11.8	13.8	17.3	25.2	33.8	30.2	27.8
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	12.6	11.8	12.9	14.0	20.5	22.7	22.2
Prunes, medium size.....	1 "	11.5	9.6	9.9	12.2	12.9	11.9	15.1	12.0	12.9	12.9	13.8	17.2	19.6	19.6
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.8	22.4	31.6	31.6	36.4	42.0	49.2	48.0
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	16.6	10.6	14.4	14.6	17.0	19.8	22.4	22.2
Tea, black, medium.....	½ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	8.9	9.2	9.8	10.4	12.7	15.9	15.7
Tea, green, medium.....	½ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	9.1	9.6	10.2	10.5	12.2	15.3	15.4
Coffee, medium.....	½ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	9.4	9.7	9.9	10.5	10.2	11.8	12.0
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	58.7	40.0	33.3	56.5	78.3	73.7	62.3	59.3
Vinegar, white wine.....	½ pt.	.7	.7	.7	.7	.8	.8	.8	.7	.8	.8	.8	.8	.9	.9
All foods.....		\$5.46	\$5.96	\$6.95	\$7.14	\$7.34	\$7.34	\$8.79	\$7.75	\$7.98	\$8.40	\$10.46	\$12.54	\$13.78	\$13.41
Starch, laundry.....	½ lbs.	c. 2.9	c. 3.0	c. 3.1	c. 3.1	c. 3.2	c. 3.2	c. 3.3	c. 3.2	c. 3.2	c. 3.2	c. 3.5	c. 4.6	c. 4.8	c. 4.7
Coal, anthracite.....	1½ ton	38.6	45.2	48.1	48.8	51.9	55.9	46.0	53.8	53.6	53.6	68.7	74.1	82.5	82.0
Coal bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	61.0	39.0	37.2	37.4	50.4	58.3	63.4
Wood, hard.....	" cord	32.5	35.3	38.8	41.4	41.4	42.5	42.9	41.9	41.3	41.5	47.9	64.8	76.8	75.1
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.5	30.8	31.6	30.9	30.4	33.7	49.4	56.5	55.4
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.8	23.7	23.0	23.4	23.7	23.0	23.2	25.8	28.2	27.7
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$1.92	\$1.89	\$1.87	\$1.86	\$2.24	\$2.72	\$3.07	\$3.03
Rent.....	½ month	\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.84	\$4.86	\$4.26	\$3.97	\$4.04	\$4.49	\$4.83	\$4.85
Grand total.....		\$9.87	\$10.50	\$12.79	\$13.00	\$13.79	\$14.02	\$14.78	\$14.63	\$14.15	\$14.27	\$16.78	\$19.79	\$21.73	\$21.34

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$6.83	\$6.82	\$6.79	\$7.17	\$7.29	\$8.71	\$7.53	\$7.81	\$8.38	\$10.43	\$12.50	\$14.09	\$14.06
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	7.57	6.72	6.70	7.19	8.75	10.97	12.25	11.64
New Brunswick.....	5.38	5.83	6.55	6.84	7.13	7.04	8.70	7.60	7.79	8.46	10.15	12.65	13.41	13.34
Quebec.....	5.15	5.64	5.33	5.48	6.97	6.87	8.48	7.28	7.39	8.14	10.52	12.37	13.19	12.86
Ontario.....	5.01	5.90	6.99	6.87	7.25	7.29	8.84	7.50	7.79	8.34	10.61	12.66	13.70	13.24
Manitoba.....	5.35	6.19	7.46	7.41	7.88	7.87	8.63	8.37	8.27	8.51	10.04	12.04	13.50	13.54
Saskatchewan.....	6.66	6.92	7.66	8.08	8.18	8.25	8.86	8.18	8.86	8.58	10.33	12.69	14.31	14.12
Alberta.....	6.02	6.60	8.09	8.08	8.15	8.33	8.79	8.61	8.73	8.56	10.69	12.89	13.84	13.15
British Columbia.....	6.90	7.74	8.32	8.79	9.03	9.03	9.13	9.10	8.95	8.89	10.18	12.61	14.51	14.36

*December only.

some cities. The price of bread was lower in Toronto and Medicine Hat. Flour and rolled oats were also down. In rice and tapioca there were some declines. Canned tomatoes, peas, and corn were steady. Beans fell in a number of cities. Sugar was lower in several localities. Potatoes averaged slightly lower, there being some decreases in the Maritime provinces, Quebec, and Ontario. West of Fort William prices of potatoes were very little changed.

Anthracite coal was lower in Charlottetown, St. Hyacinthe, St. John's, Hamilton, Brantford, Galt, Guelph, Kitchener, Woodstock, and St. Thomas, but the price was higher in London and Windsor. Bituminous coal was lower in several of the cities, and in wood there were many declines in Quebec and Ontario. Rent was lower at St. Hyacinthe, but was higher in Victoria.

Wholesale Prices

GRAINS AND FODDER. — Wheat continued steady at the price fixed in August. Barley recovered somewhat from the low level at the end of January, being up from 75c to 85c per bushel at Winnipeg and from 78c to 83c at Toronto. Oats also recovered at Winnipeg, being up from 63c to 72c. Corn was also upward, rising from \$1.45 to \$1.50. Flaxseed rose from \$2.93 per bushel to \$3.28. Peas declined from \$2.00 per bushel to \$1.80. Rye fell from \$1.40 to \$1.25 and later to \$1.20. Hay was up to \$24.00 at Montreal, but down to \$21.00 at Toronto. Toward the end of the month bran and shorts tended to advance.

ANIMALS AND MEATS.—The recovery in the price of cattle continued, the best butcher cattle at Toronto rising from \$12.75 per hundred to \$14.00, and at Winnipeg from \$15.00 to \$16.00. Dressed beef hindquarters were firmer at 22-26c. Forequarters fell from 16-18c per pound to 15-17c, but later recovered. Veal was slightly easier. Hogs were down to \$15.25 at the end of January, but reached \$17.00 in February. Dressed

hogs were down from 23-24c per pound to 21-23c. Breakfast bacon had fallen to 40c per lb. at the end of January and was again easier in February at 39-40c. Ham was down to 33-34c at the end of January and declined another cent in the first week in February. Salt pork was lower at \$52.00 per barrel. Lard was 2½c lower at 25½-26c per pound. Sheep were again down to \$9.00-10.00 per hundred after an advance of \$1.00. Turkeys and fowl were firmer.

DAIRY PRODUCTS.—At Montreal finest creamery butter was easier at 51½-52c per pound. Eggs were down to 50c per dozen at Montreal and Toronto.

FISH.—Stocks of dried fish at Halifax were reported to be very light, but the export trade was dull. The market for pickled fish was also quiet. Herring were down to \$10.00 per barrel. Frozen whitefish at Toronto were down to 14c per pound.

FRUITS AND VEGETABLES.—Winter apples were up to \$7.50-8.00 per barrel. Bananas were higher at 7c per pound. Lemons were lower at \$4.00-5.00 per case, and oranges were down to \$5.00. Potatoes were down to \$1.25 per bag at Toronto for Ontario stock and \$1.75 for New Brunswick stock. The latter were down to \$1.65 at Montreal. Beans were considerably lower at \$4.50 per bushel. Turnips were down to 65c per bag. Canned tomatoes declined to \$1.75 per dozen.

MISCELLANEOUS FOODS.—Bread was lower at Toronto owing to price-cutting among bakers. Rolled oats and oatmeal were easier. Rice was slightly easier. Glucose was nearly 10 per cent lower in sympathy with the market for corn. Molasses and honey were easier.

TEXTILES.—Wool was down, washed Ontario wool being as low as 60-70c per pound and unwashed 40-50c per pound. A line of yarn was down to \$1.90 per pound. Raw cotton was lower at 26½c per pound. Raw silk was lower at \$6.25 per pound. Flax sewing twine rose from 60c to 62c per pound.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR FEBRUARY, 1919, JANUARY, 1919, & FEBRUARY, 1918, 1917, 1916, 1915, 1914 & 1913.

(Average price 1899-1899-100.)

	Number of commodities	INDEX NUMBERS							
		Feb.* 1919	Jan.* 1919	Feb.* 1918	Feb. 1917	Feb. 1916	Feb. 1915	Feb. 1914	Feb. 1913
I.—GRAINS AND FODDERS—									
Grains, Ontario.....	6	273.9	292.4	420.1	284.1	184.8	235.8	141.7	145.5
Grains, Western.....	4	267.5	273.1	352.9	235.7	172.5	204.9	120.9	117.9
Fodder.....	5	276.3	247.6	210.7	202.0	177.6	186.1	161.8	149.1
All.....	15	273.0	272.3	332.4	243.8	179.1	210.9	142.8	139.3
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	362.2	357.0	324.9	267.7	201.6	210.6	225.8	181.1
Hogs and hog products.....	6	325.9	355.2	345.6	263.5	187.2	154.7	177.0	173.9
Sheep and mutton.....	3	273.2	270.8	277.5	233.3	193.9	150.0	163.1	147.7
Poultry.....	2	437.0	378.5	381.3	296.8	263.5	179.4	186.6	193.0
All.....	17	342.5	343.7	330.5	263.6	202.4	176.5	193.8	174.1
III.—DAIRY PRODUCTS.....	9	294.4	275.4	264.1	240.4	175.8	173.4	169.6	155.7
IV.—FISH—									
Prepared fish.....	6	264.9	264.9	241.6	186.4	151.8	160.6	151.7	160.5
Fresh fish.....	3	267.9	275.0	225.8	193.3	176.7	158.6	161.0	171.5
All.....	9	266.0	268.3	236.3	188.7	160.1	160.0	154.8	164.2
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	1	284.9	266.5	229.8	257.4	183.8	128.7	147.1	110.3
Fresh fruits, foreign.....	3	167.9	157.5	160.1	95.2	110.2	82.6	91.4	102.1
Dried fruits.....	4	249.0	249.0	269.5	199.4	146.1	125.2	116.8	113.2
Fresh vegetables.....	5	236.8	294.0	339.0	470.8	266.2	138.6	172.6	133.1
Canned vegetables.....	3	236.8	244.4	251.2	197.4	102.4	101.2	97.7	125.2
All.....	16	224.4	246.1	264.8	267.9	171.0	117.1	127.8	119.4
(b) Miscellaneous groceries—									
Breadstuffs.....	10	245.7	256.5	260.4	202.7	151.9	165.6	123.1	125.8
Tea, coffee, etc.....	4	193.9	193.9	151.6	135.1	126.5	113.8	107.7	118.2
Sugar, etc.....	6	304.9	312.2	244.9	185.0	151.8	136.8	106.4	108.8
Condiments.....	5	245.9	245.9	225.1	159.0	137.8	118.3	103.9	96.9
All.....	25	251.7	257.7	232.2	178.9	145.0	141.4	112.8	114.7
VI.—TEXTILES—									
Woolens.....	5	372.9	428.3	369.2	242.0	207.4	156.1	138.0	124.3
Cottons.....	4	351.8	363.5	293.6	185.0	146.0	120.6	145.1	144.0
Silks.....	2	140.8	144.5	131.5	109.2	106.1	84.7	94.3	86.1
Jutes.....	2	609.5	609.5	609.5	412.7	298.0	161.0	233.3	205.1
Flax products.....	4	471.8	469.0	388.4	270.2	202.7	152.9	114.7	118.4
Oilcloths.....	2	273.8	273.8	177.7	139.8	125.6	101.1	104.6	104.7
All.....	20	367.4	383.6	327.1	223.2	179.8	132.7	134.4	127.4
VII.—HIDES, LEATHER, BOOTS & SHOES									
Hides and tallow.....	4	294.5	336.4	264.7	320.9	230.7	213.7	194.0	174.0
Leather.....	4	265.0	265.0	263.3	268.5	180.0	167.1	151.4	152.3
Boots and shoes.....	3	224.2	224.2	232.9	221.1	166.9	158.3	155.7	146.5
All.....	11	264.6	280.7	255.5	274.6	194.9	187.6	168.1	158.6
VIII.—METALS AND IMPLEMENTS—									
Iron and steel.....	11	229.1	264.8	282.6	189.9	132.6	100.9	102.9	107.2
Other metals.....	12	203.7	222.7	242.2	276.3	304.2	123.7	125.9	135.4
Implementa.....	10†	241.4	241.4	214.7	166.0	122.0	107.5	106.6	105.6
All.....	33	211.3	242.3	250.5	214.1	191.8	113.2	112.8	117.5
IX.—FUEL AND LIGHTING—									
Fuel.....	6	240.6	253.6	235.8	230.8	147.9	119.4	128.9	146.6
Lighting.....	4	236.8	236.8	120.2	96.7	88.5	90.0	92.7	91.0
All.....	10	239.0	246.8	189.6	177.1	124.2	107.6	114.4	124.4
X.—BUILDING MATERIALS—									
Lumber.....	14	281.2	279.9	233.2	193.3	177.3	178.4	184.2	175.9
Miscellaneous materials.....	20	231.5	233.8	212.7	184.5	136.6	108.4	114.1	113.5
Paints, oils and glass.....	14	334.9	339.5	273.7	237.3	192.5	146.3	141.3	145.4
All.....	48	278.0	277.7	236.5	202.5	164.8	139.9	142.5	140.9
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	311.8	311.8	207.3	185.1	143.6	146.7	147.1	139.4
Crockery and glassware.....	4	367.7	367.7	279.8	224.8	181.7	144.8	133.9	118.0
Table cutlery.....	2	155.1	155.1	150.7	132.2	126.6	78.4	72.4	72.4
Kitchen furnishings.....	4	270.2	279.3	222.9	155.4	129.3	123.4	124.6	120.4
All.....	16	295.8	298.1	222.2	180.8	147.4	137.9	128.8	120.9
XII.—DRUGS AND CHEMICALS.....	16	263.6	272.3	294.4	261.4	255.8	149.9	111.1	113.9
XIII.—MISCELLANEOUS—									
Raw furs.....	4	799.0	742.3	511.5	403.7	273.7	128.1	230.3	353.9
Liquors and tobaccos.....	6	253.4	258.7	207.9	156.4	143.5	140.1	138.8	134.9
Sundries.....	7	213.9	207.4	210.1	170.3	139.4	110.8	109.9	115.8
All.....	17	365.5	351.3	280.2	220.3	172.1	125.1	148.4	178.6
All commodities.....	262‡	279.8	286.5	263.5	219.9	175.9	142.5	136.6	135.8

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	CANADA 29 foods 60 cities	UNITED KINGDOM 21 foods 600 towns	AUSTRALIA 46 foods & groceries 30 towns	NEW ZEALAND 59 foods 25 towns	AUSTRIA 18 foods Vienna	GERMANY 19 foods Berlin	ITALY 7 foods 40 cities	HOLLAND 29 articles 40 cities	NORWAY 24 articles 20 towns	SWEDEN 21 articles 44 towns	UNITED STATES 17 foods 45 cities
1910	\$8 95			991				113			98
1914	7.73		1155	1098				116	115		102
1917	11.42		1294	1370							146
1918											
Jan	7.73		1099				95.7		112		104
April	7.50		1162				96.2	113c	111		97
July	7.42	100	1184	1078	100	100	94.3		113	100	102
Oct	7.99	112	1156	1098	104.2	116.4	97.6	121c	116	103	105
1919											
Jan	7.96	118	1240	1190	121.4	131.0	102.0	128	123	113*	108
April	7.79	124	1318	1212	165.5	165.4	106.5	139	128	121*	99
July	7.80	132½	1522	1200	176.6	169.6	113.6	148	135	124*	100
Oct	7.81	140	1551	1202	217.2	193.2	120.0	145	140	128*	103
1918											
Jan	8.23	145	1504	1236		188.5	125.1	153	159	130*	107
April	8.34	149	1520	1258	221.5	219.8	124.9	161	175	134*	109
July	8.45	161	1516	1276		217.6	124.6	170	199d	142*	111
Oct	9.30	168	1544	1289		209.4	124.2	179	206d	152*	121
1917											
Jan	10.27	187	1453	1359	271.7		136.0	186		160	128
April	10.77	194	1473	1357			154.6	192	240d	175	145
July	11.62	204	1470	1367	296.1			212		177	146
Oct	11.81	202	1508	1292					309d	193	187
1918											
Jan	12.42	206	1505	1427			180.0			221	160
April	12.57	206	1528	1464			222.8			247	154
June	12.77	205	1541	1485						261	162
July	13.00	210		1491						268	167
Aug	13.41	218		1507					372d	284	171
Sept.	13.31	216	1489	1509						310	178
Oct.	13.64	229	1521	1515						320	181
Nov.	13.49	233	1547								
Dec.	13.65	229	1565								
1919											
Jan.	13.78	230									
Feb.	13.41										

a January-March, 1914. b British Labour Gazette. c January, July, '18; August-December, 1921.

d. Basis changed; calculate to previous basis. *Quarter beginning that month.

Wholesale Prices.

	CANADA	UNITED KINGDOM		UNITED STATES					AUSTRALIA	
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	New South Wales	Commonwealth
	172	44	45	204	255	96	200	225		92 92
1890...	110.3	102.2	72		109.252	.....	91.56a	43.4	.....	1058
1895...	95.6	87.6	62		94.604	6.4346	81.51	42.0	.....	760
1900...	108.2	110.8	75		99.388	7.8889	91.41	44.2	1000c	894
1905...	113.8	103.2	73		110.652	8.0987	98.31	47.3	.....	910
1910...	124.2	112.2	78		137.172	8.9881	119.17	59.3	1205	1003
1914...	136.1	120.8	86	99	146.069	8.9035	119.71	60.8	1303	1140
1917...	237.0	210.6	174	175	261.796	15.6381	204.12	110.8	.....	1602
1918										
Jan...	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	1085
April...	136.7	117.5	82.3	93	141.120	8.7562	119.791	57.7	1389	1118
July...	134.6	116.6	82.4	99	144.879	8.6566	119.708	58.9	1378	1185
Oct...	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1303	1239
1919										
Jan...	138.9	136.5	96.4	98	149.80	9.1431	124.168	64.7	1382	1162
April...	146.4	161.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362
July...	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1573	1640
Oct...	162.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494
1916										
Jan...	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300
April...	179.1	190.5	134.2	116	164.61	11.7650	145.690	71.3	1878	1297
July...	178.8	191.1	130.5	119	180.71	11.5294	145.142	71.9	1838	1321
Oct...	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330
1917										
Jan...	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330
April...	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361
July...	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483
Oct...	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	2014	1580
1918										
Jan...	258.1	262.9	186.2	185	278.696	17.9366	222.175	118.9	2201	1635
April...	269.4	270.0	189.8	191	291.404	18.4656	230.313	130.5	2114	
June...	280.6	277.5	192.3	193	281.758	19.0091	224.843	122.7	2226	
July...	284.0	278.5	193.1	198	285.744	19.1849	232.575	123.3	2185	
Aug...	284.3	284.9	195.9	202	287.376	19.1162	232.058	122.2	2330	
Sept...	285.3	283.5	197.1	207	294.276	19.0485	232.832	123.2	2247	
Oct...	289.6	282.6	197.8	204	284.213	19.0167	233.227	119.0	.....	1969
Nov...	290.9	282.6	195.3	.....	288.625	18.9110	230.529	118.8	.....	1959
Dec...	288.8	277.0	196.0	.....	291.220	19.0376	230.375	.....	.....	1954
1919										
Jan...	286.5	265.9	190.7	.....	299.142	18.5573	230.144	119.7	.....	.....
Feb...	279.8	263.8	187.5	.....	281.723	.....	220.050	116.7	.....	.....

a July of each year. b Foods. c 1901-1900. *Quarter beginning that month.

HIDES, LEATHER, BOOTS AND SHOES.—Beef hides were down to 15c per pound and horse hides to \$6.00-7.00 each. Tallow was lower at 8-10c per pound. The leather market was steady, except for slight advances in odd lines.

METALS AND IMPLEMENTS.—Pig iron was lower about \$5.00 per ton. Black sheets, tin plates, wrought iron scrap, aluminum, antimony, brass, copper, lead, quicksilver, spelter, solder, tin, and zinc were lower.

FUEL AND LIGHTING.—Bituminous coal was down to \$8.00 per ton at Montreal, a decrease of 85c. Anthracite coal was down to \$10.65 per ton, a decrease of 20c. Connellsville furnace coke was as low as \$4.50 per ton at the ovens, and foundry coke was down to \$6.00.

BUILDING MATERIALS.—New Brunswick spruce deals were \$2.00 higher at \$34.00 per M. at St. John. Bricks were higher at \$19.00 per M., but fire bricks were lower at \$50.00-80.00. Lead pipe and copper wire were lower. White lead, linseed oil, and turpentine were down.

HOUSE FURNISHINGS.—Sad irons declined to \$1.95 per set.

DRUGS AND CHEMICALS.—Alcohol, brimstone, carbolic acid, caustic soda and soda ash were lower.

MISCELLANEOUS.—In raw furs, muskrat advanced. Hops advanced, but malt was lower. Manila rope recovered from the decline in January and reached 35½c per pound. Raw rubber was down to 49c per pound. Laundry starch was lower at 9¼c.

Prices in Other Countries

In the United Kingdom, retail food prices were reported in the *British Labour Gazette* to be on the same level at the beginning of February as a month before, being 130 per cent higher than in July, 1914. Fresh eggs were slightly lower and milk advanced in some places, while potatoes fluctuated. In wholesale prices the index number of the *Economist* at the end of January showed a considerable decrease from prices at the end of December, the level being, therefore, almost as low as the year before. The greatest decrease was in textiles, but minerals were also down. In foods there was a considerable drop in pork. At the end of February another decrease was reported.

In the United States, prices continued to decline as shown by the various index numbers, a decrease appearing in foods, as well as in materials.

In Switzerland, the computation made by the Swiss League for Reducing the Cost of Living showed the general level of retail prices of foods, fuel and lighting, and rent for December, 1918, to be 0.4 per cent higher than in September, 1918, and 152 per cent higher than in July, 1914.

In South Africa, the data obtained by the Cost of Living Commission showed the cost of a standard budget for a family in Cape Town to be 1.5 per cent lower in November, 1918, than in October, but 42 per cent higher than before the war.

COST OF LIVING INQUIRIES: THE CONSTRUCTION OF FAMILY BUDGETS, INDEX NUMBERS, ETC., IN VARIOUS COUNTRIES

THE great rise in prices during the war, following upon a period of almost steady increase for over ten years, created acute conditions throughout the world, and caused many investigations into prices and cost of living. Many of these inquiries were made to secure data for use in adjusting wages to meet the increases in the cost of liv-

ing, and it became necessary also to obtain a basis for estimating with some preciseness the needs and expenditure of families and the increased cost due to rising prices; prior to the war and during the early part of the war such investigations appear to have aimed mainly at ascertaining the causes of high prices and the remedies.

Accordingly there has been a great development in the statistical work on prices undertaken in order to deal with cost of living questions. In many countries for which in former times practically no statistics of prices had been collected or published by the Government, the collection of such data was undertaken, and in countries which had been previously doing this work there was considerable expansion. Index numbers of retail prices of foods at least have thus been calculated and published for most commercial and industrial countries. These index numbers have usually been based on retail prices prevailing in urban and industrial centres as being of most importance in the settling of wage disputes. In some cases the method adopted was to take the simple average of the increase per cent in the principal food commodities, the number of such articles varying from seven in Italy to thirty-two in Sweden. In other cases the average was weighted (to use the technical term) according to the importance of the various commodities included. In other cases again, a list of staple foods was drawn up corresponding more or less to the needs per week, per month, or per year, of the average family in the country, and the cost of this standard list calculated in terms of the retail prices prevailing from time to time.

In some countries—New Zealand, for instance—both an index number of retail prices and a family budget have been calculated to show the changes in prices and the cost of living. Before the war changes in the cost of living were considered to be shown with approximate correctness by wholesale prices index numbers, as it was held that these reflected with sufficient accuracy the purchasing power of money from time to time and the general level of prices.

The very great increases in the prices of many commodities during the war, however, particularly in wheat, flour and bread; in chemicals, metals and other war materials, soon made it apparent that the cost of living for the

average family in any country or district might not be even approximately reflected by statistics of wholesale prices including raw materials and such important items in war needs. It also appeared that as the increases in some foods were great, and in others comparatively small, an unweighted average might not be even approximately correct. Accordingly weighted index numbers, or family budgets, were constructed in many countries where formerly a simpler method (if any) had been adopted. In some countries special inquiries were undertaken to obtain data as to the relative importance of the various items in family consumption. In other cases, data from previous investigations were used or the quantities adopted were determined according to the food values as shown by dietetic studies or from the known customs and habits of the people.

In using such statistics as a guide in adjusting wages to meet changes in the cost of living, different methods have been adopted by the various authorities concerned, and these again in many cases have changed their method from time to time, but there has been clearly apparent a tendency to demand an increasing exactness of method and result as the practice of adjusting wages according to changes in the cost of living has extended.

Before the war, and even during the early part of the war, the approximate increase in prices as shown by wholesale prices index numbers was used as a rough measure of the increase in the cost of living where no other statistics were available. As the war proceeded and the cost of living rose, retail prices of foods were more extensively used and the necessary statistics collected, and figures as to rent were more and more taken into consideration. With respect to rents, however, changes had little relation to fluctuations in prices, being affected by quite other conditions, including Government regulations, moratoria, and abnormal movements in population in various cities due to war in-

dustry. Until 1917 prices of clothing, boots, etc., did not rise as steeply as foods, but steep advances occurred during 1917 and 1918, especially in 1918, when foods were not rising so rapidly.

The cost of fuel had also become of great importance, and the prices of furnishings and miscellaneous expenditure were rising considerably. The need for including all such items in cost of living statistics became greater and more apparent, and at the same time the differences in results due to inaccuracies or approximations in weighting or in the budgets of family expenditure used became also greater and more apparent.

Information as to family expenditure has, therefore, been used more and more, and the collection of new data undertaken on an increasing scale. The administrative offices established for food and price control in various countries have in many cases collected elaborate price statistics. In connection with the regulations as to rationing of foods and other commodities, these authorities have also found it necessary to ascertain (or to determine) the quantities of the various commodities which should be considered necessary for the maintenance of health and efficiency. Owing to deficient supplies in the case of some commodities, it became impossible to allow for the quantities ordinarily used as shown by previous investigations into living conditions and other data.

Canadian Index Numbers

In Canada the index number of wholesale prices calculated from month to month by the Department of Labour and published in the LABOUR GAZETTE was for some time widely regarded as an indication of the rise in the cost of living. These records and index numbers were first published in 1910, and have been continued since.

As stated in the first report on Prices, issued by the Department, "Wholesale Prices in Canada, 1890-1909," it was intended to construct a retail prices index

number in order to indicate more accurately from month to month the changes in the cost of living. In the meantime, the Department began the publication in the February, 1910, issue of the LABOUR GAZETTE, of the retail prices of staple foods, coal, wood, coal oil and rent in nearly sixty cities. These figures were averaged for each year and published in appendices to the Department's annual reviews of Wholesale Prices in Canada since 1910.

During the investigation into the Cost of Living in Canada by the Board of Inquiry, appointed in December, 1913, statistics for this list of goods were obtained from December, 1900, and December, 1905. From these figures and from those published in the LABOUR GAZETTE for December, 1910, 1911, 1912 and 1913, respectively, series of index numbers of food, and of fuel, light and rent were calculated, the results being published in the report of the Board. Calculations were also made of the cost of a family budget of these commodities in terms of these prices, and this calculation has been kept up to date month by month and published in the LABOUR GAZETTE each month since August, 1915.

Family Budget

In determining the quantity of each commodity to be used in making allowance for the importance of each commodity in average family consumption, no comprehensive statistics as to consumption or expenditure in Canada were available.

There were at hand, however, dietary studies carried out by authorities on health and living conditions, the results of an investigation into the consumption and expenditure in workingmen's families in the United States in 1901, made by the United States Bureau of Labour Statistics, and published in its annual report for 1903, and local investigations made by other authorities.

From the information available as to living conditions in Canada, and from

these statistics, allowing for certain well known differences between Canada and the United States in customs, such as in the more extensive use in one country than the other of such articles as coffee, tea, pork, beef, poultry and cheese, a budget of the foods for which prices were available was drawn up on the basis of a week's supply for a family of five, man, wife and three children at average ages. This budget having therefore a reasonably scientific basis, was submitted to the criticism of several efficient housekeepers and modified in the light of their experience and judgment. There were, however, certain features of this scheme which it was found impossible at the time to treat adequately.

No statistics of prices of fish available were regarded as sufficiently representative to be averaged and included. Similarly, there were no satisfactory statistics of prices of vegetables, except potatoes and dry beans, nor of any fruit, except evaporated apples and prunes. It was considered that the omissions from the budget of certain articles could be best allowed for by increasing somewhat the quantities of articles which would most nearly reflect the changes in cost in the commodities omitted. For instance, more meats tend to be used where fish are not readily available and cheap; prunes and evaporated apples are in common use in the prairies where fresh fruits are scarce, and prices of potatoes change more or less in proportion to the changes in other vegetables. In the Department of Labour budget, therefore, the estimated quantities of potatoes, prunes, evaporated apples, rice, beans, flour, oatmeal, sugar, lard and meats have been put at a somewhat high figure in order to make up for the absence of similar articles. Somewhat larger quantities of foods being required by men doing hard out-door labour, the amounts were somewhat increased with a view to indicating the relative importance of these in consumption. For the simplification of the budget it was deemed ad-

visable to state the quantities in round numbers.

In the case of averages for rent, figures for houses with sanitary conveniences were deemed preferable to those for houses without sanitary conveniences, owing to the wide range of prices for the latter class. In discussing rents, the principle of using round numbers in calculations was carried to an extreme, $\frac{1}{4}$ month being used to represent a week instead of allowing $4\frac{1}{3}$ weeks per month.

With regard to fuel and lighting commodities, it may be pointed out that no satisfactory statistics as to cost of gas and electric light were available, the only figures available being on such a variety of bases that inclusion in a budget was not practicable; a series of index numbers on these commodities, however, was calculated. Also, little was known as to the relative importance of coal, wood and coal oil in the various parts of the Dominion, or the differences in the amounts needed owing to varying climatic conditions. An approximate average for the whole Dominion was, therefore, taken.

The purpose in calculating and publishing the weekly family budget was to show the changes in the cost of living so far as foods, fuel and light and rent entered into the average family expenditure. The same result would be shown by calculating a retail prices index number, including these items and using these quantities as weights, and such an index number was calculated and published in the report of the Board of Inquiry into the Cost of Living. The family budget, however, was adopted for publication in the LABOUR GAZETTE, and in departmental reports, as being more readily understood by those not familiar with index numbers, and their constitution and analysis. The disadvantage of unfamiliarity on the part of the general public with the system of index numbers had been frequently experienced in the publication of the index number of wholesale prices.

Food Budgets

While designed chiefly to show the relative increase from time to time in the cost of the items included, the budget has been used as a basis for determining the relative cost of maintaining a family. The cost of the foods included has been taken as representing the cost of a weekly food supply for an average family of five, man, wife and three children of average ages. A glance at the list of foods, and the quantities of each, reveals the improbability of any family buying the identical articles named or in the precise quantities specified, no more and no less. The absence of any fruits, except prunes and evaporated apples is noticeable, and also of

any vegetables, except potatoes and beans, neither of which takes the place of fresh vegetables so much as of flour or meat. In meats, only the good cuts are included, although the more expensive steaks and chops are excluded. In dairy products there appears to be a generous supply.

In a family living on a small income, the expenditure on meats, flour and potatoes would be reduced in favour of expenditure on lighter foods such as fish, fruit, vegetables, desserts, etc., only if the work of the father and mother, and the pursuits of the children, made undesirable a diet rich in protein, or muscle-producing food. That is, in a family where the father and mother did fairly hard manual work and the child-

TABLE I.—COMPOSITION, QUANTITIES AND COST OF ITEMS IN TERMS OF AVERAGE PRICES IN SIXTY CITIES IN CANADA, DECEMBER, 1918, OF WEEKLY FAMILY BUDGET OF STAPLE FOODS.

Commodities.	Refuse	Water	Protein	Fat	Carbo- hydrates	Ash	Calories per lb.	Quantity	Total food value in calories	Price per lb.	Cost
	%	%	%	%	%	%				cts.	cts.
Beef, sirloin steak.....	12.8	54.0	16.5	16.1		.9	975	2 lbs.	1950	36.7	73.4
Beef, shoulder, roast.....	16.4	56.8	16.4	9.8		.9	715	2 "	1430	25.4	50.8
Veal, roast from forequarter.	24.5	54.2	15.1	6.0		.7	535	1 lb.	535	27.5	27.5
Mutton, roast, leg.....	18.4	51.2	15.1	14.7		.8	890	1 "	890	34.2	34.2
Pork, fresh, roast, ham.....	10.7	48.0	13.5	25.9		.8	1320	1 "	1320	36.7	36.7
Pork, salt, mess.....		7.9	1.9	86.2		3.9	3555	2 lbs.	7110	34.8	69.6
Bacon, breakfast.....	7.7	17.4	9.1	62.2		4.1	2715	1 "	2715	51.3	51.3
Lard, pure leaf.....				100.			4220	2 "	8440	36.9	73.8
Eggs, fresh.....	11.2	65.5	13.1	9.3		0.9	635	*1½ "	953	47.53	71.3
Eggs, storage.....	11.2	65.5	13.1	9.3		0.9	635	*1½ "	953	39.8	59.7
Milk.....		87.0	3.3	4.0	5.0	.7	310	†15 "	4650	5.5	82.2
Butter, dairy, solid.....		11.0	1.0	85.0		3.0	3410	2 "	6820	52.2	104.4
Butter, creamery, prints.....		11.0	1.0	85.0		3.0	3410	1 "	3410	58.1	58.1
Cheese, old.....		27.4	27.7	36.8	4.1	4.0	2075	1 "	2075	34.8	34.8
Cheese, new.....		27.4	27.7	36.8	4.1	4.0	2075	1 "	20.75	32.8	32.8
Bread, plain, white.....		35.3	9.2	1.3	53.1	1.1	1200	15 "	18000	7.9	118.5
Flour family.....		11.4	13.8	1.9	71.9	1.0	1650	10 "	16500	6.9	69.0
Rolled oats.....		7.7	16.7	7.3	66.2	2.1	1800	5 "	9000	8.1	40.5
Rice, good, medium.....		12.3	8.0	.3	79.0	.4	1620	2 "	3240	12.6	25.2
Beans, handpicked.....		12.6	22.5	1.8	59.6	3.5	1520	2 "	3040	16.0	32.0
Apples, evaporated.....		28.1	1.6	2.2	66.1	2.0	1185	1 "	1185	22.8	22.8
Prunes, medium size.....	10.0	13.8	1.9	2.5	70.6	1.2	1275	1 "	1275	19.4	19.4
Sugar, granulated.....					100.00		1750	4 "	7000	12.4	49.6
Sugar, yellow.....					100.00		1860	2 "	3720	11.3	22.6
Tea, black, medium.....								1½ "		62.5	15.6
Tea, green, medium.....								1½ "		60.2	15.1
Coffee, medium.....								1½ "		46.5	11.6
Potatoes.....	20.0	62.6	1.8	.1	14.7	.8	295	30 "	8850	2.06	62.0
Vinegar, white wine.....								.156 "		57.6	.9
									117,136		\$13.63
Parsnips.....	20.0	66.4	1.3	.4	10.8	1.1	230				
Onions.....	10.0	78.9	1.4	.3	8.9	.5	190				
Turnips.....	30.0	62.7	.9	.1	5.7	.6	120				
Canned corn.....		76.1	2.8	1.2	19.0	.9	430				
Canned peas.....		85.3	3.6	.2	9.8	1.1	235				
Canned tomatoes.....		94.0	1.2	.2	4.0	.6	95				
Fish, cod, fresh.....	29.9	58.5	11.1	.2		.8	220				
Fish, halibut, fresh.....	17.7	61.9	15.3	4.4		.9	475				
Fish, cod, salt.....	24.9	40.2	16.0			18.5	325				
Salmon canned.....		63.5	21.8	12.1		2.6	915				

*Allowing 1½ lbs for 1 doz. †Allowing 4 quarts at 10 lbs.

ren attended school and engaged in the usual outdoor sports, a diet rich in energy-producing and muscle-building foods would appeal to the appetites of its members. On the other hand, if the father was engaged at indoor, light or sedentary work, the mother did not do much housework, and the children were not studying hard at school or afforded opportunity for play, especially out-of-doors, the appetite of the family would be less for meats, potatoes, oatmeal, beans, cheese, bread, apples, etc., and more for eggs, fish, fruit, fresh or canned vegetables, the lighter cereals, etc. A supply of such foods sufficient to provide the nutrition necessary for the health, strength and growth of an average family costs as much or even more than a diet of the staples rich in food values such as are included in the LABOUR GAZETTE budget.

Food Values

Table No. I shows the weekly quantity, the food values, prices and cost, for each item of the food group in this budget, with fish, parsnips, onions, etc., added though not included in the budget.

Food values have been determined for the various common foods by dieticians and investigators at the Experiment Stations of the United States Department of Agriculture, under W. O. Atwater, Ph.D., special agent in charge of Nutritive Investigations.

From the tables published in Farmers' Bulletin, No. 142, the food values in this table have been calculated. For each article the tests were made on the food as purchased retail, the amount of waste, water and solid food being ascertained, and the food value according to the various classes of nutrition. Thus protein is the chief body-building and muscle-producing constituent, while fats and carbo-hydrates, which are less concentrated, are the heat producers.

Protein, fat and carbo-hydrates, how-

ever, all become in use finally sources of energy through combustion as the operations of the body are carried on, supplying heat and power. The food values of protein, fat and carbo-hydrates can, therefore, be reduced to a common unit in terms of calories, or heat units, and from these units calculations can be made as to their comparative values.

The extent to which the body can avail itself of these food values depends on the digestibility of the various foods and the condition of the digestive organs of various persons. Thus an outdoor labourer could digest large quantities of salt pork, beans, oatmeal and cheese, while a man at a sedentary indoor occupation would demand lighter foods, and if engaged at heavy brain work, would require foods rich in carbo-hydrates, such as sugar, as well as in the protein of meats and the fat in butter. On the other hand, children would be able to digest readily, milk, eggs, butter, bread, potatoes, rice, fruit, sugar, etc., rather than beans, oatmeal, fat meat, etc., in large quantities. For a typical family, therefore, considerable variety must be provided in order to obtain the various food values for each class of persons; in short all the common foods must be included as far as possible. It is found that an excess of protein in the food is converted into fat, and therefore a storage of energy, supplying the necessary reserve of power and strength, the safety margin always provided for by nature if possible.

The amount of food required for persons of various ages, occupations, etc., has been scientifically determined at the Experiment Stations by putting persons at various occupations while fed on different diets and measuring the heat and energy produced and expended, loss in weight, etc.

From these studies, Dr. Atwater has calculated for a variety of persons their daily requirements in food values in terms of calories, taking as a standard 3,500 calories per day for a man at moderately active muscular work.

Man at very hard muscular work	1.6
Man at hard muscular work	1.2
Man at moderate muscular work	1.0
Man at light muscular work .....	.9
Man at sedentary occupation .....	.8
Woman at moderately active work .....	.8
Woman at light work .....	.7
Boy, age 16 years .....	.9
Boy, age 13-14 years .....	.8
Boy, age 12 years .....	.7
Boy, age 10-11 years .....	.6
Girl, age 15-16 years .....	.8
Girl, age 13-14 years .....	.7
Girl, age 10-12 years .....	.6
Child, age 6-9 years .....	.5
Child, age 2-5 years .....	.4
Child, age under 2 .....	.3

On this basis an average family would require food values in calories per day as follows:

	Calories.
Man at moderately active muscular work..	3,500
Woman at moderately active muscular work	2,800
Boy, age 13-14 years	2,800
Girl, age 10-12 years	2,100
Child, age 6-9 years	1,750
Total, per day	12,950
Total, per week	90,650

It has been found in experiments that a man at very hard muscular work will require as many calories per day as 6,000, and also that a boy of 16 engaged at hard study will also require 6,000 calories per day. On the other hand, a man at light work requires only 3,150 calories per day, and the whole family, therefore, only 90,300, and if the wife were at light work, and the children young, the total would be down to about 80,000 calories. On the other hand, if the man were at hard muscular work he would require per day 700 calories more than if at moderate work, making the total for the family of 95,550 per week, and if at very hard muscular work at least 5,600 calories per day more, or a total for the family of 105,350 calories per week.

As seen in Table I, the LABOUR GAZETTE budget provides 117,136 calories per week, an excess of only 11,786 calories, or 11 per cent above this amount. It must, however, be pointed out that the food values above given are, on the conclusions of the scientists, the minimum requirements for healthy living,

and provide no excess or margin, nor in calculating the calorific value of foods is any allowance made for loss due to carelessness or mistakes in cooking, or for the waste of any food, except unavoidable loss in cooking. In other words, only a most efficient housewife would be able to obtain these food values from the foods in the budget. Nor is any expenditure included in the budget for articles of no food value except tea, coffee and vinegar.

As the budget was based upon statistics of workmen's family consumption in the early years of the century and from dietary studies such as those made by Dr. Atwater, with allowances made for articles required by men at hard muscular work, rich in energy producing constituents and low in price, salt pork, lard, beans, potatoes and flour, there appears to be little excess in the direction of allowing for foods of high calorific value. If the extra quantities of these heavy foods were deducted the quantities would be about normal for the family of a man at moderate work.

On the other hand, some of these foods have risen most steeply during the war—pork, bacon, lard, bread and flour, beans and potatoes (the last two varying from year to year according to crop conditions), because they were most valuable for shipment to Europe. Nor has it been possible to provide substitutes for these foods at lower prices. While fish is a substitute for meat, it is only partially so. Vegetables, except potatoes, are usually valuable as fresh food and for their mineral elements rather than for their protein content or fat, although some have considerable value in carbo-hydrates. Potatoes, even, are regarded as being peculiarly valuable for their mineral content in addition to their value in carbo-hydrates. It is undoubted, however, that the high prices of many foods made reductions in consumption necessary on the part of most householders, apart from the impossibility of buying some foods at times, the restrictions on sale and consumption of certain commodities effected through

Government control, and the voluntary saving in certain lines desired for export. Margarine was used more extensively in many countries as a substitute for butter; bacon and other pork products were replaced by lamb, veal, fish, etc.

Canada Food Board Budgets

Various weekly family budgets have been planned and published to show the cost of living for a family, the limited quantities of foods on which a family can be properly maintained, or the extent to which consumption on foods desired for export could be reduced by the rise of substitutes of equivalent value.

The use of some such substitutes would reduce the expense and the use of others would increase it. The best known of these budgets is that issued by the Canada Food Board early in 1918. This budget not only provided a standard list with minimum quantities of those articles which were greatly needed for export, but was accompanied by a detailed statement as to articles which might be used to replace one another when desired, or available. Thus, when pork became more plentiful, less fish, beans, peas, etc., could be used, being replaced by a corresponding equivalent in pork or bacon. From this budget Table II has been compiled, showing the quantities for various commodities and their

TABLE II.—FOOD BUDGETS FOR FAMILY OF FIVE, BASED ON QUANTITIES PER WEEK, RECOMMENDED BY THE CANADA FOOD BOARD IN THE SPRING OF 1918.

Commodities	Budget suggested by Food Board		Food Board Budget in terms of the articles quoted in Labour Gazette			Alternative for Food Board Budget			Labour Gazette Budget reduced to standard of Food Board Budget		
	Quantity	Food value in calories	Quantity	Food value in calories	Cost	Quantity	Food value in calories	Cost	Quantity	Food value in calories	Cost
Beef, sirloin steak.....			1 lb.	975	cts. 36.7	½ lb.	498	18.4	1 lb.	975	cts. 36.7
Beef, round steak.....			1 "			1 "	890	33.3			
Beef, rib, roast, prime.....			1 "	1,055	30.1	½ "	528	15.1			
Beef, shoulder roast.....			1 "	715	25.4	1 "	715	25.4	1 "	715	25.4
Veal, roast, from forequarter.....			1 "	535	27.5	1 "	535	27.5	1 "	535	27.5
Mutton, leg, roast, hindquarter.....			1 "	890	34.2	1 "	890	34.2	1 "	890	34.2
Pork, fresh, roast from ham.....									1 "	1,320	36.7
Pork, fresh, chops.....						½ "	623	19.4			
Pork, salt, mess.....						½ "	1,778	17.4	1 "	3,555	34.8
Bacon, breakfast.....						1 "	2,715	51.3	1 "	2,715	51.3
Fish, fresh.....	2 lbs.	440	2 lbs.	440	36.8	1 "	220	18.4			
Fish, salt, herrings.....	1 lb.	755	1 lb.	755	12.5						
Fish, salmon canned.....											
Lard, pure, leaf.....	1 lb b	4,220	1 lb.	4,220	36.9	1 lb.	4,220	36.9	1 lb.	4,220	36.9
Eggs, new laid.....	1 doz.	953	½ doz.	476½	35.6	½ doz.	476½	35.6	½ doz.	476½	35.6
Eggs, storage.....			½ doz.	476½	29.8	½ doz.	476½	29.8	½ doz.	476½	29.8
Milk (delivered).....	7 qts	5,425	7 qts.	5,425	95.9	7 qts.	5,425	95.9	7 qts.	5,425	95.9
Butter, dairy, solid.....	2 lbs c	6,820	1 lb.	3,410	52.2	1 lb.	3,410	52.2	2 lbs.	6,820	104.4
Butter, creamery prints.....			1 lb.	3,410	53.1	1 lb.	3,410	53.1	1 lb.	3,410	53.1
Cheese, old.....	½ lb.	2,075	½ lb.	1,037½	17.4	½ lb.	1,037½	17.4	½ lb.	1,037½	17.4
Cheese, new.....			½ lb.	1,037½	16.4	½ lb.	1,037½	16.4	½ lb.	1,037½	16.4
Bread, plain, white.....			9 lbs.	10,800	71.1	10 lbs.	12,000	79.0	12 lbs.	14,400	94.8
Flour, family.....	10 lbs.	16,500	4½ lbs.	7,425	31.1	5 lbs.	8,250	34.5	5 lbs.	8,250	34.5
Rolled oats.....	6 lbs.	10,800	6 lbs.	10,800	48.6	5 "	9,000	40.5	4 lbs.	7,200	32.4
Rice, medium.....	10 lbs.	16,500	1 lb.	1,620	12.6	1 lb.	1,620	12.6	1 lb.	1,620	12.6
Rice, Patna.....			1 lb.	1,620	13.6	1 lb.	1,620	13.6			
Tapioca, medium, pearl.....			2 lbs. g	3,300	39.6	1 "	1,650	19.8			
Tomatoes, canned.....						1 can (2½ lbs)	237	23.6			
Peas, canned.....						1 can (2 lbs)	470	19.1			
Corn, canned.....						1 can (2 lbs.)	860	23.9			
Beans, dry, common.....	2 lbs.	3,040	2 lbs.	3,040	32.0	1 lb.	1,520	16.2	1 lb.	1,520	16.2
Apples, evaporated.....	f	3,137	1 lb h	1,185	22.8	1 lb.	1,185	22.8	1 lb.	1,185	22.8
Prunes, medium.....			1½ " h	1,913	29.1	1 lb.	1,275	19.4	1 lb.	1,275	19.4
Sugar, granulated.....	3 lbs e	5,250	3 lbs.	5,250	37.2	3 lbs.	5,250	37.2	4 lbs.	7,000	49.6
Sugar, yellow.....	1 lb e	1,860	1 lb.	1,860	11.3	2 lbs.	3,720	22.6	1 lb.	3,720	11.3
Potatoes.....	40 lbs.	11,000	40 lbs.	11,800	82.6	15 lbs.	4,425	31.0	15 lbs.	4,425	31.0
Other vegetables.....	14 lbs.	4,130	14 lbs.	4,130	29.0	10 lbs.	2,950	20.6	15 lbs.	4,425	31.0
Total.....		86,540		89,601	\$10.07		84,917	\$10.39		89,849	\$9.97

aLean meat. b or cooking fat. c or oleomargarine. d or dried peas. eThree lbs sugar and one lb. corn syrup, molasses or honey. f14 lbs. fresh fruit. gIncluding sago, etc. hEqual to 5 to 7 times its weight in fresh fruit.

food value in calories, with prices and weekly cost in terms of prices in December, 1918. The quantities of food were based on the needs of the family of a man at moderately active muscular work.

United Kingdom

Allowance for changes in consumption has been made in the publication of the changes in retail prices of food in the United Kingdom during the war. Each month the British *Labour Gazette*, published by the Ministry of Labour (formerly by the Labour Department of the Board of Trade), has contained a statement as to the increase per cent in the prices of each of the twenty-one most important staple foods as compared with the previous month, and with July, 1914. The average increase per cent, allowing for the relative importance of each of the articles according to the quantities consumed is also given. In making such allowance, consumption is estimated on the pre-war basis in order to secure continuity in the record, but a calculation is also made allowing for the estimated changes in consumption as a result of war conditions. Thus in December, 1918, on the basis of pre-war consumption the cost of food had risen 129 per cent, and on the reduced basis by only 90 per cent.

A committee appointed by the Chancellor of the Exchequer, March 21, 1918, to inquire into the cost of living of the working classes, and any counterbalancing factor obtained statements as to expenditure from 1,400 families in June and compared the quantities and costs with July, 1914. Tables III and IV show the average foods and all expenditures by groups.

TABLE III.—COMPARISON OF WEEKLY EXPENDITURE OF STANDARD FAMILIES (4.57 "MEN") IN 1914 AND 1918.

	Standard budget for 1914 raised to standard family		General working-class budget for 1918	
	Lbs.	s. d.	Lbs.	s. d.
Bread and flour.....	33.5	4 2½	34.5	6 9½
Biscuits, cake.....		5½		1 1
Meat sold by weight and sausages	6.80	4 10½	4.4	6 10
Bacon.....	1.20	2	2.55	5 6½
Other meat and fish.....		1 0½		2 7½
Lard, suet, etc.....	1.0	0 7½		1 2
Eggs (number).....	13.0	1 1	9.1	3 0½
Fresh milk (pints).....	9.2	1 4½	11.7	2 11½
Condensed milk.....		13		8½
Cheese.....	.84	7½	.41	8½
Butter.....	1.70	2 0½	.79	1 11½
Margarine.....	.42	2½	.91	11
Potatoes.....	15.6	11	20.	2 1
Vegetables.....		5		1 1
Fruit (fresh).....		7		4½
Rice and tapioca.....	1.4	4½	1.3	7½
Oatmeal.....	1.3	2½	1.4	0
Tea.....	.68	1 2½	.57	1 7
Coffee.....	.09	13	.12	3
Cocoa.....	.18	3½	.23	7½
Sugar.....	5.9	1 1	2.83	1 8
Jam.....		5		1 4½
Syrup.....		1		7
Pickles.....		1		2½
Other food.....		9½		1 2½
Meals out.....		6		9
Total.....		24 11		47 8

TABLE IV.—APPROXIMATE ESTIMATE OF THE AVERAGE WEEKLY EXPENDITURE OF A "STANDARD" URBAN WORKING-CLASS FAMILY IN JULY, 1914, AND JUNE 1918, GREAT BRITAIN:—

	Skilled		Semi-skilled		Unskilled		General ave. age	
	1914	1918	1914	1918	1914	1918	1914	1918
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Food.....	27 0	49 10	23 5	46 3	20 7	42 9	24 11	47 3
Sundries.....	1 2	2 6	1 2	2 6	1 2	2 6	1 2	2 6
Fuel and light.....	2 4	4 2	2 4	2 2	2 4	4 2	2 4	4 2
Rent.....	7 3	7 5	6 3	6 5	5 7	5 9	6 7	6 9
Fares.....	1 0	1 2	0 9	0 11	0 8	0 10	0 10	1 0
Insurance.....	3 6	3 6	2 6	2 6	2 0	2 0	3 0	3 0
Clothing.....	7 0	13 9	5 3	10 3	4 0	7 10	5 6	10 9
Total.....	49 3	82 4	41 8	73 0	36 4	65 10	44 4	75 5
Percentage increase.....		67		75		81		70

The committee excluded from the survey the strictly personal expenses of individual workers, including therefore Food, Rent, Clothing, Fuel, Insurance, Household Sundries and Fares. Forms

were distributed to householders and collected through trade unions, co-operative societies, etc., and 1,400, satisfactorily filled in, were returned. These were classified according to the occupation of the householder.

These schedules showed the quantity and cost in one week on all food with the principal varieties shown in detail, fuel, light, insurance, fares (necessary in going to work, etc.), meals taken out, food produced at home. Statistics for clothing were obtained from co-operative stores, and a small number of carefully prepared budgets.

The weekly consumption and expenditure as so shown was compared with results from similar inquiries by the Labour Department of the Board of Trade, and the changes in diet, etc., closely agreed with the estimates of the various authorities—Ministry of Labour, Ministry of Food, etc., previously published. Information as to cost of maintenance in public institutions was also obtained and this did not cast doubt on the results of the inquiry.

United States

The United States Bureau of Labour Statistics calculates each month an index number of the retail prices of foods, seventeen commodities being included. The index number is weighted according to the average quantities of the various foods consumed in some 2,567 families as ascertained by an investigation in 1901 and shown in Table V.

During the year 1918 the Bureau of Labour Statistics of the United States made investigations into the cost of living and expenditure of families of workers in the shipbuilding districts of the

TABLE V.—AVERAGE CONSUMPTION AND EXPENDITURE ON FOODS IN THE UNITED STATES, IN THE YEAR 1901, BY 2,567 FAMILIES, AVERAGING 5.31 MEMBERS.

Article.	Unit	Quantity per year	Cost	Per cent of food expenditure
Fresh beef.....	lb.	349.7	\$ 50.05	15.31
Salt beef.....	"	48.6	5.26	1.61
Fresh hog products.....	"	114.2	14.02	4.29
Salt hog products.....	"	110.5	13.89	4.25
Other meat.....	"	77.7	9.78	2.99
Poultry.....	"	67.7	9.49	2.90
Fish.....	"	79.9	8.01	2.45
Eggs.....	Doz.	85.2	16.79	5.14
Milk.....	Qt.	354.5	21.32	6.52
Butter.....	Lb.	117.1	28.76	8.80
Cheese.....	"	16.0	2.62	.80
Lard.....	"	84.4	9.35	2.86
Tea.....	"	10.6	5.30	1.62
Coffee.....	"	46.8	10.74	3.28
Sugar.....	"	268.5	15.76	4.82
Molasses.....	Gal.	3.6	1.69	.52
Flour and meal.....	Lb.	680.8	16.76	5.13
Bread.....	Loaf	252.7	12.44	3.81
Rice.....	Lb.	25.1	2.05	.63
Potatoes.....	Bu.	14.7	12.93	3.95
Other vegetables.....	"	"	18.85	5.77
Fruit.....	"	"	16.52	5.05
Vinegar, pickles and condiments.....	"	"	4.12	1.26
Other food.....	"	"	20.40	6.24
Total.....	"	"	326.90	100.00

United States, the investigation being made for the Wage Adjustment Board of The Emergency Fleet Corporation. Details as to quantities of the various articles purchased and expenditure on the various items of household expenditure were obtained, and also the prices of these articles in December, 1914, 1915, 1916, 1917, and March, 1918. Table VI, from the October, 1918, issue of the *Monthly Labour Review* of the Washington, D.C., Bureau, gives the results of the investigation in Buffalo, N.Y., and Superior, Wisconsin.

Statistics for Atlantic coast cities in August, 1918, showed that while by March the average cost of living had risen only about 40-50 per cent., by August the increase had reached to between 60 per cent and 80 per cent in these districts, there having been a very steep increase in clothing during the intervening months.

TABLE VI.—AVERAGE EXPENDITURES AND PER CENT OF AVERAGE TOTAL EXPENDITURES OF FAMILIES IN SPECIFIED SHIPBUILDING DISTRICTS IN 1917 AND 1918 FOR EACH OF THE PRINCIPAL ITEMS OF COST OF LIVING, AND THE PER CENT OF INCREASE IN THE RETAIL PRICE OF EACH ABOVE THE PRICES IN DEC., 1914

Buffalo, N. Y.: (204 Families.)

Items of expenditure	Expenditures per family		Per cent of increase in retail prices in December, 1915, 1916, and 1917, and March and August, 1918, above prices the in December, 1914				
	Average	Per cent	December, 1915	December, 1916	December, 1917	March, 1918	August, 1918
		%	%	%	%	%	
CLOTHING:—							
Male.....	\$101.72	7.60	9.11	31.01	59.27	89.48	.....
Female.....	87.50	6.54	8.76	27.92	57.54	88.48	.....
Total.....	189.22	14.14	8.95	29.58	58.47	89.02	.....
Furniture and furnishings.....	51.21	3.83	7.05	24.13	50.15	84.58	.....
Food.....	597.62	44.65	2.44	30.09	64.07	59.85	.....
Housing.....	180.75	13.51	1.15	4.70	9.35	10.48	.....
Fuel and light.....	54.79	4.09	1.30	9.30	23.46	30.61	.....
Miscellaneous.....	264.78	19.78	3.53	24.38	51.13	56.37	.....
All items.....	1338.37	100.00	3.53	24.38	51.13	56.37	.....

Superior, Wis.: (109 Families).

		%	%	%	%	%	%
CLOTHING:—							
Male.....	\$ 110.67	8.23	0.15	7.84	32.17	50.70	61.04
Female.....	105.30	7.83	3.26	16.20	41.87	60.33	72.28
Total.....	215.97	16.06	1.67	11.92	36.90	55.39	66.52
Furniture and furnishings.....	64.47	5.01	4.57	23.65	52.83	73.26	83.85
Food.....	548.66	40.79	1.89	25.92	55.69	50.01	68.91
Housing.....	158.41	11.78	1.34	1.16	1.51	5.28	11.69
Fuel and light.....	84.05	6.25	.16	7.81	29.50	36.84	52.26
Miscellaneous.....	270.50	20.11	.13	17.70	41.70	44.92	59.63
	1345.06	100.00	.13	17.70	41.70	44.92	59.63

Australia

The Commonwealth Statistician of Australia secures prices statistics and calculates index numbers of retail prices, wholesale prices and export and import values. In retail prices three series of index numbers are calculated, one for the six cities, the capitals of the several states, one for thirty large towns and one for 150 towns. The index number for the thirty towns is used chiefly to show changes in the cost of living in the Commonwealth. This is based on prices in 1911 and the aggregate expenditure method of calculation is used. That is the price of each commodity at a given date is multiplied by its "Mass-Unit," a figure representing its importance in consumption and expenditure. From the total aggregate expenditure thus calculated, making the

aggregate for the year 1911 equal to 1,000, the index number for each previous or subsequent date is derived:

In using data on food prices and rents to measure changes in the cost of living, the Commonwealth Statistician remarks:

COMMODITIES AND REQUIREMENTS INCLUDED. The 47 items of expenditure included are divided into four groups, viz., (1) groceries and bread, (2) dairy produce, (3) meat, and (4) house-rent. These items cover about 60 per cent of the total expenditure of a normal family. There are very cogent reasons for the restriction of the inquiries to the items mentioned. If the comparisons made are to be satisfactory, no confusion must arise between changes in standard of living and changes arising from a variation of the purchasing power of money. In order to avoid such confusion the items selected are such as are sensibly identical and identifiable in the various localities. The most important group of expenditure which is not included is clothing, the cost of which amounts to about 13 per

cent of the total expenditure. Owing to influences of individual taste, fashion, and the enormous variety of production, articles included in this group are practically not comparable and identifiable. As regards fuel and light, the cost of which amounts to about 4 per cent of total expenditure, while these commodities are comparable and identifiable, the usage or relative consumption in the towns included in the inquiries varies to such an extent that their inclusion on an assumed constant regimen would tend to produce a fictitious result in so far as relative cost of living is concerned.

While it is true that insurance premiums and contributions to benefit societies have probably not increased, it must be borne in mind that the purchasing power of money-benefits to be derived is reduced in accordance with the general depreciation in the purchasing power of money, and in order to obtain benefits of the same net value as before, the premiums and contributions would have to be increased *pro rata*.

It will be seen, therefore, that notwithstanding the exclusion of various items of expenditure, the results obtained based on the four groups referred to, can be vitiated only in an abnormal state of affairs, and then only to a very slight extent. It is to be remembered also

that prices of commodities which cannot be included because they do not lend themselves to exact specification, tend, *on the whole*, to move in the same direction as those included, and approximately to the same extent. Thus, as a matter of fact, a more reliable result is obtained than would be the case if the investigation endeavoured to cover the whole of the items of expenditure. In short, this method of measuring the variations in the purchasing power of money, though *theoretically* subject to obvious limitations, is *practically* the best general measure.

The accompanying table No. VII from the "Labour Bulletin," No.14, shows the weekly family regimen of foods derived from the "Mass-Units" used for the Australian index numbers compared with other regimens. This comparison, with calculations as to the difference in figures showing changes in the cost of living, according to the various regimens adopted, was made by the Commonwealth Statistician.

TABLE VII.—COMPARISON OF VARIOUS "STANDARDS" ADOPTED IN COMPUTATIONS AS TO VARIATIONS IN COST OF LIVING AND OTHER INVESTIGATIONS. WEEKLY CONSUMPTION PER FAMILY.

Commodity. (1)	Australia* (2)	Dr. Arthur's Scale† (3)	Northern Territory‡ (4)	English Board of Trade, 1904 (5)
Bread.....	21.1 lbs.	20 lbs.	18 lbs.	22 lbs.
Flour.....	6.7 "	4 "	5 "	10 "
Tea.....	0.7 "	½ "	1 "	¾ "
Coffee.....	0.05 "	—	—	—
Sugar.....	10.4 "	4 "	6 "	5½ "
Rice.....	1.1 "	2 "	—	—
Sago.....	0.2 "	—	3	—
Jam.....	1.6 "	1 "	2 "	—
Oatmeal.....	0.8 "	3.3 "	—	—
Raisins.....	0.3 "	1 lb.	—	—
Currants.....	0.3 "	—	—	—
Potatoes.....	20.2 "	14 "	7 "	17 "
Onions.....	1.5 "	—	5	—
Milk.....	6.8 qts.	7 qts.	6 large tins.	5 qts.
Butter.....	2.1 lbs.	1½ lbs.	2 lbs.	2 lbs.
Cheese.....	0.3 "	—	—	¾ "
Eggs.....	4.9 eggs.	—	15 eggs.	12 eggs.
Bacon.....	0.8 lbs.	—	—	1½ lbs.
Ham.....	0.2 "	—	—	—
Beef.....	8.7 "	—	—	—
Mutton.....	7.5 "	16 lbs.	15 lbs.	6½ lbs.
Pork.....	0.8 "	—	—	—

*Starch, blue, candles, soap and kerosene omitted. †Treacle, peas and vegetables omitted. ‡Vegetables, tinned fruits and fish omitted.

In Report No. 5 on Prices, Cost of Living, Wages, etc., December, 1914, it was stated:

Results which are quite unequivocally expressive of the changes in the purchasing power of money can be ascertained only on the basis of an unchangeable composite unit (*i.e.*, a constant standard of living). Change in the expenditure on living may be due to a change in the quantity, quality, or number of commodities actually used. If the composite unit be changed, the result for the purpose of measuring the change in the purchasing power of money (*i.e.*, cost of living) is confusing, since it reflects not only variation in the value of money, but also variation in the regimen itself, that is, in the standard of living.

In "Labour Bulletin," No. 14, April-June, 1916, it was stated:

Experience has shown that many persons, having noticed the very obvious fact that a different regimen gives a very different aggregate cost, have imagined the deductions as to the "purchasing power of money" vary enormously with change of regimen. It is desirable, therefore, to again point out that, when one changes from one regimen to another, there are two elements involved, *viz.*: (1) change in the purchasing power of money, and (2) change in the standard of living, *i.e.*, in the regimen itself. The result is that variations in the purchasing power of money cannot be dissected out of the latter result. If, however, the original regimen no longer applies, then the new or changed regimen can be made the basis for a new determination of the variation in the purchasing power of money, by ascertaining its original and present cost; that is, it can be made the measure of the variation of the purchasing power instead of the originally adopted regimen. In general, it will be found that the difference between the two measures of the purchasing power will be small, whereas the aggregate expenditure for the two regimens may, of course, differ very largely.

It has been found that there is a good deal of misunderstanding in regard to this fact, and in order to clear the matter up a comparison has been made with a series of different regimens, the aggregate expenditures being determined for the years 1912 and 1915, and compared. It will be seen from these that enormous changes in the regimen produce after all very little difference in the estimates of the purchasing power. When it is borne in mind that the changes considered in the comparisons or in the different regimens are probably enormous compared with the actual change in the usage of the community, it will be seen that the mode of investigating the purchasing power of money is not in any way vitiated, but, on the contrary, has reached a very high order of precision.

Or, as shown in the figures for the United Kingdom, the difference between the figures showing the increase in the prices of food and the figures showing the increase in the average expenditure on food was due to the fact that a different standard or regimen was adopted for estimating the increase in the cost of food, while that used for measuring of the change in food prices was necessarily the same for all dates.

New Zealand

For New Zealand the Government Statistician calculates an index number of retail prices of foods and of rents, using the aggregate expenditure method adopted by the Australian Commonwealth Statistician. A weekly family food budget is also calculated as appears in Table VIII.

TABLE VIII.—NEW ZEALAND WEEKLY FOOD BUDGET*

COMPARATIVE COSTS OF AN ASSUMED WEEKLY HOUSEHOLD CONSUMPTION OF CERTAIN FOODSTUFFS AND THE PERCENTAGES OF INCREASES OVER PRICES RULING IN JULY, 1914.

(Based on the average of four chief centres.)

Commodity.	Quantity	AVERAGE COS									
		1891	1896	1901	1906	1911	July, 1914	Dec., 1915	Dec., 1916	Dec., 1917	Oct., 1918
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
GROCERIES:—											
Bread.....	72-lb. loaves	1 10½	1 8½	1 9½	1 9¾	1 11	2 2½	2 5¾	2 10½	2 9¾	3 0¾
Flour.....	3 lbs.	0 5	0 4¾	0 3½	0 4	0 4	0 4½	0 5½	0 6½	0 6¾	0 7
Oatmeal.....	1 lb.	0 1½	0 1½	0 1½	0 1¾	0 2	0 2	0 2½	0 2½	0 3	0 4½
Rice.....	1 "	0 3	0 2½	0 2½	0 2½	0 2½	0 2½	0 2½	0 2½	0 2½	0 3½
Tea.....	½ "	1 0½	0 11½	0 10½	0 9¾	0 9	0 9½	0 10	0 10	0 10	0 11½
Cocoa.....	½ "	0 5	0 5¼	0 5	0 5	0 5	0 5½	0 5½	0 5½	0 6	0 6¾
Sugar.....	3 "	0 8½	0 7½	0 7½	0 7½	0 6	0 6	0 10½	0 8½	0 8½	0 9½
Jam.....	12 "	0 10	0 9¾	0 10	0 10	0 9½	0 11	1 0	1 0¾	1 2	1 2¾
Raisins.....	½ "	0 4½	0 3	0 3½	0 3	0 3	0 2¾	0 3	0 3½	0 4	0 4
Potatoes.....	14 "	0 7	0 8¾	0 9	1 7¾	0 10½	0 9¾	1 8¾	1 8½	1 1½	1 11
Totals.....		6 7½	6 1¾	6 2½	7 0	6 2½	6 7¼	8 5¾	8 10¼	8 7½	10 1
INCREASE PER CENT OVER JULY, 1914.....								28.39	34.04	30.60	52.68
DAIRY PRODUCE:—											
Milk.....	7 pts.	0 11½	0 11½	0 11½	1 0	1 1	1 2½	1 2	1 5	1 5	1 6½
Butter.....	3 lbs.	2 8	2 10	3 2½	3 3½	3 7½	3 6¾	4 4½	4 9	4 11	4 10¾
Cheese.....	½ "	0 2	0 1¾	0 2	0 2	0 2	0 2½	0 2½	0 3	0 3½	0 3½
Bacon.....	1 "	0 9	0 8¾	0 8	0 9	0 10	0 11½	1 1½	1 2½	1 5	1 5½
Totals.....		4 6½	4 7½	5 0	5 2½	5 8½	5 11½	6 10¼	7 7½	8 0¾	8 2
INCREASE PER CENT OVER JULY, 1914.....								15.44	28.42	35.09	37.54
MEAT:—											
<i>Beef</i>											
Sirloin.....	3 lbs.	1 4	1 4½	1 5½	1 6¾	1 7	1 8½	2 0	2 1	2 3	2 2¾
Stewing steak.....	2 "	0 9	0 9¾	0 9	0 9½	0 10	0 11¾	1 2½	1 2½	1 3¾	1 3¾
Corned roll.....	1 "	0 4	0 4	0 4	0 4½	0 4½	0 5½	0 6½	0 7	0 7½	0 7½
Sausages.....	2 "	0 7½	0 7½	0 7½	0 7½	0 8	0 9½	0 9½	0 9½	0 10½	0 11
<i>Mutton</i>											
Leg.....	3 "	1 0½	1 0½	1 2	1 3¾	1 4½	1 5½	1 8¾	1 9	2 10½	2 0¾
Shoulder.....	2 "	0 6½	0 7½	0 7½	0 8½	0 8½	0 9½	0 11½	0 11½	1 1½	1 1½
Chops.....	2 "	0 9½	0 10	0 10½	0 11	-1 0	1 2½	1 2½	1 2½	1 5	1 4¾
Totals.....		5 5	5 7½	5 10	6 3	6 6½	7 2	8 6	8 7½	9 8	9 8½
INCREASE PER CENT OVER JULY, 1914.....								4.65	20.35	34.88	35.17
Totals of budget.....		16 0	16 4¾	17 0½	18 5½	19 11½	19 8½	23 10	25 1¼	26 3¾	27 11¼
INCREASE PER CENT OVER JULY, 1914.....								20.90	27.38	33.05	41.76

*The above assumed weekly budget has been drawn up mainly with the object of setting out the percentage increases in prices of those commodities which may be classed as absolute necessities, bulking largely in the regimen of families of small income. It is not intended that this should be taken as an estimate of the amount of food required properly to sustain a family, and there are a considerable number of commodities in common use which have not been included above. The foods shown in the budget, however, may be said to be indispensable, and it is for the purpose of showing the increase in the cost of such commodities that the budget is published.

France

In 1911 the General Statistical Office of France obtained records of the retail prices of certain commodities in towns of more than 10,000 inhabitants. From these records index numbers have been

calculated for the prices of thirteen important commodities, weighted according to their importance in general consumption as shown by the quantities consumed in a year by an average workman's family of four in Paris. These quantities obtained by collecting bud-

gets of workingmen's families are as follows:

Bread	700 kilograms, or	1,540 lb.
Pork	20 kilograms, or	44 lb.
Eggs	20 dozen, or	20 doz.
Milk	300 litres, or	300 qt.
Cheese	20 kilograms, or	44 lb.
Beans	30 kilograms, or	66 lb.
Sugar	20 kilograms, or	44 lb.
Oil	10 kilograms, or	22 lb.
Coal oil . . .	30 litres, or	30 qt.
Alcohol . . .	10 litres, or	10 qt.

Switzerland

Table IX shows the minimum cost of living for persons and families of various sizes as ascertained by a large employer in order to determine the amount of unemployment benefits that would be

required. The results were accepted by the municipal authorities for use in case a long suspension of work should compel workers to seek governmental aid. The amount and cost of only the cheapest articles necessary to sustain life and provide comfort were considered. The information was forwarded to Washington by the United States Consul at Basel and published in the Monthly Review of the Bureau of Labour Statistics for September, 1917. In November, 1918, the Review also published tables from the Statistical Year Book of Switzerland for 1917. Table No. X shows the annual quantities of expenditure on the principal commodities as computed by the Swiss League for Reducing the Cost of Living.

TABLE IX.—MINIMUM ANNUAL FAMILY BUDGET OF WORKMEN'S FAMILIES IN BASEL, SWITZERLAND, COMPUTED ON THE BASIS OF PRICES CURRENT MARCH 31, 1917.

Expense items.	One single person (female)	One married couple (2 breadwinners)	One couple with one child (2 adult breadwinners)	One couple with 2 children of 6 and 8 years (2 adult breadwinners)	One couple with 3 children of 6, 8 and 10 years (2 adult breadwinners)	One couple with 4 children of 8, 12, 14, & 16 years (2 adult and 1 juvenile breadwinners)
Rent.....	\$46.32	\$54.04	\$54.04	\$69.48	\$69.48	\$84.92
Food (5 meatless days weekly).....	92.25	179.10	212.30	244.33	277.92	301.47
Sick funds.....	3.47	6.95	6.95	8.68	9.65	11.58
Washing.....	1.93	2.90	2.90	3.86	4.83	6.75
Gas.....	4.83	5.79	5.79	7.72	8.68	10.61
Wood and coal.....	5.79	5.79	5.79	9.65	9.65	10.61
Shoes.....	6.75	15.44	17.37	19.30	21.23	25.09
Clothing.....	11.58	27.02	28.95	34.74	36.67	44.39
Newspapers.....		1.54	1.54	1.54	1.54	1.54
Income tax.....		2.70	2.70	2.70	2.70	6.17
Sundries.....	6.95	19.30	19.30	25.09	27.02	28.95
Total per annum.....	\$179.87	\$320.57	\$357.63	\$427.09	\$469.37	\$532.08

TABLE X.—ANNUAL EXPENDITURES OF A NORMAL SWISS FAMILY (2 ADULTS AND 3 CHILDREN UNDER 10 YEARS OF AGE) FOR FOOD AND FUEL ON THE BASIS OF PRICES CHARGED IN CO-OPERATIVE STORES JUNE, 1, 1914 AND DECEMBER, 1914, 1915, 1916, AND 1917.

Article.	Quantity consumed annually	Average annual expenditures on the basis of prices ruling on—				
		June 1, 1914	December 1, 1914	December 1, 1915	December 1, 1916	December 1, 1917
MILK PRODUCTS:—						
Butter, salted..... Lb.	24.25	\$ 6.22	\$ 7.01	\$ 9.66	\$ 10.06	\$ 13.37
Butter, creamery..... "	11.24	3.81	3.82	4.81	4.92	6.31
Cheese, Emmenthaler..... "	26.90	5.27	4.97	6.26	6.55	8.24
Milk..... Qts	1,156.03	48.56	46.45	52.79	54.90	67.57
Total.....		63.86	62.25	73.52	76.43	95.49
COOKING FATS:—						
Coconut fat, cheapest..... Lb.	10.49	1.59	1.90	2.00	3.09	5.33
Suet, first quality..... "	10.49	1.34	1.41	2.22	2.87	4.89
Lard, American..... "	10.49	1.75	1.91	2.22	3.04	5.02
Lard, domestic..... "	10.49	1.87	2.01	2.38	3.33	5.68
Gingili oil..... Qts	5.03	1.28	1.36	1.53	2.41	4.26
Total.....		7.83	8.59	10.35	14.74	25.18
CEREAL GOODS:—						
Bread..... Lbs.	1,082.68	33.17	37.91	43.60	50.23	65.40
Flour..... "	38.16	1.50	1.61	1.94	2.17	2.81
Semolina..... "	28.00	1.15	1.52	1.86	1.99	2.16
Corn meal..... "	30.51	.83	1.09	1.20	1.57	2.03
Pearl barley, No. 1..... "	6.70	.27	.36	.60	.59	.75
Oat flakes..... "	8.69	.36	.56	.66	.84	1.05
Oatmeal, No. 2..... "	17.55	.75	1.09	1.34	1.71	2.12
Noodles, macaroni, etc..... "	63.25	3.49	4.60	5.04	5.65	7.20
Total.....		41.52	48.74	56.24	64.75	83.52
LEGUMES:—						
Beans, first quality, white..... Lbs.	10.49	.41	.55	.80	.90	1.46
Peas, first quality, yellow..... "	6.92	.34	.42	.64	.65	.96
Lentils, first quality, medium..... "	4.41	.22	.26	.39	.33	.69
Rice..... "	18.92	.86	1.06	1.36	1.22	1.66
Total.....		1.83	2.29	3.19	3.10	4.77
MEAT:—						
Veal..... Lbs.	15.50	3.20	3.24	3.70	4.56	5.14
Beef..... "	145.61	24.99	25.37	30.60	38.12	44.74
Mutton..... "	2.43	.45	.49	.61	.71	.95
Pork..... "	46.74	9.82	9.62	12.48	15.02	22.55
Total.....		38.46	38.72	47.39	58.41	73.38
Eggs..... Doz.	33½	7.72	11.58	14.67	20.84	24.70
POTATOES..... Bush.	9.19	6.75	7.72	7.72	9.65	8.69
SUGAR AND HONEY:—						
Sugar, Austrian..... Lbs.	149.91	6.17	6.56	8.92	12.47	17.32
Honey, domestic..... "	3.86	1.18	1.23	1.12	1.30	2.07
Total.....		7.35	7.79	10.04	13.77	19.39
CHOCOLATE..... Lbs.	15.87	2.90	2.84	3.06	4.11	5.61
TEA, SOUCHONG..... "	.77	.39	.41	.43	.45	.73
COFFEE, Santos, green, medium quality..... "	19.14	3.74	4.16	3.97	4.18	4.98
Total.....		7.03	7.41	7.46	8.74	11.32
Total foodstuffs.....		\$182.35	\$195.09	\$230.58	\$270.43	\$346.44
FUEL AND SOAP:—						
Anthracite, Belgian..... Ton	.71	8.87	9.68	10.49	11.65	21.39
Briquets, Rhensish..... "	.71	6.07	6.51	6.71	8.13	16.28
Methyl alcohol, 92°..... Qts	4.43	.53	.54	.68	1.21	2.06
Petroleum, American..... Galls	12.47	2.00	2.73	3.55	3.64	5.38
Soap, white, first quality..... Lbs.	18.74	1.57	1.57	1.81	2.82	6.15
Total.....		\$19.04	\$21.03	\$23.24	\$27.45	\$51.26
GRAND TOTAL.....		\$201.39	\$216.12	\$253.82	\$297.88	\$397.70

Sweden

In 1913-1914, an extended inquiry was made by the Swedish Labour Office into the cost of living of families of moderate or low earnings. In 1916 a similar inquiry was made, and again in 1917. As budgets were obtained from some 600 families, largely the same each time, it was possible to ascertain the changes in diet due to higher prices, rationing, etc. There was naturally a slight increase in the average number and ages of the persons in these families and the results of the inquiry are set forth in Table No. XI from the May, 1918, number of the Monthly Review of the United States Bureau of Labour Statistics reprinted from Sociala Meddelanden, 1917, No. 10, by average weekly consumption per family member.

Denmark and Norway

Budgets similar to that for Sweden have been calculated for cities in Denmark and Norway, and in some cases a common budget has been calculated for the large cities in all three countries, to show the comparative increases.

TABLE XI.—AVERAGE QUANTITY OF VARIOUS ARTICLES OF FOOD CONSUMED PER WEEK PER FAMILY MEMBER, IN SWEDEN, MAY, 1914, MAY 1916, AND JUNE-JULY, 1917.

Item.	Unit of quantity	Average weekly consumption per family member		
		May, 1914	May, 1916	June-July, 1917
Number of members in all families		2,412	2,951	2,832
Average number of persons per family		4.55	4.06	4.60
ARTICLES OF CONSUMPTION:—				
Meats (all kinds).....	Ounce	11.5	11.1	13.5
Fresh meats.....	"	9.1	9.1	10.1
Beef.....	"	4.1	4.4	5.8
Veal.....	"	1.9	1.5	2.0
Mutton.....	"	.1	1.2	.1
Pork.....	"	3.0	3.1	2.2
Salt meats.....	"	2.4	2.0	3.5
Beef.....	"	.1	.2	.2
Pork.....	"	2.2	1.8	3.8
Fish:—				
Salt herring.....	"	1.8	2.2	3.1
Cod.....	"	.2	.2	.4
Milk.....	Quart	4.0	3.8	4.1
Whole.....	"	2.8	2.7	3.2
Skimmed.....	"	1.2	1.1	.9
Butter.....	Ounce	4.0	3.4	8.0
Oleomargarine.....	"	3.4	4.7	.....
Cheese.....	"	2.3	1.7	1.7
Eggs.....	Number	3.0	3.0	2.0
Bread:—				
Rye, hard.....	Ounce	5.6	6.8	7.4
Rye, soft.....	"	23.1	23.3	18.1
Wheat.....	"	4.2	3.5	2.3
Biscuit.....	"	2.3	2.2	1.0
Flours:.....	"	28.2	35.4	26.5
Wheat.....	"	19.9	25.0	13.0
Rye.....	"	6.9	9.1	12.1
Potato.....	"	.7	.8	.2
Oatmeal.....	"	.3	.2	.1
Other.....	"	.4	.3	1.0
Groats and grits.....	"	4.1	4.0	2.5
Oats.....	"	2.8	3.4	.7
Rice.....	"	.8	1.0	1.0
Corn.....	"	.1	.1	.2
Others.....	"	.3	.4	.6
Peas.....	"	.7	1.0	.6
Beans.....	"	.5	.4	.2
Potatoes.....	Quart	1.2	1.7	1.1
Sugar.....	Ounce	12.6	13.8	11.3
Coffee.....	"	2.5	2.8	1.3

INDUSTRIAL BOARD TO READJUST PRICES OF BASIC MATERIALS IN THE UNITED STATES

ON the recommendation of the Secretary of Commerce, the President of the United States has approved of the formation of an Industrial Board of the Department of Commerce to consult with manufacturers and workers in various industries and recommend the price at which the principal basic raw materials should be bought by the Government, thus determining a standard for

the readjustment of prices for all purchasers which will enable the producer to make estimates necessary for carrying on business. The object in creating the Board was to stimulate the confidence of the buying public and so cause a resumption of active buying, thus avoiding stagnation in industry, unemployment and loss to both labour and capital.

This decision was reached after a series of conferences between members of the cabinet followed by a meeting, at which there were present a number of the former heads of the divisions of the War Industry Boards, called to consider the industrial situation with particular reference to unemployment. The Secretary of Commerce has issued the following statement outlining the work of the Board:

1. General conditions.

1. There exists at the present time an abnormal situation in the industrial world. It is a condition of stagnation of business and industrial activity. Mills and factories are idle or are producing but a small part of what they are capable of doing; building operations, now deferred for several years, are not beginning—and, in fact, resumption is not contemplated until the confused conditions of the transition period are clarified. Many enterprises, such as street railway companies in various municipalities, labouring under restrictions of charter contracts are confronted with advanced wage scales and unprecedented prices of materials needed for repairs and necessary extensions. Unemployment exists and this unemployment is increasing at such a rate as to challenge the best thought that can be given to the situation.

2. One of the striking features of the present situation is the high prices demanded for practically all articles and commodities of trade and commerce. This high-price condition is undoubtedly the cause of most of the business inactivity, and, therefore, also is the cause of the widespread unemployment of labour.

3. The living costs of the present are unusually high and will continue high until there are substantial reductions in the cost of the necessary staple foodstuffs.

4. A large and it is believed satisfactory latent buying power exists in the country—an abundance of money—but it is not being used to employ labour and to purchase goods and materials.

5. The present conditions have come about by a series of unusual happenings due to the war. The industries and labour of the country were diverted into new and unnatural channels in order to mobilize all efforts possible in the winning of the war.

The capacities of many factories were expanded, new ones built, abandoned plants remodeled and put into production, and industry was managed and operated in accordance with war necessities.

This control and direction of effort and change of policies resulted in the complete suspension of the ordinary operation of the law of supply and demand, the demand for war

commodities and the necessary agreements with industries as to prices and terms of conversion of industry to war work, etc., had the effect of inflating prices to an abnormal extent, so as to encourage maximum production, even by producers operating under the greatest handicaps and at the highest costs. Prices were advanced disproportionately, some articles showing increase in selling prices over pre-war prices of 250 per cent, while others showed but approximately 50 per cent. The law of supply and demand is really inoperative at the present time, for the reason that it is found difficult, if not impossible, for this law to resume normal functioning on account of the fact that at the present time the price relations between the industries producing basic essentials are out of balance and not properly adjusted to efficiently meet peace-time conditions.

6. It therefore is apparent that the trouble resulting in the present stagnant, unsatisfactory condition of industry is due to the continuance of the high, uneven, unstable prices of war times, which were, in many instances, agreed to by agencies of Government functioning for war purposes and not to any unhealthy general condition. These abnormal prices still remain because there has been provided, up to this time, no agency to bring about the necessary reductions.

II. Some suggestions which ought to be observed in seeking a solution of the problem.

1. A wise solution is equally important to the Government, to industry, and to labour, for their true interests are so indissolubly connected and united that no detriment can be suffered by one without a harmful effect and reaction upon the others.

2. The vital need of the situation is resumption of industrial activity to the fullest extent possible, and it should be the aim to find the wisest and most effective way to accomplish this.

3. It is felt that the proper basis of selling prices for the present will be found to be upon a scale higher than those of the pre-war days. However, the level should be established on the lowest plane possible, having due regard for industry, labour, and Government. The announcement of such a plane of prices will immediately create confidence in the buying public.

4. It is believed that the reductions from the high prices to the proper level, so that consumers may be justified in buying, should be made at once by one reduction.

The effort should be to wholly eliminate the abnormal, unbalanced stimulation that business has had and the inflated prices that have resulted, and to start anew upon a normal level, and thereafter industry, having adopted that level, can safely rely upon the law of supply and demand to govern future values. Such a

policy adopted and announced will, it is believed, when understood by the consumers, induce at once sufficient buying to start factories, fill empty yards and warerooms, and to inaugurate the interrupted building and other programmes.

5. Industry and labour have a mutual interest in remedying present conditions, but industry should take the first step by the reduction of prices of commodities and should require of labour only reasonable aid.

III. Procedure: Remedy.

1. It is believed that a remedy for these conditions can be had by a comparatively simple programme. As the President has approved my appointing a board which will make a study of the subject and take action thereon, and as it will be made plain that the Department of Commerce and its board has the support of the President, there can be no doubt that industry generally will be glad to co-operate with the board in an endeavour to arrive at a solution of the difficulties.

2. Therefore, one of the first steps which the board should take would be to call into consultation and conference the leaders of industry in such numbers and by such groups as it may be felt is wise. Probably the first of these conferences should be with representatives of industries producing basic materials, such as iron, steel, lumber, textiles, cement, copper, brick, and other construction materials, and from time to time thereafter such others as may be deemed proper. It is believed, however, that industries dealing in finished products will be able to largely (if not entirely) adjust their prices in line with the above policy, without material aid from the committee.

3. At such conferences the general situation or conditions outlined above, and as they may change up to the time of the conference, should be considered and carefully understood, and the above-mentioned principles which ought to apply and govern the solution of the problems should also be fully understood and appreciated. It is believed that these principles and

views will be readily accepted by the great majority of those called into conference, and, further, that if any of those who come into conference question these principles and views, a discussion thereof in the conference will, without any considerable delay, lead to a unanimous acceptance thereof.

4. In addition to giving assistance to industry in reaching satisfactory price bases the board ought to be able to give valuable advice in regard to such questions as the disposal of surplus war materials, it being desirable to accomplish this in such a way as to have as little detrimental effect as possible upon private industrial activities.

It will be the endeavour of the board to act promptly by consulting and interchanging views with these representatives of industry in the fullest and freest manner possible, with a view to aiding and assisting industry in general to resume activities to the fullest practicable extent. The immediate object is to bring about such reduced prices as will bring the buying power of the Government itself, including the railroads, telephones, and telegraphs, into action and make it possible for the Government to state that it is willing to be a buyer for its needs at the reduced prices. If these conferences result in such an understanding on the part of the Government with respect to the important basic industries concerning proper prices and bases for prices at which purchases may be made by it, and these are approved by the board, it is believed that upon announcement thereof to the country in general the public will feel justified in promptly beginning a programme of extensive buying.

Such a procedure will, in substance, establish immediately a basis upon which to resume activities, and in this way the law of supply and demand will be enabled to come into play and from that time forward it will control the changes and readjustments in selling prices of materials, and the trend of prices, it is believed, will be upward and not downward.

(Sgd.) WILLIAM C. REDFIELD,
Secretary of Commerce.

REPORT OF WORKING CLASSES COST OF LIVING COMMITTEE, UNITED KINGDOM, 1918.

IN March, 1918, the Chancellor of the Exchequer appointed a committee to inquire into and report upon (1) the actual increase since June, 1914, in the cost of living to the working classes, and (2) any counterbalancing factors (apart from increases of wages) which may have arisen under war conditions.

The committee consisted of Lord Sumner (chairman), Professor Sir W. J. Ashley, Dean of the Faculty of Commerce in the University of Birmingham; Professor A. L. Bowley, Sc.D., F.S.S., F.E.S., Professor of Statistics in London University; Mrs. Knowles, D. Litt., Reader of Economic History in London

University; Mrs. Pember Reeves, Ministry of Food; Mr. Newton Smith, Secretary of the Edmonton Co-operative Society; Mr. J. J. Mallon, Secretary of the Anti-Sweating League; Mr. W. Coggan, O.B.E., Technical Adviser (Hides and Skins), War Office, and Chairman of the London Butchers' Hide and Skin Company, with Mr. J. S. Eagles as Secretary, and made its report October 23, 1918.

The inquiry was confined to the urban and industrial centres of Great Britain. The tables summarizing the results of the inquiry appear on p. 360.

A considerable increase was found in the cost of Food, Sundries, Fuel and Light, and Clothing, but in Rent and Fares the increases were not great, and in Insurance no increase appeared. The increase in the cost of living was considered to vary from 67 per cent in the case of the skilled workman to 81 per cent in the case of the unskilled, the average increase being estimated at 74 per cent between July, 1914, and July, 1918, and by September, 1918, it was considered the increase was nearly 80 per cent.

In regard to counterbalancing factors, apart from the increase in wages, it was concluded that "these matters do not lend themselves to quantitative determination." It would have required an extensive investigation to determine the net effect upon the earnings of the working population as a whole, of the disappearance of unemployment, overtime earnings, the increased employment of women and others, the transfer of persons from some trades to others, and from unskilled to skilled work, etc. Notwithstanding increased expense for the members of the family required to meet these conditions, including the additional cost of the extra food required for the extra effort expended, it was considered that the additional earnings due to such conditions and to increases in

wages had left most working class families better off than before. It was stated, however, that—

"The popular idea that in a great number of working-class households before the war there were to be found unoccupied persons, who have now been drawn into industry, is exaggerated, for it was quite exceptional to find boys or girls over school-age who were not at work; but during the war some, it is clear, have been withdrawn prematurely from school, while a certain number of young women, and probably a larger number of married women in the working classes have gone to work, who would normally have confined themselves to household duties."

The families of unskilled workmen were considered to be slightly better fed than before the war in spite of the rise in the cost of food. Reports from education authorities showed "that the percentage of children found in a poorly nourished condition is considerably less than half the percentage in 1913." Only in exceptional cases were education authorities supplying anything like as many meals as before the war to "necessitous children." In most places the number had fallen to about half or a quarter, and in some places it was hardly necessary to provide meals at all, the general decrease being estimated at four-fifths. Similarly, in clothing and boots, parents were able to provide for their children much better. Pauperism appeared to have declined to two-thirds of what it was in July, 1914. The authors of the report remark:

"Some attendant drawbacks must be noted. Overtime imposes a strain on the system, and nature requires the compensation of more food and of more nourishing food in consequence. The same is true of Sunday work. Night shifts and abnormal overtime tend to disorganize the household, with the result of some increase of expense. As to overtime and Sunday work, the latter especially, they are now less resorted to than they were. Still, after full effect is given to such matters, there remains a most substantial counterweight to the increase of the cost of living in the improvement of employment generally."

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING 1917

IT will be noted that the following tables of industrial accidents in Canada occurring during 1917 deal with fatal accidents only. The practice in previous years of recording non-fatal accidents has been discontinued as the effort to compile this information in the past has been accompanied by many difficulties, and the results when obtained were of a nature so approximate as to be of little use for statistical purposes. The Department has to depend for its information chiefly upon provincial sources, and the task of securing the data on the same basis from all the provinces presented many problems. Even within the individual provinces the field has been divided between factory and mine inspectors, railway boards, labour bureaus and workmen's compensation boards, and much duplication, in many cases undetectable, in reporting non-fatal accidents resulted.

The tables of fatal accidents, while as

complete as possible, are not exhaustive although during the year the Department added to its sources of information. For information received relative to both fatal and non-fatal accidents, the Department is indebted to a number of agencies, among which are: the Board of Railway Commissioners of Canada, the Department of Public Works and Mines, the Workmen's Compensation Board of Nova Scotia, the Provincial Factory Inspector of New Brunswick, the Bureau of Mines of Quebec, the Workmen's Compensation Board, the Bureau of Mines, and the Chief Factories' Inspector of Ontario, the Ontario Railway and Municipal Board, the Temiskaming and Northern Ontario Railway Commission, the Bureau of Labour and the Workmen's Compensation Board of Manitoba, the Chief Factory Inspector and the Chief Inspector of Mines of Alberta, the Workmen's Compensation Board and the Department of Mines of British Columbia.

FATAL INDUSTRIAL ACCIDENTS IN THE CALENDAR YEAR, 1917

Industry or Occupation.	Jan..	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total	Percentage of total
Agriculture.....	4	2	5	.....	1	2	5	7	2	7	4	1	40	3.4
Fishing.....	1	.....	.....	7	7	1	3	5	.....	.....	.....	.....	24	2.0
Lumbering.....	10	11	11	11	18	20	15	12	18	9	10	11	156	13.0
Mines, Smelters and Quarries....	10	8	21	31	8	12	74	21	13	20	7	10	235	20.0
Railway, Canal and Harbour Construction.....	2	.....	3	.....	1	.....	3	.....	.....	1	3	.....	13	1.1
Building and Construction.....	4	4	5	3	5	7	6	9	6	6	7	2	64	5.4
Metals, Machinery and Conveyances.....	11	11	12	10	11	7	9	16	12	16	6	2	123	10.3
Woodworking Trades.....	1	1	.....	.....	.....	2	1	.....	2	2	.....	.....	7	.6
Pulp and Paper Mills.....	1	1	.....	.....	1	6	5	2	2	1	3	2	24	2.0
Clothing.....	1	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	2	.17
Textile.....	1	2	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	2	.17
Food, Tobacco and Liquor.....	1	.....	1	3	.....	2	.....	1	1	1	4	.....	16	1.3
Chemicals and Explosives.....	3	.....	2	.....	.....	2	3	1	3	3	6	3	26	2.2
Leather.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.17
Steam Railway Service.....	30	21	29	21	16	22	25	18	15	20	21	24	262	22.0
Electric Railway Service.....	.....	.....	1	.....	1	1	1	2	.....	2	2	.....	10	.8
Miscellaneous Transport.....	3	3	1	2	4	4	8	4	5	5	3	3	45	3.8
Navigation.....	11	2	.....	1	8	4	1	6	9	7	3	1	53	4.5
Public Utilities.....	1	1	.....	5	3	4	3	8	.....	2	1	1	29	2.4
Public & Municipal Employment.....	.....	3	4	.....	2	.....	2	1	1	4	2	1	20	1.7
Miscellaneous Trades.....	2	4	1	1	.....	7	5	4	3	4	4	7	42	3.5
	95	7	97	95	86	104	169	117	91	110	86	68	1,195	100

According to the record, 1,195 fatal accidents occurred during 1917, as compared with 950 during 1916.* Of these 1,195 fatalities, the steam railway service was responsible for 262, or 22 per cent of the total. The mining, smelting and quarrying industries were responsible for 235 deaths, or 20 per cent; lum-

bering operations accounted for 156, or 13 per cent; while in the metal, engineering and shipbuilding industries there were 123 fatalities, this being 10 per cent of the total. The steam railway service showed a slight reduction in percentage of fatalities over 1916, and the mining group showed a slight increase, but in the lumbering industry the percentage was more than doubled. In the metal group the percentage remained the same as that of 1916.

*A statement of industrial accidents that occurred during 1916 was included in the Annual Report of the Department for the fiscal year 1916-17. A revised statement of fatal accidents during 1918 will appear in an early issue of the LABOUR GAZETTE.

FATAL INDUSTRIAL ACCIDENTS IN 1917, BY INDUSTRIES AND CAUSES.

CAUSES	Agriculture	Fishing	Lumbering	Mines, Smelters and Quarries	Railway, Canal and Harbour Construction	Building and Construction	Metals and Machinery	Woodworking	Pulp and Paper	Clothing	Textile	Foods, Tobacco and Liquor	Chemicals and Explosives	Leather	Steam Railway Service	Electric Railway Service	Miscellaneous Transport	Navigation	Public Utilities	Public and Municipal Employment	Miscellaneous.	
Animals, horses and mules.....	6			3		2											3				14	
Animals, other.....	1																				1	
Asphyxiation.....				8	1	1	2		1			1	2							1	17	
Assault.....																					1	
Bees, stung by.....	1																				1	
Boiler and steam pressure apparatus.....	1					3	3					1									9	
Car and locomotives, steam and electric:—																						
Cars, run over, struck by, caught between	1		5	7		1	10								106	4	6	1		3	144	
Cars, derailment and collision of.....	3														54	1	2				60	
Cars, falls from or in.....			3												37	2					42	
Cars, hand, track motors and velocipedes.....																			1		3	
Cars, mine and quarry.....				26											2						26	
Conflagrations.....			8									1			1						11	
Cold, exposure to, including frostbite.....																					2	
Conveyors and hoisting apparatus.....			7	2		4	2	1				2	1	1	6		1		3		36	
Corrosive substances.....													3								4	
Drowning.....	24	25		2	1	3			6						3		2	41		4	112	
Electricity.....			1	3		3	11					1					3		20	1	42	
Explosive substances.....				109	4	4	6					1	18		6						250	
Falls of persons.....	6		9	16		30	22		1	1		4			7		9	6	1	2	124	
Heat prostration.....																					1	
Hot substances and flames.....	1					1	7								2	1				2	14	
Lightning.....																1					1	
Machinery.....	12	24					22	2	7		2	3	2		7				1		90	
Objects being handled.....			2			1	2								1		2				9	
Objects falling.....	3		59	55	5	12	20		6			2			27		1	3		5	200	
Objects flying.....			11	2		1	5		1						1		1		1		24	
Objects sharp.....																						
Objects, slipping on or striking against.....									1						1		1				3	
Poisoning, blood.....				1	1		5			1								1			9	
Poisoning, lead.....				1						1											1	
Poisonous substances.....							1	1						1							3	
Ropes, hawser and other.....																					1	
Suffocation.....			1		2												1				4	
Tools, hand.....	1		1	1																1	4	
Trucks, lorries and wheel barrows.....							1														1	
Vehicles, animal drawn.....	2		1														17		1		21	
Vehicles, motor driven.....	1					1		1							1				1	4	11	
	40	24	156	235	13	64	123	7	24	2	2	16	26	2	262	10	45	53	29	20	42	1195

Of the 1,195 fatalities, 200 were caused by falling objects, 150 by explosive substances, 144 by railroad cars, 124 by persons falling, and 112 by drowning, while a number of different causes were responsible for the remainder. Of the 262 fatalities in the steam railway service, 106 were caused by being run over, caught between or struck by cars, and 54 by derailments or collisions, and 37 by falls from cars.

Of the 235 deaths in the mining group, explosive substances were responsible for 109 and falling objects for 55. Of the 156 fatal accidents in lumbering operations, 59 were caused by falling objects, 25 by drowning, and 24 by machinery. Of the 123 fatalities in the metal engineering and shipbuilding industries, 22 were caused by falls of persons, 22 by machinery, and 20 by falling objects.

MINING FATALITIES IN SOUTH AFRICA DURING 1917

ACCORDING to the 1917 report of the South African Department of Mines and Industries, there was a further decrease in the accident death-rate in the mining industry as compared with pre-

vious years. During the year 1916 the death-rate per 1,000 workers per annum from accidents was 2.79, while in 1917 the rate was only 2.37.

RECENT LABOUR LEGISLATION IN SASKATCHEWAN

THE Saskatchewan Legislature opened on December 7, 1918, and was prorogued by the Lieutenant-Governor on February 5, 1919. During the session several labour laws were enacted, including measures relating to minimum wages for women, to employment offices, and to housing.

The Minimum Wage Act creates a Minimum Wage Board consisting of five persons, two of whom shall be women. This Board shall have authority to establish standards of minimum wages and hours of employment for female employees in shops and factories. The Board shall also have authority to make investigations and is given all the powers of a Court of King's Bench for this purpose.

Two laws dealing with employment offices were enacted. The first of these, an amendment to the Bureau of Labour Act, charges the Bureau with the duties of establishing and maintaining one or more employment bureaus which shall give free service to employers and employees, of collecting statistical and other information respecting employ-

ment and unemployment in Saskatchewan, of inquiring and reporting as to the establishment of new industries in the province and of co-operating with the federal authorities with respect to the labour exchange service. The second law repeals the Employment Agencies Act of 1913, and, by prohibiting the charging of any fee for procuring employment, virtually abolishes private employment offices. Agencies confined to supplying positions in connection with educational institutions, however, are exempted from the provisions of the new law. The Act is to come into force by proclamation.

The Act respecting Housing in Urban Municipalities enables Saskatchewan to take advantage of the offer made by the Federal Government in aid of provincial housing schemes.* The Lieutenant-Governor in Council may authorize the provincial treasurer to apply to the Dominion Government for loans not to exceed in the aggregate the sum of \$2,000,000, and the money so obtain-

*See LABOUR GAZETTE, December, 1918, p. 1,104.

ed may be lent to cities and towns upon such conditions as may be deemed advisable, subject to the approval of the Lieutenant-Governor in Council and under regulations to be approved by the Governor-General in Council.

The employment of women in restaurants and laundries was the subject of a statute enacted. Formerly only Chinese were restricted in the employment of white women and girls. Under the new law, which comes into force on May 1, 1919, no person shall employ a white woman or girl in a restaurant or laundry without a special license from the council of the municipality in which such establishment is situated.

Another measure of interest to labour, because of its bearing upon the re-absorption of returned men, is an Act to assist the Soldier Settlement Board by conferring upon the Lieutenant-Governor in Council wide powers with which to meet any exigency that may arise when the Legislature of Saskatchewan is not in session.

An act respecting the exemption of wages from attachment, and new laws replacing former legislation relating to masters and servants and to steam boilers, complete the list of enactments in the labour field during the recent session.

PROPOSED LABOUR LEGISLATION IN CANADA

AT the time of writing, seven legislatures are in session in Canada. The Federal Parliament and the legislatures of Nova Scotia and Ontario opened at the end of February, and it is impossible as yet to do more than indicate the labour legislation indicated in each instance by the Speech from the Throne. In Alberta, British Columbia, Manitoba and Quebec, however, the legislative assemblies have been in session for a month or more, and the various Governments have brought forward a number of bills relating to labour, some of which have already passed the third reading.

Among the measures which will come up for consideration by the Dominion Parliament during the present session are several of interest to labour. Important measures will be those relating to vocational education, better housing, and to the construction of highways, in all which cases the Dominion and the provinces will co-operate. Another measure will assist returned soldiers in establishing themselves upon the land; some amendments to the Immigration Act are also proposed.

In Nova Scotia the Government measures announced in the Speech from

the Throne included amendments to the Workmen's Compensation Act, and a bill providing for the distribution of the housing fund placed at the disposal of the province by the Federal Government.

A number of important enactments pertaining to labour have been indicated for the present session of the Ontario Legislature. To relieve the labour situation arising from the demobilization of the army and the cessation of war industries, the Government will submit a programme to encourage commercial and industrial activity, road-building and construction work generally. Other labour measures to be introduced by the Government include amendments to the Mining Act providing for more effective regulations protecting miners, legislation offering additional opportunities for technical, industrial and vocational training, and bills relating to land settlement, construction of workmen's houses, private employment agencies, and the changing of the Trades and Labour Branch into a Department of Labour. The Ontario Government has also under consideration the payment of allowances to widowed mothers with dependent children.

In Alberta also the subject of mothers' pensions is receiving attention. The Attorney-General of that province introduced a measure, The Mothers' Allowance Act, entitling widows with dependent children under fifteen years of age to receive, under certain conditions, allowances up to \$3.00 per week for each child. The stated maximum was subsequently eliminated from the bill by the Government, and in its present form the bill leaves the amount of assistance to the discretion of the inspectors. Two important measures relating to employment offices have also been brought before the Alberta Legislature. Bill No. 12 proposes the constitution of a Government Employment Bureau whose duties shall include the establishment of employment offices and clearing-houses, and co-operation with federal authorities for the interprovincial distribution of labour. Bill No. 13 provides for the abolition of all private employment offices in the province; the latter measure, if enacted, will come into force on a day to be proclaimed by the Lieutenant-Governor in Council, and the Premier in explaining the bill declared that it was not proposed to abolish the private offices until the government bureaus had demonstrated their ability to meet the demands of the labour situation. Both bills have passed the second reading, but, at the time of writing, Bill No. 13 is receiving considerable opposition in the Assembly.

In British Columbia, as in other provinces, the Government has introduced a bill providing for the expenditure of the money being loaned by the Dominion Government to secure better housing conditions. The question of soldiers' land settlement has also been brought before the Legislature by the Government, and an amendment to the Soldiers' Land Act, which passed its third reading on February 18, authorizes the Lieutenant-Governor in Council, through the Department of Lands, to develop and improve the lands set aside for soldier settlement, and also to intersperse other settlements with sol-

dier settlements. An important amendment to the Coal Mines Regulation Act has been brought forward by the Minister of Mines. This amendment proposes the appointment of a Coal Miners' Minimum Wage Board to consist of the Chief Mine Inspector as chairman and two other members representing employers and employees, respectively. The duties of the Board will be to define any portion of the province as a minimum wage district and to fix the minimum wage in such district. It is also proposed to abolish the present Board of Examiners and to substitute a new board with power to examine not only mine officials but also miners. Further changes contained in the amendment relate to the proper supervision of age chains, cables, etc. The Minister of Labour has introduced a bill repealing the Employment Agencies Act and prohibiting the receipt of any fee for procuring employment, and also an amendment to the Department of Labour Act, widening the scope of the Act to include women workers. The Government also intends to ask for the voting of an "emergency appropriation" to provide employment during the year in carrying on development work of a productive nature.

In Manitoba three measures of interest to labour have recently been introduced in the Legislature by members of the Government. The first bill proposes a number of changes in the Workmen's Compensation Act of 1916. The second, which was introduced by the Minister of Public Works, proposes to extend the provisions of the Minimum Wage Act to female stenographers, clerks and messengers employed in Winnipeg offices and female employees in theatres and other places of amusement. The third bill, introduced by the Premier, relates to the settlement of industrial disputes and provides for the establishment of a board of five members on which employers and employees will be equally represented, with a neutral chairman appointed by the government. The board will have power to

investigate working conditions, rates of pay, housing and cost of living. The board will be empowered also to make special investigations of excessive profits made by reason of unfair wage rates.

Since the opening of the Quebec Legislative Assembly, on January 21, the Honourable L. A. Taschereau, Minister of Public Works and Labour, has brought forward a number of bills relating to labour matters. Three of these measures have already received a third reading in the Assembly. The first, which relates to the Department of Labour, authorizes the appointment of a deputy minister of labour who, under the direction of the Minister of Public Works and Labour, shall control matters connected with labour and shall have power also to perform the duties of chief inspector of industrial establishments. The second empowers the Lieutenant-Governor in Council to order the closing at any time of all private employment offices, and removes the restriction that persons applying at provincial employment offices must be British subjects or born in Canada, and must reside in the province. The third is an amendment to the Workmen's Compensation Act, which will enable a father to claim compensation for injuries to his son when the latter is the

principal support of the family, whereas under the present law compensation can be claimed only when the son is the sole support. Other Government measures affecting labour relate to minimum wages for women, workmen's compensation, employment of children, housing, and land settlement for soldiers. The proposed minimum wage legislation creates a minimum wage board with power to investigate working conditions and fix minimum wages for female employees in industrial establishments. The bill respecting child labour amends the Industrial Establishments Act to the effect that no child under sixteen years of age shall be employed in any industrial establishment, or as a newsboy, bootblack, etc., unless able to read and write fluently and possessed of a school certificate satisfactory to the inspector. The housing bill provides for the construction of workmen's dwellings and for advances to municipalities from the share of the federal housing loan allotted to the province. The land settlement measures authorizes the appropriation of land to be granted free to returned soldiers and sailors by the provincial authorities or to be put at the disposal of the federal authorities in charge of the civil re-establishment of returned men.

RECENT LEGAL DECISIONS AFFECTING LABOUR

AN ore shoveller when at work in a mine at Gowganda was injured on October 15, 1913, and sued the company for damages. It appears that with another man he was loading a bucket with ore and transporting it on a flat car from

**Damages
awarded on
appeal. Jury
not properly
instructed**

the ore dump to the shaft. While the drift of the mine was nearly level the track on which the car ran had been raised at the dump so that from there to the shaft it made a down grade and then an up grade. When the bucket was half full the wedge holding the car

at the dump slipped from under the wheel and the car went down the incline. The plaintiff ran after the car and tried to stop it, but the car had too great an impetus and plunged into the open shaft, and the plaintiff fell after it, sustaining very severe injuries. The case came before a jury, which in answer to questions declared that the accident was caused by the negligence of the defendants in allowing the track to be raised so that the car was uncontrollable, but that the plaintiff contributed to the accident by failing to exercise reasonable care, his want of care consisting in raising the track. The jury assessed the

plaintiff's damages at \$1,500, but the trial judge dismissed the action. The plaintiff entered an appeal, which was heard before the First Divisional Court. The Court found that the trial judge had erred in not instructing the jury as to Sec. 164 of the Mining Act of Ontario, rule 40 of which as amended provides that the manager or captain of every mine shall examine at least once every day all working shafts, levels, raises, etc., to ascertain that they are in a safe and efficient working condition, also that the jury were not sufficiently instructed on the subject of contributory negligence and their evidence did not warrant their answers to questions 3 and 4. For these reasons the appeal was allowed and judgment was given in favour of the plaintiff for \$1,500 with costs. (*Ontario—Bakanawski v. Mann Mines, Limited.*)

A workman was engaged by a boot manufacturing company as inspector under a contract for one year at a salary of \$15 a week, which was afterwards raised to \$18. About seven months after the beginning of his engagement, he was confined to his house by illness for a little over a fortnight. On his return to work he found another man had been given his position. His employer offered him another job at \$9 per week. He worked for one day, and then quit, and brought an action against the company for breach of contract, in the Superior Court of Quebec.

The defendants pleaded the necessity of maintaining an inspector constantly at his post, and pointed out that when the plaintiff returned to the factory they offered him piece-work at which he would soon have been able to earn more than he was paid as an inspector, guar-

anteeing him meanwhile a minimum wage of \$9 a week. He, however, preferred to leave the work without notice of any kind.

The plaintiff's action was dismissed by the Court for the following reasons: That the urgency and importance of the defendants' industry necessitated uninterrupted inspection of the finished product of the factory; that in the circumstances they were justified in cancelling the contract with plaintiff and engaging another inspector; and that the fortuitous case of plaintiff's illness was one of the causes of the cancelling of the contract. Moreover, the Court considered the plaintiff himself consented to the cancellation of the contract in accepting without reserve, after recovering from his illness, other work in the establishment, though he left the service of the defendants without giving his employers notice of his intention.

An apprentice lost the sight of his left eye, and suffered other injuries when at work. His father, as tutor, brought action in the Supreme Court at Montreal against his employer, claiming a capital sum of \$2,000 and \$400 in addition as compensation for temporary incapacity. With regard to the award of a capital sum, the Court said that the accident caused the injured boy a loss of 40 per cent in his earning capacity. Calculated on the lowest wages paid by the company defendant, \$900 a year, this gave a capital which exceeded \$2,000, the maximum allowed by the Act. Judgment was accordingly entered for \$2,000 with interest from the date of the service of the action, and costs, in addition to \$71.04 allowed for temporary incapacity. (*Quebec—Watts v. Canadian Pacific Railway.*)

Absence through illness justifies cancellation of contract

Award of \$2,000 to apprentice for loss of eye

THE LABOUR GAZETTE

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MINISTER—THE HONOURABLE GIDEON D. ROBERTSON.
DEPUTY MINISTER—F. A. ACLAND.

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

During March there was only a slight reduction in the total amount of unemployment that prevailed during the previous month, the numbers of returned soldiers seeking work counteracting to a large extent the seasonal increase in activity. The depression in the coal mining industry was relieved to a very slight extent. In civic employment there was an increase of 17 per cent in the number of employees and of about 18 per cent in the wages paid in comparison with February, 1919. In comparison with March, 1918, there was a decrease in employment of 7 per cent.

The time loss on account of industrial disputes during March was greater than during either February, 1919, or March, 1918. There were in existence during the month 19 strikes, involving 2,730 workpeople, and resulting in a time loss of 49,799 working days. Fourteen strikes involving approximately 2,641 employees were reported as having commenced during March.

There was a marked decrease in the cost of the weekly family budget of staple foods, which averaged \$13.05 for March as compared with \$13.41 for February, and \$12.66 for March, 1918. The index number of wholesale prices fell slightly, standing at 277.6 for March, as compared with 279.8 for February, 290.0 for November, 1918, and 269.2 for March, 1918.

Proceedings under the Industrial Disputes Investigation Act

During March the Department received reports from three Boards of Conciliation and Investigation established to deal with disputes between (1) the Grand Trunk Pacific Railway and its employees, members of the Canadian Brotherhood of Railway Employees; (2) the Furniture Manufacturers' Association of Stratford, Ont., and certain of their employees, members respectively of the United Brotherhood of Carpenters and Joiners, Local Union 1990, and Painters and Decorators, Local Union 772; and (3) the Canadian Express Company and certain of its employees, being clerks, drivers, porters, messengers, etc., members of the Canadian Brotherhood of Railroad Employees. A report was also received from the Labour Appeal Board to which the last mentioned dispute had been referred.

Two applications were received for the establishment of Boards, and appointments were made in connection with two applications which had been received during the previous month.

Commission of Enquiry appointed to investigate labour unrest

At the invitation of the Minister of Labour a number of representative employers met him in conference on March 27 to consider the industrial unrest that prevails in a

greater or lesser degree throughout the Dominion, and to decide upon the most effective means by which the best possible relations might be established between capital and labour. The Minister informed the conference that the Cabinet had approved the recommendation of the labour sub-committee of the Reconstruction and Development Committee for the appointment of a commission composed of five or seven men, representatives of labour and capital, and commanding the complete confidence of the nation, to visit all centres of industry in the Dominion, survey the situation in all its aspects and report to the Government upon the possibility of the joint control and operation of certain industries by capital and labour. The gentlemen present unanimously concurred in the appointment of such a commission of enquiry as outlined and promised their fullest co-operation and support to the end that the investigation might be as exhaustive as possible. The commission has since been named and is composed as follows: Chief Justice Mathers, chairman; Senator White and Mr. Charles Harrison, M.P., representing the public; Mr. Carl Riordon, president of the Riordon Pulp and Paper Company, Montreal, and Mr. F. Pauze, lumberman, Montreal, representing the employers; Mr. Tom Moore, president of the Trades and Labour Congress, and Mr. J. W. Bruce, Toronto, member of the Labour Appeal Board, representing the employees. Mr. T. Bengough, Toronto, will be secretary of the commission. The commission is required to report by June 1st. The texts of orders-in-council in regard to the Commission of Enquiry appear on another page.

Joint Industrial Council of Milk Distributors at Vancouver, B.C. Steps were taken in February toward the organization of the Industrial Council of Milk Distributors of Vancouver, B.C., composed of representatives duly elected from the milk drivers and an equal number of representatives of employers and managers of branch

dairies. Its object is to provide a joint council for the discussion of all subjects relating to the welfare of the employers and employees. At the organization meeting W. A. Knight was elected chairman, and Robert Evans secretary, who will hold office for three months. Meetings of the council will be held once a month or oftener if required. A committee was appointed to draw up a constitution.

Committee on industrial fatigue in Canada The Research Council of Canada has taken steps to carry on an investigation of industrial fatigue in Canada. The investigation will be conducted by a committee of which Professor MacLeod of the University of Toronto will be chairman. The committee will be composed of the professors of physiology in the universities of Manitoba, Queen's, McGill, and Dalhousie, Major W. M. Tait, a representative of labour, a representative of the Canadian Manufacturers' Association, and a woman interested in female labour. It will endeavour to obtain data to decide the question of the maximum efficiency of the worker, as determined by the number of hours of labour and the conditions affecting different industries.

Industrial pensions schemes The annual report of the Canadian Pacific Railway for 1918 contains a statement of the Pensions Department to December 31, 1918. This shows a balance of \$890,307.76 carried over from the previous year, which with \$500,000 contributed by the company and \$43,056.22 received as interest makes a total of \$1,433,363.98. Out of this the sum of \$267,097.43 was paid in pension allowances, leaving a balance of \$1,166,266.55. There were 854 pensioners on the pension roll at the end of the year, of whom 39 were under 60 years of age, 404 between 60 and 70 years and 411 over 70 years.

The committee in charge of the pension and sick benefit plan inaugurated

in 1917 by the Bell Telephone Company has just issued its report for 1918. The following payments were made out of the fund during the year: pensions, \$5,925.82; accident disability benefits, \$8,425.65; disability expenses (accidents only), \$3,639.33; sickness disability benefits, \$102,962.67; death benefits (including expenses), \$26,308.79; gross payments from funds, \$147,265.26. The committee recommended to the company the inauguration of a medical examination of all employees entering the service of the company after a certain date. This would be the means of drawing attention to ailments which, if treated in time could be cured, and would also insure that no one is given work for which they are physically unfit.

The Toronto Carpet Manufacturing Company, Limited, and its subsidiary, the Barrymore Cloth Company, Limited, recently announced a programme that these companies were about to put in force for the benefit of their employees. This included the donation of \$10,000 as the nucleus of a pension scheme, the donation of a sum of money to the recently formed mutual benefit association for a cash reserve, and an allowance of \$100 by the companies toward funeral expenses of any employee dying in their service. Provision is also being made for the adoption of a pension scheme, but the details have not yet been worked out.

Mothers' pensions State payment of mothers' pensions is now in force in the provinces of Manitoba and Saskatchewan, and a mothers' allowance bill has also been introduced by the provincial government in the Alberta legislature. In Manitoba 202 mothers were reported to be receiving pensions in January, 1919. Half the amount is paid by the Government and half by the municipalities. The recipients are limited to widows, and wives of asylum patients. In Saskatchewan city municipalities only are charged half the pensions for

resident pensioners, and the amount of the pension is limited to \$30 a month.

Profit-sharing schemes A profit-sharing scheme for farm labour has been announced by the Noble Foundation, of Nobleford, Alberta, which was organized as a Company seven years ago. This company is offering employment to experienced farm labourers and teamsters at the following rates: April to July inclusive, \$65 per month; August to November inclusive, \$75 per month, with a bonus of 20 per cent on the amount of money earned, for those who give good satisfaction and remain through the full season. In addition to this, not later than thirty days after December 31, the company will pay a dividend on the wages earned, at the same rate as the dividend paid to shareholders, which has averaged 20 per cent since its organization. It is further proposed to pay an extra ten per cent bonus to those who return the following year and complete the season of 1920. A few men will be retained on each farm at winter rates of wages, and a bonus and dividend will be paid to them in the same proportion.

The Robert Simpson Company of Toronto, a large departmental store, has recently announced a profit-sharing plan for the benefit of its employees. Any member of the staff who has been a year with the store may, if he desires, participate in the scheme, in which event he must deposit to the credit of the firm five per cent of his salary up to the maximum of one hundred dollars a year. This limit is set so that the higher paid employees shall not benefit disproportionately. To these savings of the staff the company will add annually a sum equal to five per cent of its net earnings. The deposits will be invested for the benefit of the participating employees. Participants completing ten years of service will be permitted to withdraw their deposits with all interest and profits. Those leaving before com-

pleting their ten years' service will be entitled only to the amount of their deposits plus five per cent interest, save in the case of a woman leaving to be married after five years, who would be entitled to the profits as if she had completed ten years' service. In the case of death, beneficiaries will also receive the accrued profits as though the deceased had completed the ten years' term.

Co-operative Society at Sydney Mines, N.S. The last quarterly report of the British Canadian Co-operative Society, Limited, of Sydney Mines, Nova

Scotia, contains a table showing the progress of the society from the first to the twelfth year of its existence. The sales of the society rose from \$16,913.18 during the first year to \$675,204.94 in the twelfth year. The membership increased from 88 to 1,550, and the share and loan capital from \$1,710.11 to \$88,692.43, while the amount paid in purchase dividends was \$598.29 in the first year and \$71,029.81 in the twelfth year. The aggregate trade turn-over during the twelve years amounted to \$2,561,628.40. The total interest paid on capital amounted to \$19,306.28, the sum of \$262,026.39 has been returned to the consumers as purchase dividends, and the sum of \$12,900 has been transferred to the reserve fund out of the surplus revenue.

Technical training in an automobile factory The Willys Overland Company of Toronto has established a department in its automobile factory for the

technical training of its employees. Two floors of a factory building have been set aside for this purpose, and machine shops, tool and die rooms, inspection, drafting and lecture rooms form part of the equipment. Men will enter this course of training only at their own request and old employees while in training will be paid within ten per cent of their former wages. Men may enter

or leave the training department at any time. They may return to their old positions or, if successful in their training work, they will be promoted to better jobs at higher wages, receiving at once the standard rate for the new work for which they have qualified. Training is offered in general machine work covering various types of machines used in production, tool and die making, blue print reading, applied mathematics, and other technical courses, including a course in foremanship.

Amendments to the Ontario Workmen's Compensation Act sought by employers A deputation from the legislation committee of the Canadian Manufacturers' Association recently waited upon the Premier and Attorney-General of

Ontario to urge that the Ontario Workmen's Compensation Act be amended to provide that (1) the right of safety associations to represent their respective groups of employers before the Workmen's Compensation Board shall be recognized, (2) the duly appointed representative of each group of employers shall have access to the accounts of the group funds, and (3) that facilities be provided for appeal by employers from decision of the Board to an adequate tribunal on points of law.

International Mining Convention at Vancouver On March 17, 18, and 19, an international mining convention was held at Vancouver, B.C., at which there

were present about three hundred delegates from the United States and the various provinces of Canada. The objects of the convention were to discuss mining conditions in British Columbia and future prospects of the industry, and to exchange views as to the best means of meeting various problems which the mining prospectors and operators have to face. The Honourable William Sloan, provincial Minister of Mines, in addressing the convention stated that prospects were bright in the

mining industry and preparations were being made by the Department for a season of pronounced activity. In 1918, 63,387,010 pounds of copper were produced in British Columbia, as compared with 59,007,565 pounds in 1917. The output of lead and gold was also greater than in the previous year. There was a decline in zinc and silver, but the value of silver mined showed an increase of \$356,310. The output of coal increased by 142,093 tons, and of coke by 30,751 tons.

Eight-hour day in Peru and Porto Rico

According to recent press dispatches, the government of Peru has decreed that the eight-hour day shall be the standard in all trades and industrial occupations. It has also decreed that the supreme court shall act as mediator and arbitrator between employers and employees, and that it shall be possible for the workers to secure a hearing at all times and to secure information and advice without being put to any legal expense. It is intimated that the supreme court will recognize that labour has rights with which no legal technicalities shall be allowed to interfere.

A note in the United States *Monthly Labour Review* for January, 1919, states that at an extraordinary session of agricultural and building trades employees under the auspices of the Free Federation of Labourers of Porto Rico, affiliated with the American Federation of Labour, resolutions were passed declaring an eight-hour day a principle of industrial unity. Other resolutions approved a fixed scale of wages for ordinary hours of labour and overtime, hygienic and healthful conditions in factories, conciliation and arbitration, recognition of labour's right to organize, right to make collective agreements, union supervision of apprenticeship in the building trades, inclusion of all labourers under the Workmen's Compen-

sation law, and promotion of safety legislation applicable to the building trades.

Application of Whitley Report to Government industrial establishments in the United Kingdom

A preliminary conference was recently held of representatives of trade unions having members directly employed in Government industrial establishments and officials of various Government departments to discuss a draft scheme for the application of the Whitley report to persons directly employed in industries by the Government. The Minister of Labour, Sir Robert Horne, presided, and among those present were the parliamentary and financial secretary of the admiralty, and representatives of the treasury, war office, air ministry, and office of work. The conference with practical unanimity adopted the following resolutions: (1) "That this conference accepts the scheme as submitted by the Ministry of Labour as a basis for the formation of Whitley Councils in Government departments on the lines laid down in H.Q. 16/7 and hereby agrees to the appointment of a committee consisting of representatives of trade unions, groups of trade unions and government departments represented at this conference for the purpose of setting up the machinery to put the councils and committees into operation. (2) That this meeting is in agreement with the proposals to set up Joint Industrial Councils for government departments, and recommends that provision will be made for reference to arbitration by a Standing Arbitration Council or other suitable body in any case in which the treasury or the employing departments are not prepared to approve and adopt a recommendation of a Joint Council." A provisional committee of twenty members was appointed to draw up schemes for the various councils and committees, for submission to the government departments and trade unions concerned for their approval.

Course of lectures for employment managers

The University of Toronto is preparing a short course of lectures for employment managers of large industrial establishments to be carried on during June. Arrangements to this end are being made by Professor R. M. MacIver, of the Department of Political Economy, acting director of the Social Service Department. The studies will include different systems of payment, wage bonuses and premiums, labour turnover and the means of reducing it, the system of taking on workers, training new employees, tests of fitness so as to adjust the workers to their work, transference of workers from one employment to another, and questions connected with their discharge. A study will also be made of the systems of workmen's insurance, annuities and union conditions, personal relations between the workers and the management, safety systems and compensation for accidents.

Mineral production in Canada during 1918

A preliminary report on the mineral production of Canada during the calendar year 1918, which has been issued by the Department of Mines, places the total value of the metal and mineral production for the year at \$210,204,970 compared with a value of \$189,646,821 in 1917, an increase of 10.8 per cent, while compared with the production in 1913 valued at \$145,634,812 there was an increase of 44.3 per cent. The greatly increased prices of metals and mineral products during the past three years have largely contributed toward increasing the total value of the mineral production, nevertheless, out of about forty-five items, or products, included in the mineral record, no less than eighteen reached their highest production in actual quantity during 1918 or 1917. The production of materials of construction such as cement, clay products and stone was reduced almost one-half as compared with the maximum production before

the war, owing to the cessation of building activities, whereas the production of metals and of various non-metals and fuels which entered directly or indirectly into the requirements of war was greatly increased. Comparing the past two years more than one-half the total increase has been due to the higher prices of coal, and a large part of the balance of the increase has been due to higher prices of silver, cobalt, and asbestos, though the two latter of these were also produced in greater quantity than in the previous year. The metal production in 1918 was valued at \$113,563,111, an increase of \$7,107,964 or 6.7 per cent over the year 1917. The value of the non-metallic production, including clay and stone, was \$96,641,859 in 1918 as compared with \$83,191,674 in 1917, an increase of 16.2 per cent. Almost every production on the non-metallic list with the exception of clay, stone, natural gas, mica, gypsum and graphite was obtained in greater quantity and value than during 1917.

Jottings

The Canadian Pacific Railway has prepared 100 farms for returned soldiers, and qualified men have already been placed on a number of them. It is the intention of the Company to continue the preparation and sale of farms on favourable terms to soldiers who have served in the Canadian or Imperial Forces or who have served in the Allied Armies.

The double platoon system has been adopted for the civic fire departments in the following cities: Montreal, Ottawa, Toronto, Hamilton, Kitchener, Guelph, Windsor, Sault Ste. Marie, Winnipeg, Saskatoon, Vancouver, South Vancouver, and Victoria.

The Norwegian parliament by an almost unanimous vote has recently ap-

pointed a committee of employers and representatives of labour, with a few independent experts, to consider the advantages of co-partnership as a means of securing industrial peace.

The War Labour Board of the United States, a purely advisory body, was discontinued by the Department of Labour on February 15 last. While in existence it was instrumental in securing the general acceptance by the production departments of the government of a safety code for women and of rules prohibiting child labour on war contracts.

Owing to the failure of passage of the Urgency Deficiency Bill, the United States Employment Service was reduced, on March 22, to about one-fifth of its former size. The Secretary of Labour expresses confidence, however, that when congress meets it will appropriate funds for the adequate maintenance of the service.

The legislature of British Columbia has appropriated the sum of \$56,878 for the payment of claims for damages arising out of the strike riots in 1914 in the coal producing area on Vancouver Island. These claims have been passed upon by a commission named by the former government of British Columbia.

A model town, it is announced, will be built by the Riordon Pulp and Paper Company at Kippawa, Quebec, in connection with its new pulp mill. For this purpose the company has brought under control an area of about ten square miles. The consent of the Quebec government was obtained for the development of the town-site, and the co-opera-

tion of the Commission of Conservation through its town-planning adviser, Mr. Thomas Adams, was promised.

The Cobalt Miners' Union is petitioning the Ontario legislature to pass a law fixing an eight-hour day with a half holiday on Saturdays for all wage workers in the province, and has issued an appeal to labour bodies, returned soldiers' organizations, United Farmers' branches, Municipal Councils, Boards of Trade and other public and social bodies of Ontario to support their petition.

At a district meeting of the Amalgamated Society of Engineers and affiliated trades at Hamilton, on March 20, it was resolved to request the Dominion Government to press employers throughout the Dominion to establish an eight-hour working day and a five-day working week, making forty hours the maximum time of labour in a week; also to fix a uniform wage and to give workers a greater measure of control over industry.

Under an agreement made on March 21 between managers of shipyards on the Pacific Coast of the United States and representatives of the international unions affiliated with the Pacific Coast division of the Metal Trades Council, it was provided that the existing wage schedule and working conditions of the Federal Shipbuilding Labour Adjustment Board, known as the Macy Award, would remain in effect until October 1. General control of industrial relations will be vested in a board of ten, of whom five will represent the employers and five the workmen.

INDUSTRIAL CONDITIONS DURING MARCH, 1919

I.—General Review

During March there was no great reduction in the amount of unemployment, the seasonal activity being counteracted to a considerable extent by the large numbers of returned soldiers seeking work. During the month there was considerable activity in the lumbering industry in the Maritime Provinces, while in the West there was a good demand for farm labour. In general there was some depression in the Prairie provinces. In the metal and machinery group there was considerable unemployment in the Sydney Mines district which slightly affected the whole province of Nova Scotia. There was some reduction in employment in shipyards, more especially at Toronto. In engine, boiler and automobile plants and foundries employment varied; there was some depression in Toronto and British Columbia, but in general conditions were the same as during the previous month. Agricultural implement plants were active, due partly to orders from Roumania. In the food group there was no marked activity. The sugar refineries and dairies were well employed. In cigar and tobacco factories employment varied. In the textile group there was a pronounced improvement, due probably to Roumanian orders, and there was some demand for skilled help, both male and female, and during the month some overtime was worked. In the clothing industry there was some seasonal activity, although retail merchants showed a

tendency to buy in small lots in expectation of a drop in prices. There was a pronounced demand for tailors, due to the numbers of soldiers returning to civilian life. Laundries were active and dyeing and cleaning establishments experienced the usual seasonal rush of business. In the pulp and paper mills employment generally was normal. Printers were very well employed, and bookbinders, engravers and lithographers had a good month. Employment was well maintained in the paper box factories. In the woodworking and furniture group there was some seasonal activity in the planing mills, although this was affected by the depression in building. There was some demand for skilled furniture hands. In the leather group, tannery workers were well employed and there was a slight demand for labour. Harness makers continued to experience a dullness which might be attributed to the general displacing of horses by tractors and automobiles. Tire and rubber companies were very active. In the glass and stone group there was a decided increase in employment in the glass factories, and several brick yards resumed operations though on a small scale during the month. Normal conditions were reported in the paints, oils, chemicals and explosives. In transportation there was an improvement over last month in the employment of train crews, due partly to the transportation of returned soldiers. Railway repair shops were normally engaged. In metal mining there was a surplus of labour

in the Cobalt region despite the fact that the mines were operating at full capacity and that additional men were being taken on. In British Columbia there was a considerable reduction in activity and in the case of some mines operations were suspended due to the lack of markets. In coal mining the depression of the previous month in Nova Scotia continued during March. Calgary reported a large surplus of miners. In the Lethbridge and Fernie districts there was a slight improvement over the previous month, the miners working on an average of from 3 to 4 days a week. In the building trades there was a slight increase in employment due to repair work and alterations; conditions, however, were very much below normal. The value of building permits issued in 35 cities increased from \$1,863,462 in February to \$3,014,365 in March, or 61.76 per cent. As compared with March, 1918, there was an increase of 40.96 per cent. The lumber industry in the Maritime Provinces was very active during the earlier part of the month in the camps and later in the sawmills. In British Columbia there was some depression, although it was not anticipated that this would continue.

The loss of time on account of industrial disputes during March was greater than during either February, 1919, or March, 1918. There were in

Strikes

existence at some time or other during the month 19 strikes, involving 2,730 workpeople, and resulting in a loss of 49,799 working days, compared with 16 strikes, 1,533 workpeople, and 12,385 working days in February, 1919; and 14 strikes, 1,020 workpeople and 9,773 working days in March, 1918. On March 1, there were on record five strikes, affecting 89 workpeople. Fourteen strikes were reported as having commenced during March, compared

with eight in February. One of the strikes commencing prior to March and ten of those commencing during March were reported terminated, leaving eight unterminated strikes affecting approximately 2,665 workpeople, on record at the end of March.

In prices the general downward movement continued, but there was an upward tendency in some

Prices

groups. The index number of wholesale prices was lower, standing at 277.6 for March as compared with 279.8 for February, 290.9 for November, 1918, 269.2 for March, 1918, 224.9 for March, 1917, 145.4 for March, 1916, and 137.0 for March, 1914. The chief changes during the month were advances in livestock and meats, and in raw furs, with declines in prices of eggs, fish, metals and chemicals. There were also slight advances in fruits and vegetables, and miscellaneous foods, with slight declines in building materials.

In retail prices the weekly food budget was again lower at the middle of March, the cost of the twenty-nine items of foods included averaging \$13.05 in some sixty cities as compared with \$13.41 at the middle of February and \$13.78 in January. The decrease for the month was due chiefly to lower prices in eggs, butter, flour, rolled oats, beans, potatoes and to slight decreases in meats, particularly mutton and pork products. In butter, there was a considerable increase in price after the middle of the month, owing to an increase in exports and low stocks, the prices being up 5c and 10c per pound in many of the cities.

The same food budget in March, 1918, cost \$12.66, and the figure for March, 1919, \$13.05, is the lowest since July, 1918, when it was \$13.00. In March, 1914, the budget cost \$7.68; a year later, \$7.88; in 1916, \$8.36, and in March, 1917, \$10.70.

II.—The Industries and Trades

During March the Sydney mines steel plant remained practically closed down although extensive repair work was being undertaken. It was expected that normal conditions would prevail

**Metals,
machinery,
conveyances**

by the middle of April. The output of the Dominion Steel Company's plant was in tons as follows: pig iron, 31,000; steel ingots, 33,500; steel rails 20,000; blooms, bars, etc., 2,000; wire and wire products 700; with four blast furnaces in operation as compared with 28,700 tons of pig iron and 31,100 tons of ingots with four blast furnaces in operation during the previous month. There was some lessening of activity in the boat- and shipyards. Employment was steady in the rolling mills at Dartmouth, and good in the boat- and shipbuilding and repairing yards at Halifax. Mechanics were well employed in the stove foundries. Employment was good in the electrical trades. Westville reported continued slackness in the steel and metal works although the Eastern Car Co. increased their staff considerably. Employment was fair in the Canada Car and Foundry plant at Amherst. The steel plant at Truro was making preparations to start the manufacture of steam engines of all kinds. Iron moulders and machinists were well employed at Charlottetown. Employment was steady in the shipyards and rolling mill at St. John. Tin and sheet metal workers were actively engaged. Moncton reported employment steady in this group. Fredericton reported conditions generally good although it was not possible to absorb all the skilled labour available. Electrical workers were quiet. Montreal reported that the structural steel company showed improvement, that engine, boiler, automobile and agricultural implement plants were active, but that the sheet-metal plants and the electrical trades were quiet. Quebec reported that boat- and

shipbuilding and repairing yards were very busy, that employment was active in the stationary and portable engine plants, but that stove and furnace and metal roofing plants were very dull. Sherbrooke reported quietness in this group. The foundry at St. Hyacinthe worked full time. Three Rivers reported steady activity in the shipyards and foundries. The mechanical engineering company, however, had a dull month. At St. Johns and Iberville ironworkers and electricians were well employed. The Singer Manufacturing Co. was actively engaged. Sorel reported activity generally throughout the group. Ottawa and Hull reported a general slackness in all the foundry trade; some firms however, kept their staffs engaged in getting stock in anticipation of foreign orders to come. The Beach Foundry Co., as a result of troubles caused by the demand of the moulders for increased pay, was closed during the month. The Ottawa Car Co., continued to be busy. Toronto reported a slight general decrease in activity as compared with the previous month. The metal and machinery industries were quiet, but employment was fair in the structural steel and engine and boiler plants. The shipbuilding industry was affected by a falling off in orders and the Polson Iron Works and the Dominion Shipbuilding Co. laid off a large number of hands. The automobile, agricultural implement and tractor plants were busy. Electrical, sheet metal and brass workers had plenty of employment and moulders and patternmakers were in demand. Hamilton reported activity in the metal trades. At Niagara Falls there was less activity in the metal working industries. The steel plant at Welland continued to reduce its staff and it was anticipated that it would close down shortly. At St. Catharines boiler makers were well employed and electrical workers were busy, but the metal trades continued to be quiet. Brockville reported slackness in

the motor and carriage companies plants. A number of hands were laid off at the locomotive plant at Kingston, but employment was fair in the shipyard. Belleville reported fair activity in the group. Peterborough reported that foundries were all well employed, but that the electrical workers and machinists were working part time only. Brantford reported that employment was good at the Waterous Engine Works, but that the gasoline and oil engine plants had laid off a few hands and were working five days a week. Employment was good in the wagon and carriage works. The plough manufacturing plants were all very busy, the Massey-Harris Company having received an extensive order from Roumania. Kitchener reported employment steady in this group. The Berlin & Racycle Co. was very busy in its clock department having received a large order from England. Stratford reported steady employment. Woodstock reported slackness in the boiler-making and stove and furnace plants although skilled labour in most cases was being retained. There was some unemployment among wagon and sleigh makers. The rolling mills at London ran full time. Chatham reported that the automobile plants were very active, but that the carriage and wagon companies were working with reduced staffs. Windsor reported that the Canadian Bridge Co. had been active, but that the Trussed Concrete Steel Co. had laid off a number of men. The Dominion Forge and Stamping Co. was very busy. The automobile companies took on some extra hands. The Canadian Roofing Co. after a prolonged season of dullness resumed activity. Machine shops at Owen Sound ran full time. The agricultural implement plant at Orillia further reduced its staff. There was a slight increase in employment in the Port Arthur shipyards. Winnipeg reported that the rolling mills and metal working establishments continued to be active without any material change in employment. In the automobile factories employment continued to be fairly brisk. The Bran-

don Machine Works and other machinery plants were busy. Moose Jaw reported that the manufacturing and mechanical industries were marking time, waiting presumably for a definite settlement of prices for materials and labour costs. There was some unemployment. Medicine Hat reported that the Alberta Rolling Mills were running day and night and that the Redcliffe Mill had resumed operation after being closed for several weeks. The Medicine Hat pump and brass company reported a considerable improvement. Calgary reported that the various iron works and the Ogden Locomotive shops were fully employed. Automobile and motor engine workers were well employed, but farm implement workers were quiet. The Edmonton iron and machinery company employed 46 hands. Vancouver reported that employment was fair at the machine shops and in the shipyards, although there was a considerable surplus of labour. Sheet metal workers were busy, but there was some unemployment among electrical workers. New Westminster reported that shipyard work was about normal, but that one yard lost two weeks' work owing to a strike following a reduction of wages. Machine shops were all working, though they were not very busy and several men were laid off. Victoria reported that work at the iron foundries and shipyards continued to be fair.

Sydney reported the abattoirs and packing houses active. Halifax reported the bakers and confectioners very active. At Westville the flour and grinding mills were only partially employed. The soft drink and ice cream plants were operating one day per week only. The milk factory at Truro worked with a full staff, and overtime was worked at the flour mill. The Virginia tobacco factory hoped to start operations at an early date with about 50 hands. Charlottetown reported some activity in the abattoirs and meat-packing houses. Bakers, confec-

Foods, liquors and tobacco

tioners and butchers had a good month. St. John reported employment good in the flour and feed mills. The sugar refinery worked day and night on a large order for the British government. There was some improvement in employment in the aerated water and soft drink establishments, and also in the breweries, due to quantities of ale and porter being shipped to the West Indies. Moncton reported that the flour and feed mills were quiet, but that the biscuit factory was running actively with about 130 hands. The bakeries were all active. The flour mills at Fredericton were busy and bakers and confectioners were well employed. Montreal reported that the flour and feed plants showed activity and that there was more employment in the making of cigars. Quebec reported that the abattoirs, packing houses and breweries were dull, but that tobacco factories were active. At St. Hyacinthe the flour mill worked full time and the cigar and tobacco factories were very busy. The abattoirs at Sorel were fairly active. Ottawa and Hull reported that the abattoirs and meat-packing houses were busy and in some cases working at close to capacity. Bakers and confectioners were very well employed. Toronto reported that the flour, feed and cereal establishments were active, that the abattoirs and meat-packing houses were in steady operation, that bakers and confectioners were very well employed and that cigar makers had a fair amount of work. St. Catharines reported normal conditions in the food group. Brockville reported employment fair in the feed mills and in the cigar factories. The creameries, dairies and condensed milk factories were all active. At Kingston the flour and feed mills, creameries and breweries were active. The Graham Evaporating Co. at Belleville completed a large order of dried vegetables for the American army and then reduced their staff. The flour mills reported a busy month. At Peterborough the flour mills were practically closed down, but at Galt they were very active. The flour mills at Brantford

were quiet. The Waddell Preserving Co. was busy and the soft drink establishments and cigar factories were well employed. Kitchener reported the flour mills working full time although the sugar factory was practically closed down. There was some demand for meat cutters and butchers, also cigar workers and brewery hands. Guelph reported that the flour and feed mills continued running to capacity. Stratford reported that the flour and feed mills, the meat-packing house and the abattoirs were steadily employed. Woodstock reported that the supply of bakers and confectioners was about equal to the demand. London reported that employment was improving in the cornflake company's plant, that the biscuit plants were both active, but that there was considerable unemployment among cigar makers. Chatham reported that the sugar refineries were running night and day, but that the abattoir was still closed down. Windsor reported that the Postum Cereal Company was once more running with a full staff. The breweries were very quiet, but female cigars workers were in demand. At Owen Sound the oatmeal mills ran half time and the flour mills were very quiet. The bakers and confectioners at Winnipeg were very well employed and the vegetable canneries had full staffs working. At Brandon the flour mills ran part time only, but the bakers, confectioners and soft drinks workers were active. At Regina the flour mills were still closed down, but the abattoirs were fairly active. Prince Albert reported that the flour mills were fairly active and that the local abattoir and packing house had a good month. The flour mills at Medicine Hat reported a slight improvement in employment, but at Lethbridge they continued to be slack. At Calgary the flour mills ran full shifts, but the abattoir and packing firms were dull. Brewery and soft drink firms were very dull. The Swift Canadian Packing-house Co. at Edmonton employed some 600 hands. Fernie reported that the dairies continued to be only fairly active,

but that activity increased in the breweries. Vancouver reported the sugar refinery fairly busy, also the meat-packing houses and abattoirs. The confectioneries and bakeries were well employed. There was no fruit and vegetable canning, but the evaporating plants were busy. New Westminster reported the meat packing plant working with a full staff. The fruit and vegetable plants were closed down. Employment was good in the cigar factories while the breweries were working full capacity. Victoria reported activity in the flour and feed mills and breweries.

Truro reported the woollen mills working to capacity. St. John reported the cotton mills running steadily. Moncton reported steady employment in the woollen and linen mills and the

Textiles, cordage and carpets underwear factories. The cotton mill at Fredericton was steadily employed. Montreal reported that the cotton and woollen mills were working to capacity and that the knitting factories were also busy. Tent and sail makers showed activity. The cotton mills at Quebec were busy, and tent and sail makers were well employed. Sherbrooke reported the cotton and woollen mills active. The Wabasso Cotton Co. at Three Rivers worked full time with 1,200 hands. Toronto reported that woollen, knitted goods and carpet manufacturers were active with large orders on hand. Tent and awning makers were active. Hamilton reported some demand for cotton weavers. Kingston reported that the cotton and woollen mills were active, but that the hosiery mill was laying off hands. The woollen mills at Peterborough and Galt were very busy and some overtime was worked. At Galt the cotton and silk mills also worked some overtime. Brantford reported the woollen mills very busy on foreign orders. The underwear, hosiery and silk companies were very active and advertising for both skilled and unskilled female help. The Brantford Cordage Co. was rather quiet. The knitting and felt

factories at Kitchener ran full time and the Dominion Twine factory needed female help. At Guelph the woollen, cotton mills and knitted goods factories were actively engaged. At Stratford the woollen mills were steadily employed but the knitting factory closed down. The hosiery companies at London were very busy. The woollen mills at Chatham were very active. The tent and awning makers at Windsor commenced operations. The woollen factory at Owen Sound increased its staff. The bag companies and knitting concerns at Winnipeg were quiet and working with reduced staffs. Vancouver reported that employment was fair in the knitting factories and in tent, awning and sail factories.

Halifax reported fair activity only in ready-made clothing due to outside merchants buying in small lots in expectation of a drop in prices.

Clothing and laundering Steam laundries, dyers and cleaners reported increased activity. Steam laundries at Westville had a very busy month. Truro reported that the cap factory worked full time, but that there was some reduction in staff at the shirt factory. Charlottetown reported considerable activity. St. John reported increased activity in the steam laundries due to the arrival of a number of ships. Moncton reported a demand for experienced tailors and dressmakers. Fredericton reported that the steam laundries and dyeing establishment were busy and clothing workers steadily employed. Montreal reported normal conditions in the clothing factories while the button factories were very busy. The steam laundries were employing an unusually large number of men. Quebec reported ready-made clothing firms active, steam laundries quiet and fur goods firms dull. St. Hyacinthe reported that men's clothing workers were well employed. At Three Rivers the glove factories and steam laundries, dyeing, and cleaning establishments were well employed. Tailors and seamstresses reported a fair month. At St

John's the Excelsior hat factory worked with a full staff. Furriers had a quiet month. Clothing manufacturers in Ottawa and Hull were rather quiet except that one firm was busy on special orders. Toronto reported a shortage of female workers in the ready-made clothing factories. Hat, cap and women's whitewear factories were busy. Steam laundries were fairly active, but dyeing establishments were very busy. Hamilton reported a slight demand for help in this group. The Deacon shirt factory at Belleville was quite active. The women's whitewear and children's clothing factories at Peterborough were busy. The overall and shirt company at Brantford was well employed and dyeing and cleaning establishments were very active. Kitchener reported a demand for boys and girls in the shirt, collar and button factories, also a slight demand for glove cutters. The dyeing and cleaning houses at London were very busy. Chatham reported the pant and overall company very quiet. There was a demand for sewing-machine operators in the overall company at Windsor. The button factories were working overtime. Winnipeg reported some increased employment in the ready-made clothing houses while the dyeing and cleaning establishments continued to be well employed. There was some increase in employment in the laundries and a seasonal increase in the cleaning establishments. Regina reported a demand for help in steam laundries, dyeing and cleaning works. The garment factory at Edmonton employed some 250 hands. Vancouver reported that the ready-made clothing factories also whitewear factories were very busy, but that the steam laundries, dyeing and cleaning houses were not so busy. Victoria reported the shirt and overall factories fairly active.

The pulp mill at St. John continued to be closed. Sherbrooke reported the paper mills active, but the pulp mills only fairly active. The Wayagamack Pulp and Paper Co. and the St. Maurice Paper

Co. at Three Rivers employed over 800 men and 600 men respectively. The pulp and paper mills at Hull continued to be busy. Pulp and paper, beaver board and other pulp products companies at St. Catharines were well employed. Sault Ste. Marie reported the pulp and paper mills running day and night, but with a considerably reduced staff. Victoria reported that the pulp and paper industry continued to be fairly active.

Halifax reported that much overtime was worked in the printing and publishing houses and the binderies were active. The paper box factories had a good month. St. John reported that there was no unemployment in the newspaper and job printing business, and that binderies were also well employed. Paper box factories were rather quiet owing to a shortage of stock. Printers and bookbinders at Fredericton were active. At Montreal, printers, bookbinders and lithographers were well employed. Quebec reported paper box and bag makers very busy. Ottawa reported that the printing plants were fairly busy although employment was interrupted to some extent by the strike at the government printing bureau. Engraving and lithographing firms were busy on summer advertising work. Toronto reported that printers, bookbinders, engravers and lithographers were well employed, while the paper box factories were unusually busy for the season. Kingston reported printers well employed. At Belleville, printers and binders were very active. The paper box factory at Galt was busy. At Brantford the paper box factory was very busy. Kitchener reported that apprentices were wanted in the printing trade. Paper box workers were very well employed at Stratford. Chatham reported some demand for job printers. The paper box factories at Windsor were busy, but the binderies were quiet. The binderies and paper box houses at Owen Sound were very active. Winnipeg re-

**Pulp, paper
and fibre**

ported steady employment in this group with some demand for book binders. Printers were in demand at Regina. Job printers were rather quiet at Medicine Hat and Lethbridge, but at Calgary and Edmonton they were fully employed. Vancouver reported job printers, engravers and lithographers busy, but paper box workers only fairly well employed. Job printing offices were very active at New Westminster. At Victoria the paper box factory was quiet.

Halifax and Sydney reported activity in the sash, door and planing mills. At

Woodworking and furniture

Amherst the usual number of wood workers were employed. St. John reported the sash, door and planing mills running on full time. The box factory was active and the broom and brush factories were advertising for boys and girls to learn the trade. The sash and planing mills at Moncton were unusually busy and the cooperage plant was in active operation. The wood working plants at Fredericton were running normally. Montreal reported the wooden box, furniture and piano workers had a fair month. Quebec reported the sash and planing mills dull, the wooden box factories busy and the broom factories active. The planing mills at Sherbrooke were fairly active. The planing mills at St. Hyacinthe worked full time. Three Rivers reported the chair factory and wooden toy factory active. Ottawa and Hull reported normal conditions. Toronto reported the woodworking industries generally as active, while the piano manufacturers were busy with a shortage of skilled labour. The Curtiss Aeroplane Co. reopened their factory for the manufacture of victrolas and employed about 125 woman in the meantime. Niagara Falls reported some slackness in the planing mills, but at St. Catharines they were well employed. Kingston reported the sash and planing mills and broom factory active and the piano factory fairly busy. Peterborough reported that only a few workers were employed

in this group. The piano case company at Brantford was well employed. Kitchener reported some demand for skilled furniture workers. The wooden toy and box factories were actively engaged. Woodstock reported some demand in the furniture factories for mechanics, bench hands, cabinet makers, etc. The organ factory was fairly active. At Chatham the planing mills were very quiet and the wooden box factories practically idle. At Windsor there was quietness in this group. The furniture companies at Owen Sound were fairly active. Winnipeg reported that the sash and planing mills had a fairly active month and that future prospects were bright. At Brandon the sash and planing mills were active, but at Regina and Prince Albert they were very dull. Fernie reported dullness in this group. Vancouver reported the sash and planing mills and wooden box factories busy although a number of men were still seeking employment in these industries. At New Westminster the sash and door factories continued to work at full capacity and the box factories increased their staffs. At Victoria the sash and planing mills were fairly busy due to the shipbuilding industry.

St. John reported a shortage of labour in the tannery. The shoe factory and

**Leather,
boots, shoes
and rubber** larrigan works at Fredericton gave considerable employment and the tanneries were busy.

Montreal reported the boot and shoe manufacturers active and the trunk, bag and harness plants fairly active. The rubber factories were busy and the tanneries were fairly well employed. Quebec reported that the boot and shoe factories were busy, but that the tanneries and harness concerns were quiet. The tannery at St. Hyacinthe was very busy. The boot and shoe factories at Three Rivers were fairly active. Sorel reported activity, but in Ottawa and Hull there was slackness in most leather industries. Harness makers reported business rather dull and were

inclined to consider this as a permanent condition due to the general displacing of horses by tractors and automobiles. Toronto reported that the boot and shoe factories had an active month with some scarcity of experienced help; that the trunk, bag and harness trades were steadily employed and that the rubber plants had plenty of work. Hamilton reported activity in this group. The shoe parts factory at Niagara Falls had a busy month. At St. Catharines the rubber footwear factory was well employed. Kingston reported that the tannery was active. At Peterborough the boot and shoe workers were busy, but other leather workers were dull. The Brandon Shoe Company at Brantford was well employed. Kitchener reported the tanneries, boot and shoe factories and trunk and bag factories all busy. The Dominion Tire Co. continued running double shifts with over 500 employees. There were jobs open in the rubber factories. The tanneries at Woodstock were active, the supply of labour being about equal to the demand. There was some demand for skilled shoe workers at St. Thomas. Windsor reported dullness in the harness and horse goods factories. The tanneries and trunk makers at Brandon were well employed. The trunk, harness and horse goods workers at Calgary were dull. Boot and shoe workers at Vancouver were well employed. The tannery at New Westminster was working full time.

Halifax reported considerable employment in stone and granite cutting.

Clay, glass and stone St. John reported cut stone and granite work dull through the lime and plaster works were active. Moncton reported that the Humphreys Glass Company was well employed in their new factory. The glass factories at Montreal were quiet. At Three Rivers the concrete block factory was busy. Toronto reported that several brick yards resumed operations during the month and that the glass factories were well employed. The pot-

tery at Belleville had a good month. Kitchener reported that stone and granite cutters at the Braun Marble works were busy and that brick, tile and sewer pipe workers were more active than during the preceding month. The Dominion Glass Co. at Chatham worked three shifts employing between 350 and 400 hands. The brick, tile and sewer pipe company reported a slight improvement. The brick and tile plants at Medicine Hat reported some improvement during the month. The stone-ware industry was brisk.

Montreal reported that the paint and varnish industry showed activity and that chemical, drug and medicine plants were normally employed. **Paints, oils, chemicals, explosives** Quebec reported that cartridge and ammunition factories were active. The powder factories were very busy at Sherbrooke. Three Rivers reported that the two paint mills were well employed. Toronto reported that the paint and varnish plants were busy, and that the chemical, drug and medicine manufacturers were active. Hamilton reported that the soap factories and the acids, drugs and medicine plants were well employed. Electrochemical plants at Niagara Falls were active. The Scarfe Varnish Co. at Brantford was well employed. Kitchener reported the oil and grease companies very busy. The paint and varnish company at Windsor was fairly busy, and the manufacturers of toilet articles and patent medicines took on extra help. The chemical plant at Sault Ste. Marie ran day and night, but with a reduced staff. The soap factories at Winnipeg were normally employed. At Regina the Imperial Oil Co. ran full time with a full staff except in the mechanical department. The soap works had a fair month and expected to increase their staff shortly. Vancouver reported the paint and varnish works busy and the Imperial Oil Works at Ioco fairly busy. Victoria Works at Ioco fairly busy. Victoria reported the paint and soap factories steadily engaged.

The earnings of the Canadian Pacific Railway Co. during February were \$11,064,166 as compared with \$9,574,301 for the same month in 1918.

Railways, shipping and 'longshore work

Halifax reported that employment was very good on the steam railways due to troop trains. Street railway employees were active and an extension to the service was anticipated. 'Longshore work improved slightly during March. Sydney reported activity, except in 'longshore work which was quiet. Charlottetown reported an average month on the railways with considerable employment in the repair shops. The steam railways at St. John were very busy transporting troops. The street railway was active and there was an improvement in 'longshore work. Moncton reported that railway operating staffs and express companies had been very actively employed and that train crews were in demand and were making much extra time. Fredericton reported that railway traffic was very active. Quebec reported that freight trains and railway repair shops were busy, but that the street and electric railways were quiet. Transfers, liveries and garages were very dull. Sherbrooke reported that the garages were becoming very active. Toronto reported that railway traffic showed a considerable increase as compared with February, largely due to the transportation of returned soldiers. Freight business also showed improvement. Street railwaymen had plenty of work. Navigation opened earlier than usual with prospects of a busy season. Hamilton reported that navigation opened March 1 and that the inland navigation lines were active in freight business between Hamilton and Toronto. The steam railways were active in passenger traffic, but freight business was very much less than during the same month last year. Niagara Falls reported that railway transportation was light, and that the steam boats were being fitted out for the season. St. Catharines reported that railway work was active in all branches.

Brockville reported railway and railway repair shops quiet. The Montreal Transportation Co. at Kingston was only fairly active. The steam railways and railway repair shops were rather busy. Brantford reported the steam railways busy with both freight and passenger traffic. Kitchener reported that the liveries were rather quiet, but that the garages needed more help. The railway repair shops continued to be very well employed. London reported that the street railway was training extra crews for the summer season. St. Thomas reported much better conditions on the railways during March. The movement of freight was heavier and a few crews were added and spare men made good time. The railway shops at Winnipeg continued to be well employed and the street railways had a good month. The railway repair shops at Brandon had a good month. At Regina the repair shops were only fairly active. Prince Albert reported that railway traffic had been good both in freight and passenger departments, and that a number of returned men had been taken on at the yards and shops. The railway shops at Calgary were fully employed. Vancouver reported activity in the railway repair shops. 'Longshoremen and railway men were fairly well employed. New Westminster reported street railway business very active and the railway repair shops working with a complete staff. The railway repair shops at Victoria were well employed.

Sherbrooke reported that the asbestos mines were busy though no extra men were employed. Niagara Falls reported a few additional men taken on in the Queenston quarries. During March the mines at Cobalt operated at full capacity, in spite of which, however, a surplus of labour was reported. A total of 24 cars containing approximately 1,781,063 pounds of ore were shipped, compared with 25 cars containing 2,011,367

Mining and quarrying

pounds in February. Bullion shipments amounted to 527 bars containing 669,521 fine ounces as compared with 337 bars containing 335,407 ounces in February. Activities in the gold camps continued to increase. The Tough-Oakes gold mines at Kirkland Lake resumed operations and additional men were taken on at the Dome Mines. At the Porcupine Crown preparations were being made to re-open the mill. During March the Alexo Mine at Porquois Junction shipped 15 cars containing approximately 1,480,000 pounds of nickel ore. Fernie reported practically no change in the operations of the metaliferous mines. The Sullivan Mine at Kimberley, B.C., operated on a fairly normal scale, but other mines in the Columbia-Kootenay Valley and at other points either worked on a limited scale or suspended operations entirely. The smelter and refineries at Trail were operating, but not at full capacity owing to the lack of markets. A number of returned soldiers were re-employed.

Sydney reported the output of the Dominion Collieries at 275,000 tons of coal and 50,000 tons of coke with 515 ovens in operation as compared with 263,000 tons of coal and 46,650 tons of coke with 529 ovens in operation in February. The output of the Sydney mines was 37,000 tons of coal and 6,800 tons of coke with 146 ovens in operation as compared with 25,250 tons of coal and 7,150 tons of coke with 143 ovens in operation in February. The Jubilee Mines worked part time only during the month. Skilled labour was being refused at the collieries of the district until such time as the companies would have adjusted themselves to the 8-hour day and could take away all the coal the miners then employed could produce. Westville reported that employment in coal mining showed no improvement over the previous month. The Arcadia Coal Company's Allen shaft and McGregor pits remained practically closed and the other mines operated only four days per week. The International Coal Company's mine, however, worked

full time and raised 14,000 tons during the month. Fredericton reported considerable slackening in the coal industry at Minto due to the difficulty of disposing of the product. Lethbridge reported an improvement in employment in the coal field due to increased orders resulting from the cold spell. Calgary reported that the mines of the district were working on an average of three and four days a week. The coke ovens at Fernie and Michel were operating fairly steadily. The Granby consolidated mine and smelter at Anyox closed their plant on March 2, but later reopened with a large number of workers.

Sydney reported that considerable repair and remodelling work was done.

Building and construction Halifax reported that the building trades were actively engaged more particularly in the erection of dwelling houses.

Truro reported that painters were busy and that there was a shortage of skilled help. Charlottetown reported that carpenters had a fairly busy month and that painters, plumbers and steam fitters were very active. Moncton reported considerable activity in the building trades and Fredericton reported that they were beginning to pick up. Montreal reported that the building trades were quiet, but that considerable activity was anticipated shortly. Quebec reported dullness. Sherbrooke and Three Rivers reported a fair amount of building work on hand. Ottawa and Hull reported considerable unemployment among carpenters, bricklayers and painters. Toronto reported that the building trade showed increased activity, plans having been made for the construction of a large number of small dwellings. Painters and decorators were in demand during the month, but otherwise a considerable proportion of building tradesmen continued to be out of employment. Hamilton reported the building trades quiet. Kingston and Peterborough reported that building prospects were not very bright due partly to uncertainty as to the cost of build-

ing material. Kitchener reported that bricklayers were well employed on additions and alterations. Stratford reported that carpenters were fairly well employed. Woodstock reported that the number of unemployed building tradesmen is not larger than is usual for the season. London reported general depression. At St. Thomas considerable repair work was done. Some slight activity in the building trades was reported at Windsor. Orillia anticipated activity the near future. Winnipeg reported that there was fair employment in the building trades with very favourable prospects for the future. Brandon reported considerable activity in the erection of industrial plants. At Regina the bricklayers, plasterers, carpenters, and painters were on strike. At Calgary there was some slight activity, but at Edmonton and Vancouver dullness prevailed.

The value of building permits issued in 35 cities increased from \$1,863,462 in February to \$3,014,365 in March, or 61.76 per cent. As compared with March, 1918, there was an increase of 40.96 per cent.

Westville reported great activity in all departments with many mills operating. Amherst also reported extensive operations in the district.

Lumbering

Owing to the scanty snowfalls a lot of lumber was yarded and left in the woods. Charlottetown reported that the first period of the month was very favourable for lumbering and that the mills would be kept busy for some time to come. Fredericton reported that the mills were waiting for the ice to go from the rivers before starting the season's operations. Quebec reported that the camps were closing down owing to the mild weather affecting roads. River driving had not yet commenced. Sherbrooke reported the lumber companies were arranging for their drives and employing a number of men. The saw-

mills at Ottawa continued to be very busy. Brockville reported that the sawmill at New Dublin had commenced cutting and had work ahead for several months. At Peterborough the industry was active and the mills were preparing to start cutting. Owen Sound reported that the lumber camps of the vicinity had ceased operations. The sawmills were preparing to start cutting. Owen Sound reported that the lumber camps of the vicinity had ceased operations. The sawmills were running, but the shingle and tie mills were not. Fort William reported a steady demand during the whole month for experienced tiemakers and some demand during the early part of the month for ordinary bushmen. Camps began breaking up at the end of the month. Prince Albert reported that the lumber camps were closing up and that a number of the men were going to the prairie for seeding. The sawmills had not commenced operations. At Calgary there was still some demand for men in the lumber camps and sawmills. Fernie reported the lumber industry in that district as passing through a period of inactivity. The recent season had been very unfavourable and in addition orders have been very light. Some of the sawmills had commenced cutting on a rather limited scale. The industry was more active in the Vancouver district. A number of loggers received employment and the saw and shingle mills were more active. Sawmill work at New Westminster was rather slack. Some of the mills shut down part of the month for annual repairs. Shingle mills lost considerable time in an effort to reduce wages which the employees would not accept; many of them quit and most of the mills were only able to work to half their capacity. The lumber industry at Victoria was only fairly active. Orders placed by the British Government among British Columbia mills, aggregating 70,000,000 feet of lumber, should result in a considerable employment in the near future.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907**PROCEEDINGS FOR THE MONTH OF MARCH, 1919, WITH TEXT OF BOARD REPORTS.**

DURING the month of March the Department received reports from three Boards of Conciliation and Investigation established to deal with disputes between (1) the Grand Trunk Pacific Railway and its employees, members of the Canadian Brotherhood of Railway Employees; (2) the Furniture Manufacturers' Association of Stratford, Ont., and certain of their employees, members respectively of the United Brotherhood of Carpenters and Joiners, Local Union 1990, and Painters and Decorators, Local Union 772; (3) the Canadian Express Company and certain of its employees, being clerks, drivers, porters, messengers, etc., members of the Canadian Brotherhood of Railroad Employees. A report was also received from the Labour Appeal Board, to which the last mentioned dispute had been referred. Two applications were received for the establishment of Boards, and appointments were made in connection with two applications which had been received during the previous month.

Applications Received

During March applications for Boards were received as follows:

From the employees of the Nashwaak Pulp and Paper Company, Limited, St. John, N.B., members of Local Union No. 32, International Brotherhood of Pulp, Sulphite and Paper Mill Workers. This industry did not fall within the scope of the Act and a Board could not be established save by the joint con-

sent of the disputants; this consent was refused by the company.

From the employees of the Sandwich, Windsor and Amherstburg Railway Company, members of Division No. 616, Amalgamated Association of Street and Electric Railway Employees of America. A Board was established as follows: His Honour Judge A. T. Boles, Simcoe, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. F. H. McGuigan, Toronto, and A. Hooper, Windsor, nominees of the company and employees respectively.

Other proceedings under Act

During March other proceedings under the Act took place as follows:

The Board established to deal with the dispute between the Canadian National Railways and certain of its employees in the cartage service at Winnipeg was completed by the appointment of Mr. C. E. Dafeo, Winnipeg, as a member thereof on the recommendation of the company, and Mr. A. J. Andrews, K.C., Winnipeg, chairman, on the joint recommendation of Mr. Dafeo and Mr. T. J. Murray, Winnipeg, the employees' nominee.

A Board was established to deal with the dispute between the Montreal Tramways Company and certain of its employees, being members of Division No. 790, Amalgamated Association of Street and Electric Railway Employees of America, as follows: Mr. Joseph Perrault, Montreal, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. Joseph Quintal and J. T. Foster, Montreal, nominees of the company and employees respectively.

Report of Board in Dispute between the Grand Trunk Pacific Railway and certain of its employees

A UNANIMOUS report was received from the Board established to deal with the dispute between the Grand Trunk Pacific Railway and certain of its employees, members of the Canadian Brotherhood of Railway Employees. The application in this case was received in September last, but Board procedure was stayed on the request of the employees' representative. During December, however, a further request was received asking that procedure be resumed, and a Board was accordingly established as follows: Mr. A. J. Andrews, K.C., Winnipeg, chairman, appointed on the joint recommendation of the other two members, Messrs. C. E. Dafoe and T. J. Murray, Winnipeg, nominees of the company and employees respectively. The report was accompanied by an agreement signed by both parties to the dispute.

Report of Board

Winnipeg, Man., March 4th, 1919.

To the Honourable

Senator G. D. Robertson,
Minister of Labour,
Ottawa, Ontario.

Sir,—

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Grand Trunk Pacific Railway Company, employer, and certain of its employees, being members of the Canadian Brotherhood of Railroad Employees.

We, the undersigned members of the Board appointed by you, by Order dated 11th day of January, 1919, beg to report as follows:

We entered upon the investigation on the 16th day of January, 1919, and meetings of the Board were held on January 16th, 20th, 21st, 23rd and 24th, and on February 19th, 20th, 21st, 22nd,

24th, 25th, 27th, and March 3rd and 6th.

We were attended at the various meetings by Mr. A. A. Tisdale, assistant to the vice-president and general manager; Mr. H. E. Brewer, general superintendent, Winnipeg; Mr. N. B. Walton, superintendent, Edmonton; Mr. C. E. Brooks, superintendent of motive power, and Mr. D. B. Dover, local freight agent, Winnipeg, acting on behalf of the Railway Company, and by the following representatives of the Employees: Mr. W. Percy, Winnipeg, chairman; Mr. R. Allen, Prince George; Mr. C. E. Stuart, Melville; Mr. J. Edwards, Transcona; Mr. J. G. Darling, Calgary; Mr. A. Elliott, Edmonton; Mr. McNeill, Wainwright; Mr. W. N. Hardacre, Edson, and Mr. T. Rowley, Saskatoon.

The opening session was taken up largely by a general discussion of the situation, but more particularly with reference to the recognition of the Brotherhood by the Company, as outlined in Article 1 of the proposed schedule. After considerable discussion, it was agreed that Article 1 be revised to read:

"It is understood that the Grand Trunk Pacific Employees' Committee will represent all employees, male or female, covered by this schedule, in matters pertaining to rates, rules, seniority and general grievances."

From the very first meeting of the Board, both the officials of the Railway Company and the Committee of Employees manifested an earnest and honest desire to reach a fair working agreement, and at each meeting of the Board the proposed schedule was gone over, clause by clause, with a view of, by compromise or otherwise, ascertaining what clauses could be finally accepted by both parties, as they originally stood, or by revision or amendments. Between the meetings of the Board, the Committee and the Officials of the Railway Company met and spent many hours together endeavouring to reach an agree-

ment on the various points in controversy. At the meeting of the Board on the 27th day of February there were still certain matters upon which the parties had very pronounced and widely divergent views, when, after very careful deliberation by the Board, it was decided to make a suggestion, that, while it involved radical and very important concessions by both, would in the end reach what appeared to the Board to be a fair and reasonable compromise, and which might ensure a settlement. This suggestion was, after consideration, accepted by both, with the result that the Board is able to report that the accompanying agreement has been accepted by the Employees and the Company, to the apparent satisfaction of both.

In conclusion, the Board wish to acknowledge uniform courtesy toward it and take cognizance of the fact that the candour and fairness manifest by the officials and the employees throughout the proceedings has made it possible to reach what appears to be a very satisfactory working agreement.

The agreement accepted and executed by both parties is attached hereto.

We are, Sir,

Your obedient servants,

(Sgd.) ALFRED J. ANDREWS,
Chairman.

(Sgd.) C. E. DAFOE,

(Sgd.) THOS. J. MURRAY,
Members.

GRAND TRUNK PACIFIC RAILWAY

Rules and Rates of Pay governing certain classes of Employees.

Rates effective September 1st, 1918.

Rates effective March 16th, 1919

ARTICLE 1.

It is understood that the Grand Trunk Pacific Employees' Committee will represent all employees, male or female, covered by this schedule, in matters pertaining to rates, rules, seniority and general grievances.

ARTICLE 2.

(a) Members of General Committee shall be relieved when required for Committee work, and will be furnished necessary transportation. Sufficient notice must be given to superior officer, so that the interests of the Company will not suffer.

(b) Employees will, if circumstances permit, be relieved not exceeding four (4) times each year, and furnished transportation for the purpose of attending their meetings, such transportation to extend only to the limits of the Superintendent's Division on which they are employed.

ARTICLE 3.

Employees called to attend court or investigations at the request of the proper official of the railway, will receive pay at their stated rate of salary, and, if away from home, reasonable expenses will be allowed. This does not apply to an employee who has been disciplined. Any witness or court fees will be retained by the Company.

ARTICLE 4.

Any employee off duty on account of sickness for any reasonable length of time, but not exceeding six months, will not lose seniority rights to the position held before reporting sick. The Company, however, reserves the right to determine seniority rights after six months' absence, subject to appeal by General Committee.

ARTICLE 5.

(a) Employees temporarily or permanently assigned to higher rated positions shall receive the higher rates while occupying such positions: employees temporarily assigned to lower rated positions shall not have their rates reduced.

(Note.—In the case of round-house employees delivering dead engines they will be paid firemen's rates.)

(b) Any employee temporarily performing duties away from home will be allowed reasonable living and travelling expenses. This does not apply to round-house employees.

(c) Round-house employees sent away from home station for emergency relief work shall be allowed expenses at the rate of fifty cents per meal and fifty cents for lodging.

ARTICLE 6.

(a) Promotion shall be based on ability, merit and seniority. Ability and merit being sufficient, seniority shall prevail. It is understood and agreed that the rules for promotion and seniority do not include employees having less than six months' service.

(b) In determining an employee's seniority in any group, length of service in that group only will be considered.

(c) For the purposes of promotion, employees shall be grouped as follows:—

- (1) Stores Department—under the General Storekeeper.
- (2) Motive Power and Car Department Clerks—under the Superintendent of Motive Power.
- (3) Local Freight and Yard Offices on Superintendent's District, including clerical staff at all stations; the positions to be open for bulletin to be limited to those of Cashier, Chief Biller, Accountant, and Agencies at points where it is not essential that the Agent have a knowledge of telegraphy.

(d) Employees declining promotion shall not lose their seniority. Employees accepting promotion, and failing to qualify, will be returned to former position without loss of seniority.

(e) New positions, or vacancies, will be promptly bulletined for a period of ten days in the department in which they occur. Employees desiring such positions will file their applications with the designated official within that time, and an appointment will be made within thirty days from the date of bulletin. The successful applicant must take the position.

(f) Employees having seniority rights in tending to resign from the service will be expected to give the Company two weeks prior notice in writing of their intention to do so.

(Note.—This article shall not apply to the staffs in Superintendents' Offices.)

ARTICLE 7.

(a) In reducing forces, seniority shall govern. When forces are increased employees will be returned to the service and position formerly occupied in the order of their seniority. Employees desiring to avail themselves of this rule must file their names and addresses with the proper official. Employees failing to report for duty, or to give satisfactory reason for not doing so within ten days from the date of notification will be considered out of the service.

(b) In the event of a position being abolished that is being filled by an employee transferred or promoted from another position, such employee shall have the privilege of taking his old position, or, at his option, of filling the position held by the junior employee on the seniority list.

ARTICLE 8.

Employees shall, on application, have returned to them all service cards or letters of recommendation, that may have been taken up for inspection.

ARTICLE 9.

When an employee is dismissed, or leaves the service after giving due notice required by the rules, such employee shall be given the usual certificate of service, showing the capacity in which employed, and whether discharged or

leaving of his own accord. If dismissed, cause of dismissal to be stated.

ARTICLE 10.

(a) No employee shall be suspended, except for immediate investigation, discharged or disciplined, until given a fair and impartial hearing. The decision in such case shall be arrived at within fifteen days from the date of suspension. An employee found blameless shall be reinstated and paid schedule wages for the time lost, and will be reimbursed reasonable travelling expenses. An employee may have the assistance of one or two employees during an investigation, if such employee so desires. The employee affected shall be advised at least one day previous to an investigation, but this shall not be construed to mean that a proper officer who may be on the ground at the time when the cause for investigation occurs, shall be prevented from making an immediate investigation.

(b) If the decision is considered to be unjust, an appeal may be made in writing to a higher official by an employee within fifteen days, and the said appeal shall set forth the grounds upon which it is made. A copy of the evidence given by the employee concerned, together with a statement containing full details of the circumstances connected with the charge made against the employee being investigated, shall be furnished to the employee, if requested, before final action is taken.

(c) The procedure for the settlement of grievances shall be as follows:

First—By the employee to his foreman, or officer immediately in charge.

After that, appeal may be made through the Local and General Committee to the higher Officials of the Department in their regular order.

ARTICLE 11.

(a) Monthly rated employees will be given two weeks' leave of absence each year with pay, after one year's continuous service. If the Company find it inconvenient to grant leave of absence to an employee in any one year, the employee shall, at his option, receive either compensation at his regular salary for the period, or such leave of absence will be added to his leave of absence in the following year. Applications for leave of absence filed in January of each year will be given preference in order of seniority of applicant, and applicant will be advised in February of date allotted. January applicants shall have the preference over later applicants, and applicants after the 30th day of September will not be entitled to compensation if the Railway Company is unable to relieve them in that year. The Railway Company will, as far as practicable, relieve all applicants during the summer season when so desired.

(b) Grand Trunk Pacific Railway employees, as covered by this schedule, shall be subject to regulations covering other employees as regards trip transportation for themselves, wives and dependent members of their families.

ARTICLE 12.

(a) The following holidays will, as far as practicable, be granted with pay to monthly salaried employees covered by this schedule, viz.—New Year's Day; Good Friday; Victoria Day; Dominion Day; Labour Day; Thanksgiving Day and Christmas Day.

(b) The time of monthly rated employees will be based on twenty-six days a month.

(c) Monthly rated employees called upon to work on Sundays shall be paid pro rata, provided a full day is worked. If less than a full day is worked, overtime shall be paid as per clause (d) of Article 13.

(d) Employees will not be required to suspend work during regular hours to absorb overtime, and the meal period will not exceed one and a half hours.

(e) Where local conditions will permit, Saturday afternoon holiday shall be granted. In such cases eight and one-half hours shall constitute a day's work for five days a week, and five and one-half hours on Saturday. Where Saturday afternoons are worked, eight hours shall constitute a day's work, and time worked in excess of the above hours shall be paid for at overtime rates.

ARTICLE 13.

(a) Eight consecutive hours, exclusive of meal hour, will constitute a day's work for all employees covered by this schedule, except as provided for in clause (e) of Article 12.

(b) Employees will start and finish work between the hours of seven (7) a.m. and seven (7) p.m. for day work and between the hours of seven (7) p.m. and seven (7) a.m. for night work, except at points where local conditions require otherwise. Senior employees to have preference of night or day work.

(c) Overtime shall be paid all employees for the ninth and tenth hours of continuous service pro rata on the actual minute basis, and thereafter at the rate of time and one-half.

(d) Employees who are notified or called on to work outside the eight consecutive hours, exclusive of the meal period and continuous service constituting their regular assignment, shall be paid a minimum allowance of three hours for two hours work or less; if held over two hours, time and one-half will be paid, computed on the minute basis.

ARTICLE 14.

Within sixty (60) days after the adoption of the schedule the Railway Company shall prepare a list showing the seniority of all employees, in their groups; a copy of such lists to be supplied to the General Chairman. Seniority lists shall be subject to correction on proper representation from any employee within sixty (60) days after lists have been sent out to General Chairman. This shall not apply to an employee on leave of absence. Seniority lists shall be revised at least once a year.

ARTICLE 15.

When an employee is transferred by order of the proper official, such employee shall receive free transportation for himself, dependent family and household goods over the Grand Trunk Pacific Railway, and will suffer no loss of time in consequence thereof. (Note.—This clause is not to be construed as governing instances where employees transfer to accept position on bulletin, so far as loss of time is concerned.)

ARTICLE 16.

Classification.

An "Assistant Freight Shed Foreman" is an employee who has charge of a number of freight checkers and porters in either inward or outward freight sheds, yards, etc., under the supervision of a General Foreman.

A "Freight Checker" is an employee receiving inward and outward freight from steamer or car to shed, or vice versa, responsible for the accuracy in weight, number of packages, addresses and marks.

A "Freight Porter" is an employee working as a loader, floor man or car man, responsible for the proper handling of freight.

(Note.—The above-mentioned definitions are made for the classification of the employees enumerated, and for the purpose of arriving at their rates of pay.)

ARTICLE 17.

When additional positions are created, compensation and working conditions will be fixed in conformity with that of positions of the same class as shown in this schedule.

ARTICLE 18.

The minimum rate for all employees who devote the majority of their time to clerical work of any description shall be \$87.50 per month. The minimum rate for Office Boys, Messengers, Chore Boys, and other employees under eighteen years of age filling similar positions, shall be \$45.00 per month. The minimum rate for Janitors, Office, Station and Warehouse Watchmen, shall be \$70.00 per month.

ARTICLE 19.

Employees accepting salaried positions on the General Committee shall be granted leave of absence and retain their rights on the seniority list.

ARTICLE 20.

RATES OF PAY

Stores Department

Station	Position	Rate
Transcona	Accountant	\$125.00
"	Relieving Storeman	125.00
		(and actual expenses)

Station	Position	Rate
Transcona	Clerk	115.00
"	Clerk	105.00
"	Shipping Clerk	100.00
"	Stenographer	95.00
"	Stenographer	90.00
"	Clerk	90.00
"	Clerk	90.00
"	Clerk	90.00
"	Clerk	87.50
"	Clerk	87.50
"	Asst. Foreman	115.00
"	Petty Storeman	110.00
"	Petty Storeman	(Engine Castings) 95.00
"	Asst. Petty Storeman	(Iron rack) 87.50
"	Petty Storeman	98.70
"	Petty Storeman	98.70
"	Petty Storeman	98.70
"	Petty Storeman	95.00
"	Messenger	60.00
"	Messenger	50.00
"	Stenographer	87.50
"	Truckers	.43 per hour
"	Petty Storeman	110.00 (lumber)
Edmonton	Clerk	100.00
"	Clerk	100.00
"	Clerk	95.00
"	Clerk	90.00
"	Stenographer	90.00
"	Clerk	95.00
"	Clerk	87.50
"	Stenographer	87.50
"	Yard Foreman	110.00
"	Petty Storeman	105.00
"	Petty Storeman	(Castings) 95.00
"	Night Counter-man	95.00
"	Petty Storeman	95.00
"	Petty Storeman	91.65
"	Shipper	.45 per hour
"	Store Car Men	.43 per hour
"	Truckers	.43 per hour
"	Labourers	.40 per hour
Portage La Prairie	Storeman	110.00
"	Foreman	105.00
"	Watchman	.37 per hour
"	Labourers	.40 per hour
Rivers	Storeman	105.00
"	Asst. Storeman	90.00
Melville	Storeman	115.00
"	Night Storeman	90.00
"	Asst. Storeman	90.00

(Note.—Store car men to be allowed twelve hours straight time per day out of Edmonton and thirteen hours straight time per day out of Transcona when out with stores car.)

Station	Position	Rate
Biggar	Storeman	100.00
"	Night Storeman	87.50
"	Asst. Storeman	87.50
Wainwright	Storeman	100.00
Mirror	Storeman	95.00
Edson	Storeman	105.00
"	Night Storeman	90.00
"	Asst. Storeman	90.00
Jasper	Storeman	105.00
McBride	Storeman	105.00
Prince George	Storeman	105.00
Prince Rupert	Storeman	125.00
"	Asst. Storeman	95.00
Smithers	Storeman	105.00

Superintendents' Offices

Melville	Chief Accountant	115.00
"	Accountant	110.00
"	Asst. accountant	100.00
"	Clerk to D.M.M.	110.00
"	Clerk	95.00
"	Clerk	95.00
"	Asst. Timekeeper	87.50
"	Asst. Timekeeper	87.50
"	Clerk	90.00
"	Clerk	87.50
"	Clerk	87.50
"	Stenographer to Chief Despatcher	87.50
Regina (Asst. Supt.)	Clerk	125.00
"	Stenographer	95.00
"	Stenographer	87.50
Edmonton	Accountant	125.00
"	Asst. Accountant	120.00
"	Asst. Accountant	120.00
"	Clerk	110.00
"	Clerk	110.00
"	Clerk	100.00
"	Clerk	100.00
"	Timekeeper	100.00
"	Timekeeper	100.00
"	Record Clerk	90.00
"	Asst. Timekeeper	90.00
"	Stenographer	87.50
"	Clerk	87.50
"	Clerk to Chief Despatcher	87.50
Edson	Accountant	115.00
"	Timekeeper	105.00
"	Clerk	105.00
"	Clerk	105.00
"	Clerk	105.00
"	Clerk	105.00
"	Clerk	105.00
"	Clerk	98.70
"	Clerk	98.70
"	Clerk to Chief Despatcher	105.00
"	Clerk to D.M.M.	110.00
"	Office Boy	50.00
Smithers	Accountant	115.00
"	Timekeeper	105.00
"	Clerk	100.00
"	Clerk	87.50
"	Clerk to D.M.M.	100.00
Biggar, (Asst. Supt.)	Clerk	100.00

Locomotive Foremen's Offices

Station	Position	Rate
Rivers.....	Clerk.....	110.00
".....	Asst. Clerk.....	95.00
Melville.....	Clerk.....	105.00
".....	Asst. Clerk.....	87.50
Regina.....	Clerk.....	105.00
".....	Asst. Clerk.....	90.00
Watrous.....	Clerk.....	105.00
Biggar.....	Clerk.....	105.00
Wainwright.....	Clerk.....	100.00
Mirror.....	Clerk.....	95.00
Edmonton.....	Clerk.....	105.00
".....	Clerk.....	95.00
".....	Stenographer.....	90.00
".....	Night Office Attendant.....	90.00
Edson.....	Clerk.....	110.00
".....	Asst. Clerk.....	100.00
Jasper.....	Clerk.....	105.00
Prince George.....	Clerk.....	110.00
Smithers.....	Clerk.....	110.00
Prince Rupert.....	Clerk.....	110.00

Car Foremen's Offices.

Edmonton.....	Clerk.....	105.00
".....	Asst. Clerk.....	95.00
Melville.....	Clerk.....	105.00
Regina.....	Clerk.....	90.00

Bridge and Building Masters' Offices.

Melville.....	Clerk.....	105.00
Edmonton.....	Clerk.....	105.00
Edson.....	Clerk.....	110.00
Prince Rupert.....	Clerk.....	110.00

Roadmasters' Offices

Rivers.....	Clerk.....	100.00
Melville.....	Clerk.....	100.00
Regina.....	Clerk.....	105.00
".....	Asst. Clerk.....	90.00
Watrous.....	Clerk.....	100.00
Biggar.....	Clerk.....	100.00
Edmonton.....	Clerk.....	95.00
Calgary.....	Clerk.....	100.00
Edson.....	Clerk.....	105.00
McBride.....	Clerk.....	105.00
Endako.....	Clerk.....	105.00
Smithers.....	Clerk.....	105.00

Stationary Firemen

All points.....	4.13 per day
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Roundhouse Labourers

All points where duties are strictly labouring.....	.40 per hour
All points where duties combine with those of watchmen, wipers, light-up-men and ashpitmen.....	.43 per hour

Wipers.

All points.....	
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Engine Watchmen and Light-up-men

Station	Position	Rate
All points.....		
	Coalmen.....	
Calgary.....		.43 per hour

Bunkhouse Attendants

Edmonton.....	.37 per hour
Edson.....	.37 per hour

Call Boys—Motive Power Department

Biggar.....	60.00
Melville.....	60.00
Regina.....	60.00
Edmonton.....	60.00
Edson.....	60.00

Local Freight Depot

Winnipeg.....	Accountant.....	135.00
".....	Chief Biller.....	130.00
".....	Machine Biller.....	1.36 per 100 bills

Machine Biller,
(Pre-Pay expensing)..... 1.40 per 100 bills.

".....	Cashier.....	110.00
".....	Interchange Clerk.....	95.00
".....	Inwards Clerk.....	95.00
".....	Night Clerk.....	95.00
".....	Abstracts Clerk.....	87.50
".....	Stenographer.....	87.50
".....	Records Clerk.....	87.50
".....	General Clerk.....	87.50
".....	Office Boy.....	60.00
".....	Janitor.....	95.00
".....	Team Track Head Checker.....	120.00
".....	Checker, 1st year.....	101.00
".....	" 2nd year.....	106.00
".....	" 3rd year.....	111.00
".....	Storers.....	
".....	Porters.....	
Edmonton.....	Chief Accountant.....	125.00
".....	Chief Claims Clk.....	120.00
".....	Chief Rate Clerk.....	115.00
".....	Expenser.....	110.00
".....	Cashier.....	105.00
".....	Rater.....	105.00
".....	Biller.....	105.00
".....	Clerk (ED & BC).....	100.00
".....	" ".....	100.00
".....	" ".....	100.00
".....	Bill Clerk.....	100.00
".....	Car Clerk.....	100.00
".....	Correspondence Clerk.....	95.00
".....	Stenographer.....	95.00
".....	Clerk (ED & BC).....	95.00
".....	Clerk.....	90.00
".....	Clerk (OCS).....	90.00
".....	Abstract Clerk.....	90.00
".....	Clerk.....	90.00
".....	Clerk.....	90.00
".....	Clerk.....	87.50

Station	Position	Rate	Station	Position	Rate
Edmonton...	Checkers, 1st yr.	101.00	Prince Albert...	Messenger.....	60.00
"	" 2nd year	106.00	"	" Janitor.....	105.00
"	" 3rd year	111.00	"	" Trucker.....	80.00
"	Truckers.....	.43 per hour			
"	Stores.....		Biggar.....	Cashier.....	110.00
Regina.....	Cashier.....	110.00	"	Clerk.....	105.00
"	Accountant.....	100.00	"	Clerk.....	100.00
"	Biller.....	95.00	"	Clerk.....	100.00
"	Car Service Clerk	90.00	"	Clerk.....	87.50
"	Clerk.....	90.00	"	Yard Checkers, 3	87.50
"	Clerk.....	90.00	"	Call Boys (3)...	50.00
"	Clerk.....	87.50			
"	Messenger.....	60.00		Station Staff	
"	Watchman.....	85.00			
"	Checkers, 1st yr.		Portage La		
"	Checkers, 2nd yr.		Prairie.....	Cashier.....	100.00
"	Checkers, 3rd yr.		"	Clerk.....	95.00
"	Truckers.....		"	Warehouseman ..	85.00
Calgary.....	Accountant.....	110.00	Rivers.....	Yard Clerk.....	95.00
"	Cashier.....	100.00	"	Yard Clerk.....	95.00
"	Rate Clerk.....	100.00	"	Yard Clerk.....	95.00
"	Ticket Clerk.....	100.00	"	Clerk.....	90.00
"	Clerk.....	87.50	Watrous.....	Cashier.....	100.00
"	Clerk.....	87.50	"	Checker.....	100.00
"	Clerk.....	87.50	"	Yard Clerk.....	100.00
"	Clerk.....	87.50	"	Yard Clerk.....	100.00
"	Clerk.....	87.50	"	Asst. Clerk.....	87.50
"	Stenographer.....	87.50	"	Clerk.....	87.50
"	Stenographer.....	87.50	Kelliher.....	Clerk.....	87.50
"	Messenger.....	60.00	Raymore.....	Clerk.....	87.50
"	Checker, 1st yr.	101.00	Seamans.....	Cashier.....	100.00
"	Checker, 2nd yr.	106.00	"	Clerk.....	87.50
"	Checker, 3rd yr.	111.00	Nokomis.....	Clerk.....	87.50
"	Truckers.....	.43 per hour	Yorkton.....	Cashier.....	105.00
"	Watchman.....	90.00	"	Clerk.....	87.50
Melville.....	Cashier.....	110.00	"	Clerk.....	87.50
"	Clerk.....	95.00	"	Checker.....	87.50
"	Messenger.....	50.00	Canora.....	Clerk.....	87.50
"	Janitor.....	85.00	Fort Qu'Appelle		
"	Janitor.....	85.00	"	Clerk.....	87.50
"	Checker, 1st yr.	101.00	Riverhurst...	Clerk.....	87.50
"	Checker, 2nd yr.	106.00	Weyburn.....	Clerk.....	87.50
"	Checker, 3rd yr.	111.00	Moose Jaw...	Cashier.....	95.00
"	Handlers.....	.37 per hour	"	Clerk.....	95.00
Saskatoon...	Cashier.....	105.00	"	Checker.....	.40 per hour
"	Biller.....	105.00	Wainwright..	Clerk.....	100.00
"	Clerk.....	95.00	"	Clerk.....	90.00
"	Correspondence		"	Baggagemen (3).	87.50
"	Clerk.....	95.00	Tofield.....	Clerk.....	90.00
"	Clerk.....	87.50	"	Clerk.....	87.50
"	Clerk.....	87.50	"	Baggagemen.....	87.50
"	Clerk.....	87.50	Camrose.....	Clerk.....	95.00
"	Messenger.....	75.00	"	Clerk.....	95.00
"	Janitor.....	75.00	Young.....	Clerk.....	87.50
"	Checker, 1st yr.		Scott.....	Clerk.....	87.50
"	Checker, 2nd yr.		Unity.....	Clerk.....	87.50
"	Checker, 3rd yr.		"	Clerk.....	87.50
"	Truckers.....	.43 per hour	Chauvin.....	Clerk.....	87.50
Prince Albert.	Cashier.....	95.00	Edgerton....	Clerk.....	87.50
"	" Ticket Clerk...	95.00			
"	" Biller.....	95.00			
"	" Stenographer...	90.00			

Station	Position	Rate
Viking.....	Clerk.....	87.50
Cudworth....	Clerk.....	87.50
Wakaw.....	Clerk.....	87.50
Battleford...	Clerk.....	87.50
".....	Clerk.....	87.50
Mirror.....	Clerk.....	87.50
Trochu.....	Clerk.....	87.50
Three Hills..	Clerk.....	87.50
Edson.....	Cashier.....	110.00
".....	Baggageman...	100.00
".....	Freight Checker.	105.00
".....	Janitor.....	75.00
".....	Janitor.....	75.00
Jasper.....	Baggageman...	105.00
".....	Car Checker....	105.00
McBride.....	Cashier.....	105.00
".....	Car Checker....	100.00
Prince George.	Cashier.....	110.00
".....	Freight Clerk...	105.00
".....	Baggageman...	105.00
".....	Freight Checker.	105.00
Smithers.....	Clerk.....	110.00
Prince Rupert.	Cashier.....	115.00
".....	Accountant....	115.00
".....	Billor.....	110.00
".....	Abstract Clerk..	105.00
".....	Stenographer...	100.00
".....	Checkers (7)....	105.00
".....	Baggageman...	105.00
Coalspur....	Clerk.....	100.00
".....	Clerk.....	87.50
Yard Offices		
Melville.....	Clerks (2).....	100.00
".....	Call Boys (2)...	50.00
Regina.....	Clerks (2).....	100.00
Edmonton...	Night Chief Ck.	110.00
".....	Day Chief Clerk.	110.00
".....	Stenographer...	100.00
".....	Record Clerk....	90.00
".....	Clerk.....	87.50
".....	Checkers (4)....	87.50
".....	Weighmaster....	105.75
Edson.....	Clerks (3).....	100.00
".....	Weighmaster....	105.00
".....	Call Boys (2)...	60.00

ARTICLE 21.

This schedule shall remain in effect until revised or terminated by thirty (30) days' notice by either party.

For the Grand Trunk Pacific Railway Company:

(Signed) H. H. BREWER,
General Superintendent, Prairie
Division.

(Signed) H. McCall,
General Superintendent, Mountain
Division.

For the Employees:

(Signed) Wm. PERCY,
General Chairman.

Approved:

(Signed) W. P. HINTON,
Vice-President and General
Manager,
per (Signed) A. A. TISDALE.

3rd March, 1919,

V. P.—2171.

Mr. Wm. Percy,
Chairman, Employees' Committee,
Winnipeg, Man.

Dear Sir,

This is to confirm the verbal understanding between your Committee and the Company's Officials supplementary to the agreement entered into, namely—that while the rules are stated to be effective March 16th, all the provisions of Supplement No. 7 to the McAdoo Award will be applicable to all employees covered by the said agreement from September 1st to that date, but beginning March 16th, all the provisions of the new agreement will come into force.

It is further agreed that at Winnipeg, Regina, Saskatoon, Edmonton and Calgary, the rates of pay for freight checkers, stokers and truckers will be made to conform to rates which may be granted by the Canadian Pacific Railway in interpreting the McAdoo Award.

It is also understood that certain increases in pay over and above the McAdoo Award conceded in the said agreement will become effective from March 1st in accordance with the list appended hereto.

Station	Position	Old Rate	New Rate
Transcona (Stores).....	Assistant Foremen.....	\$110.00	\$115.00
" ".....	Petty Storeman (Castings).....	105.00	110.00
" ".....	Petty Storeman (Lumber).....	100.00	110.00
Edmonton ".....	Yard Foreman.....	100.00	110.00
" ".....	Petty Storeman (Castings).....	100.00	105.00
Edson.....	Storeman.....	100.00	105.00
Jasper.....	Storeman.....	100.00	105.00
McBride.....	Storeman.....	100.00	105.00
Prince George.....	Storeman.....	100.00	105.00
Smithers.....	Storeman.....	100.00	105.00
Prince Rupert.....	Assistant Storeman.....	.43	95.00
		per hour.	per month.
Edson (Supt.'s Office)....	Clerk to Dist. Master Mechanic	105.00	110.00
Wainwright.....	Locomotive Foreman's Clerk.....	95.00	100.00
Edson.....	Locomotive Foreman's Clerk.....	105.00	110.00
Jasper.....	" " " " " ".....	100.00	105.00
Prince George.....	" " " " " ".....	105.00	110.00
Smithers.....	" " " " " ".....	105.00	110.00
Prince Rupert.....	" " " " " ".....	105.00	110.00
Edson.....	B. and B. Clerk.....	105.00	110.00
Edmonton.....	" ".....	90.00	105.00
Prince Rupert.....	" ".....	105.00	110.00
Rivers.....	Roadmaster's Clerk.....	95.00	100.00
Watrous.....	" " ".....	95.00	100.00
Biggar.....	" " ".....	95.00	100.00
Smithers.....	" " ".....	100.00	105.00
Biggar.....	Call Boy (Motive Power Dept.)	50.00	60.00
Regina.....	Call Boy.....	50.46	60.00
Winnipeg (Local Freight)	Inwards Clerk.....	87.50	95.00
Winnipeg.....	Janitor.....	.30	95.00
		per hour.	
Winnipeg.....	Head Checker (Team Track)...	115.00	120.00
Rivers.....	Yard Clerk.....	90.00	95.00
Calgary.....	Third Year Checker.....	110.00	111.00
Moose Jaw.....	Checker.....	.38	.40
		per hour.	per hour.
Edson.....	Cashier.....	105.00	110.00
Edson.....	Baggageman.....	95.00	100.00
Edson.....	Freight Checker.....	100.00	105.00
Edson.....	Janitors (2).....	.27	75.00
		per hour.	
Jasper.....	Baggageman.....	100.00	105.00
Jasper.....	Car Checker.....	100.00	105.00
McBride.....	Cashier.....	100.00	105.00
McBride.....	Car Checker.....	95.00	100.00
Prince George.....	Cashier.....	105.00	110.00
" ".....	Freight Clerk.....	100.00	105.00
" ".....	Baggageman.....	100.00	105.00
" ".....	Freight Checker.....	100.00	105.00
Smithers.....	Clerk.....	105.00	110.00
Melville.....	Call Boys (2).....	40.00	50.00

Yours truly,

(Signed) W. P. HINTON,

Vice-President and General Manager.

Accepted:

(Signed) W. PERCY,

(Signed) per A. A. TISDALE.

Chairman, Employees' Committee.

Report of Board in Dispute between the Furniture Manufacturers' Association, Stratford, Ontario, and certain of its employees

A UNANIMOUS report was received from the Board established to deal with the dispute between the Furniture Manufacturers' Association of Stratford, Ont., and certain of its employees, being members respectively of (1) United Brotherhood of Carpenters and Joiners, Local Union 1990, and (2) Painters and Decorators, Local Union 772. This industry did not fall within the scope of the statute, but through the efforts of a departmental officer, who visited Stratford, mutual consent of the disputants to refer the matter to a Board was secured. A Board was established as follows: His Honour Judge D. McGibbon, Brampton, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. Joseph Orr, Stratford, and James F. Marsh, Niagara Falls, nominees of the company and employees respectively. The report was accompanied by an agreement signed by both parties to the dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act of 1907, and *re* the differences between the members of the Furniture Manufacturers Association of Stratford, Ont., and certain of their employees.

To the Hon. G. D. Robertson,
Minister of Labour,
Ottawa, Ont.

The Board of Conciliation constituted in this matter, and consisting of His Honour Judge D. McGibbon, retired judge, chairman appointed by the Minister of Labour; Mr. J. F. Marsh, representing the employees, and Mr. Joseph Orr, representing the employers, beg to report as follows:

The members of the Board having taken the usual oath of office, held a preliminary meeting at Toronto, on

Monday, January 13th, 1919, when arrangements were made to proceed with the investigation of the matters in dispute at Stratford, Ontario.

Matters agreed upon to be discussed between the parties referred to were the following:

1. Hours of labour.
2. Overtime.
3. Wages.
4. Strikes.
5. Slack periods.

A meeting of the Board was subsequently held at Stratford on Monday, January 20th, and on February 3rd and 4th; at the preliminary meeting it was agreed that the negotiations should be conducted informally, each member of the conference to have the privilege of giving evidence or asking questions bearing upon the matters in dispute.

The differences in dispute between the employees and employers as enumerated in the preceding portion of the report, were discussed freely, the men and their representative urging an increase in wages, as well as a shorter working day, together with time and a half overtime.

The manufacturers stated that they believed that they were paying as high, if not higher, wages than were generally paid by their competitors, and to impose a higher rate of wages than they are now paying would place them in a position where they would be unable to place their goods on the market in competition with their competitors. The Board then decided to investigate this statement and to hold meetings, having the following places as centres of each district,—Hanover, Kitchener and Montreal.

Hanover meeting was held on February 18th and was attended by all Furniture Manufacturers in the Northern District of Ontario, with their schedule of wages as of the week ending January 31st, 1919, and which were

presented to the Board. At this meeting the following resolutions were unanimously adopted:

1. That the Northern Ontario Section of Furniture Manufacturers represented make a suggestion to the Conciliation Board of a maximum working week of 54 or 55 hours with a weekly pay based on present pay of 59 or 60 hours as the case may be, providing same becomes general with the furniture manufacturers throughout Canada.

2. That this Northern Ontario Division of Furniture Manufacturers recommend that should the new hours of labour be adopted, time and one-half be paid for overtime when entire factory is operating under power, but not otherwise.

Manufacturers of the Central Ontario District appeared before the Conciliation Board at Kitchener, on February 20th, and presented their scales of wages, and at this meeting the resolutions passed at Hanover were likewise unanimously adopted.

On February 25th and 26th the manufacturers of Quebec appeared before the Board at Montreal and after considering Hanover and Kitchener resolutions decided, as they were not of a unanimous opinion, not to commit themselves by any declaration. Schedules of factory wages were, however, filed.

A further meeting of the Board was held in Stratford on Tuesday, March 4th, at which representatives of both the employees and employers were present. At this meeting Mr. Joseph Orr, representative of the employers, reviewed what had been accomplished by the Board in the investigations held at Hanover, Kitchener and Montreal, which showed that a very wide difference existed between wages paid in different furniture centres, Stratford paying among the highest in the industry. After a lengthy discussion on some of the points of difference, it was finally decided to hold a further meeting on Friday, March 7th.

On March 7th, representatives of both employees and employers again met, and after hearing evidence and representations made by all parties concerned, the Board endeavoured to bring about an agreement as to the matters in dispute, and is able to report the successful issue of the negotiations, in so far as one manufacturer and the employees are concerned, which resulted in procuring the agreement, annexed hereto. The other furniture manufacturers of Stratford, being parties to the above dispute, have agreed to and will put into effect as on February 3rd, 1919, Clause 3, 4, and 5 of the Agreement annexed hereto.

In concluding our report, we would draw your attention to the fact that the plan of procedure adopted by your Board in dealing with this matter, was in keeping with the policy recommended by you in your recent address delivered in the Labour Temple, Toronto, when you advised that disputes between employees and employers could be dealt with more advantageously when taken up as complete industries. Having followed this course in dealing with this investigation, we are pleased to report that the results obtained have been successful to a point beyond our expectations, inasmuch as the points agreed upon by the Stratford manufacturers and their employees are likely to become effective throughout the entire industry on May 1st of this year, which would effect, approximately, 11,000 employees.

The final meeting of the Board was held in Toronto on the 19th and 20th day of March, 1919, and it is a matter of great satisfaction to the members of your Board to be able to report that a mutually satisfactory adjustment of the matters in dispute were agreed upon, the particulars of which have been fully set forth above.

The Board of Conciliation and Investigation is of the opinion and would recommend that an Industrial Council based on the lines laid down by what has become known as the Whitley Committee be instituted as between the Furniture Manufacturers' Associations

of Canada and the labour unions representing the employees, to discuss, and, if possible, to settle all disputes or differences between the manufacturers and their employees.

We have the honour to be, Sir,

Your obedient servants,

(Sgd.) D. MCGIBBON,
Chairman.

(Sgd.) J. F. MARSH,
Conciliator.

(Sgd.) JOSEPH ORR,
Conciliator.

Dated March 20, 1919.

1. Agreement between The Globe-Wernicke Co., Ltd., of Stratford, Ontario, and, 1st, their several employees, 2nd, Local Union 1990, United Brotherhood of Carpenters and Joiners of America, and 3rd, Local Union 772, Painters and Decorators.

2. This Agreement to become effective as from February 1st, 1919, and remain in effect until the first day of October, 1919, and from year to year subject to thirty days' notice, prior to October 1st, by either party to this agreement.

3. Hours of Labour.—Nine hours shall constitute a day's work; same to be performed between the hours of seven a.m. and five p.m. except on Saturdays during June, July, August, when the hours shall be from 7 a.m. to 12 noon.

4. All work in excess of above shall be paid for as follows: after five p.m. at nights,

after twelve noon Saturdays during June, July and August, Sundays and all legal holidays recognized by the Dominion, time and one-half, but it shall not be considered overtime unless when one or all departments are asked to work extra hours.

5. Wages.—Wages to be paid shall be adjusted so that the employees will receive for 54 hours work an amount equal to that which was being paid for 59 hours.

6. Strikes or Lockouts.—In case of disagreement over the interpretation of this agreement, or other causes, there shall be no cessation of work until the highest representative of both parties have failed to come to an understanding.

7. During slack periods preference shall be given to reduction of hours of work, rather than a reduction in workmen who may be looked upon as members of the permanent staff.

8. This agreement applies only to those working on an hourly basis of wages.

Dated at Stratford, this 7th day of March, 1919.

(Signed) The Globe-Wernicke Co., Ltd.:

JAMES J. MASON,
President.

THOS. L. CLANCY,
President, Carpenters.

S. H. VANSTONE,
Secretary, Carpenters.

R. H. BEZZS,
President, Painters.

B. R. PARKER,
Secretary, Painters.

(Sgd.) J. F. MARSH,
Witness.

(Sgd.) JOSEPH ORR.

Reports of Board of Conciliation and Labour Appeal Board in Dispute between the Canadian Express Company and its clerks, drivers, porters, messengers, etc.

A REPORT was received from the Board established to deal with the dispute between the Canadian Express Company and certain of its employees, being clerks, drivers, porters, messengers, etc., members of the Canadian Brotherhood of Railroad Employees. The Board was composed as follows: His Honour Judge R. D. Gunn, Ottawa, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. F. H. McGuigan and Fred Ban-

croft, nominees of the company and employees respectively. Although Mr. Bancroft signed the report with the chairman, practically three reports were presented in this case, each containing recommendations as to the settlement of the dispute. On the request of the company the matter was referred to the Labour Appeal Board. A unanimous report was later presented by the Labour Appeal Board, the text of which follows that of the three reports mentioned above.

Report of Board of Conciliation

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the Canadian Express Company (employers), and its messengers, messengers' helpers, clerks, drivers, porters and others, members of Canadian Brotherhood of Railroad Employees (employees).

To the Hon. G. D. Robertson,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation and Investigation appointed to investigate the dispute herein having made complete and careful enquiry into the same, now present the report following:

The proceeding were opened, conducted and concluded at the general offices of the company in presence of Mr. A. B. Mosher, grand president Canadian Brotherhood of Railway Employees, Mr. A. F. Landry, general organizer of the Brotherhood of Railway Employees, Mr. A. Scholey, general chairman, and Mr. M. J. Dundas, general secretary of Employees' Committee, representing the employees; and Mr. W. E. Norman and Mr. A. J. Seaton, superintendents, and Mr. M. J. W. Moore, line inspector, representing the employers.

The representatives of the parties have had many prolonged conferences on the demands presented and outlined in the statements filed in your department, but had made no adjustment of any part thereof. The usual and generally effective methods adopted to bring about an amicable understanding upon the main principles in dispute were anxiously applied by the Board and a settlement satisfactory to both parties was reached on a number of the working rules, but it must be admitted that upon the main differences and outstanding principles submitted to the Board no

adjustment satisfactory to both parties was discovered, nor did it seem possible that any were attainable. In consequence of the great division of opinion on the main issues the Board were forced to enter upon a full and exhaustive enquiry into all branches of the dispute and have given all the statements, contentions, arguments, and representations, written and verbal, most full and careful consideration.

In order that the whole situation and main differences should be understood it is advisable to make clear that the employees directly affected are very properly divided into two main classes, namely, Depot Employees, being those correctly designated as clerks, drivers, waggon-men, porters, and motor-truck men, and messengers and messengers' helpers on the trains of the Grand Trunk Railway System — numbering all told about 1,250 male and female employees.

The schedule marked "A" hereto fairly defines the classification and service as well as the number of employees affected. The application or statement filed with your Department by the employees outlines a set of working rules that embraces all employees;—requests large increases in rates of pay, and introduces also an entire alteration of the basis of compensation and rates for messengers and their helpers, more particularly referred to hereafter, and about and over which much sincere difference of opinion honestly exists.

The Board found that the schedule heretofore existing was the first schedule negotiated by and between the employees and employers and had been in force for a year when terminated prior to these proceedings. The Board, after their enquiry and investigation into all branches of the whole dispute, desire to state that there are three companies, the Dominion Express Co., the Canadian Express Co., and the Canadian Northern, or National Express Co., operating in the same territory, earning the same rates, and governed by the same condi-

tions, and that the great bulk of the express business is moved and handled by the Dominion Express and Canadian Express companies, who engage in or about the same number and class of employees.

It should also be stated here that the Board are enabled to report that after carefully considering and reviewing the working rules proposed by the employees that the schedule marked "B" hereto defines the rules that the parties are recommended to accept and adopt for the future period fixed therein, leaving still to be considered many of the more important matters in dispute entirely unadjusted and unsettled and upon which the Board are to report, namely:

1. The inclusion of female employees in the schedule and representation;
2. The introduction of the eight-hour day;
3. The extra compensation for overtime;
4. The provision for holidays with full pay;
5. The increased rates of pay for depot employees;
6. The computation of rates of pay for messengers and their helpers on the mileage basis.

These principles as included in the schedule proposed by the employees have met with most strenuous opposition from the representatives of the employers on many grounds, chief amongst which is the serious and excessive outlay created in operating expenses to meet which there is no provision or resource within the reach of the company, as well as the claim that no other express company is called upon to recognize similar or nearly similar conditions—except the Canadian Northern, or National Express Company, which it is urged, does not furnish a just comparison—in any of the essential details that should guide in the circumstances.

The Board cannot find that the company have shown any sufficient cause

that would warrant a recommendation against the inclusion of the female employees in the schedule and feel that the objections for any of the reasons given are unfounded in the best interests of both parties.

The company have opposed the proposal of the employees to call in any representative of the Brotherhood not an employee after failure to reach an adjustment of any dispute with the employees' committee, but as this expedient is found advantageous in many cases and is a condition precedent to proceedings under the Act frequently required it appears to the undersigned after careful deliberation that the objections raised are magnified and the introduction of the privilege one that will if ever used be found beneficial.

The Board have given careful consideration to the representations and contentions of both parties regarding the introduction of the eight-hour day for certain employees outside messengers and messengers' helpers and after fully reviewing all the conditions, objections, and relevant circumstances have arrived at the conclusion that the recognition of the eight-hour day is almost universal and almost every schedule of working rules negotiated or established in recent times endorses the eight-hour day for employees and in the judgment of the undersigned members of the Board there is no objection presented that can form a sound basis for refusing to now endorse and recommend it for the depot employees upon the acceptance of this award. The Board have considered fully the representations and contentions relating to the claim for increased overtime rates which are most generally fixed at time and one-half and not infrequently at double time, and the rule is so universal and the increase not burdensome that the undersigned members of the Board find no reason why the flat rate of time and one half for overtime worked should not be given effect in the new schedule, and so recommend, and to be effective from the acceptance of this award.

The Board have not failed to consider carefully the claims and supporting reasons presented for annual holidays for the employees with full pay, but have concluded that this demand should not be conceded in the circumstances, but the practice heretofore obtaining and continued by the rules recommended be continued for the present.

The claim presented by the employees for general increases in rates of pay to the depot or station employees, in number close to 1,000 men and women, has been most seriously considered and the very highest regard has been paid to all that has been contended and represented to the Board and it appears that since the last schedule was executed and put in force, and about July, A.D. 1918, the company granted some increases to many if not all in this class and in the negotiations were ready to provide further increases, but not to the extent sought by the employees, whose demands if conceded would add \$179,000 it is stated to the annual pay roll for station employees alone, while the demand for increases to meet the claim for 200 messengers and messengers' helpers would add the further sum of \$80,000 to the same pay roll and mean a serious increase in operating expense.

The president and accredited officials of the company assert that for the last two years the operations of the company have been carried on without any profit and at a loss and that they and the other express companies are applying for relief to the Board of Railway Commissioners of Canada at the present time, and have offered to place before this Board and give full access to all the tables and schedules used on such application to establish the operating cost, earnings and receipts of the company.

The analysis of the rates paid to the clerks, waggon-men, drivers, porters, and others known and referred to as Station Employees, does not establish that these employees are as adequately paid as the circumstances and conditions controlling require and this to some extent is con-

ceded by the company, but the parties have not been able to reach agreement upon the increase justly to be made in the rates. The undersigned members of the Board have concluded that the demand of 25.06 per cent increase made totalling in or about \$177,000 annually for the station employees is in our opinion unwarranted under the circumstances, and that the offer of the company of increases is not adequate in the circumstances and would recommend that a sum be added to the annual pay roll of the station employees and distributed and applied to the clerks, waggon-men, drivers, helpers, and porters and other station employees of this company equivalent to fifteen per cent for those rated between \$50 and \$70 and twelve per cent for those rated between \$70 and \$100 and ten per cent for those rated over \$100 monthly, to be effective from the first day of February, A.D. 1919.

A careful but necessarily limited investigation took place into the proposal to compute the rates of pay for messengers and their helpers on the mileage basis with a minimum of 5,000 miles equivalent to a month's pay with pro rata pay for all mileage in excess of 5,000 with safeguards as to overtime, and the Board have made the findings following:

That there are 90 scheduled runs now operated by the company engaging 180 messengers and 19 helpers, with the great percentage located in Quebec and Ontario, and the parties can agree upon the division of these runs into three classes, first, second and third. There are 63 messengers in the first class; 97 messengers in the second class; and 20 messengers in the third class, outside of helpers; whose rates of pay are fixed by the company having regard to the service rendered, responsibility and experience, value of cargo, and other considerations, generally if not entirely in the discretion of the officers of the company. The claim is made that the employees would by mileage system be in full possession of the basis on which

they rendered service and the time served would be uniform and the rates more equitably adjusted with little grounds or causes for complaint of discrimination or unfair preferences under all conditions, and overtime reduced to a negligible quantity. It is pointed out in this connection that every other employee in connection with train service is rated upon mileage basis.

A careful analysis of the rates now paid and conceded for the future by the company—if adjusted—on the mileage basis outlined would in so far as the first and third class runs now operated by the company are under consideration not materially increase cost, but there are some objections to be overcome with regard to the second class runs. After some discussion the demand as originally presented was materially modified, but notwithstanding such modification it is opposed vigorously by the company representatives on the ground of unworkability and the constant change in train runs not in the company's control, and in addition on the ground of injustice and unfairness in paying anything like uniform rates for the runs in the different classes because no two runs are alike in many particulars nor offer any comparative grounds, and the officers of the company further maintain that the compensation should be fixed for each specific run by negotiation within their discretion and not otherwise without reason and none they say has been shown apart from increase in rates. The increases sought under the new schedule proposed by the employees for messen-

gers and their helpers are over \$80,000. Much effort and labor has been expended on this branch of the investigation with the hope of reaching a satisfactory solution and schedules have been examined and compiled, but owing to the complexity of the demand made for and on behalf of the messengers and messengers' helpers and the limitations of the enquiry within the jurisdiction of this Board and the nature, extent and importance of the representations and principles involved in it and underlying the mileage basis proposed with its surrounding of special provisions and the vigorous opposition set out, the undersigned members of the Board have decided as it is most assuredly a subject that should be properly and soundly disposed of in the interests of all parties and individuals, that the parties are recommended to submit the same to the Canadian Railway Adjustment Board No. 1 for the purpose of adjusting the same.

These recommendations and rules and rates in Schedule B to go into effect at the times specified herein and continue in force and effect for a period of three months and thereafter unless terminated by a thirty days' notice.

(Signed) R. D. GUNN,
Chairman.

(Signed) FRED BANCROFT,

(joins in this report with the exception of the reference and recommendation regarding the mileage basis and compensation for messengers and helpers.)

CANADIAN EXPRESS COMPANY

Number of employees according to Provinces, as at May 1, 1917

Employees.	N.S.	P. E. I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Totals
Clerks.....	14	1	17	197	191	27	5	3	2	457
Boys, office.....				12	1	2				15
Wagonmen, drivers.....	10	1	10	76	174	10	5	6		292
Helpers.....	1			17	8					26
Boys.....				38	2					40
Porters.....	6		3	37	123	6		3		178
Mechanic.....					1					1
Saddler.....				1						1
Blacksmiths.....				2						2
Stablemen.....	1		1	18	16					36
Trainmen (Messengers).....	18	3	14	43	94	7	5	12	3	199
	50	5	45	441	610	52	15	24	5	1,247

SCHEDULE B.

Schedule of rules and rates of pay governing employees of the Canadian Express Company.

Employee shall mean any employee filling any position incorporated in the rules, regulations and rates of pay, irrespective of title by which designated.

Employees shall be required to furnish bond in such amounts as the company may require for the protection of its interests, but without expense to the employee.

A committee of the employees may represent any employee in any matter of dispute arising out of any rule in the schedule and may appeal to the superior officers of the company and may have the assistance of an accredited officer of the Brotherhood.

The seniority of any employee will date from the time such employee enters the service unless such employee has resigned or been dismissed.

A list of employees showing their seniority in the service will be posted in the month of January annually at such points as will enable employees to inspect same, and such list shall be made public within 30 days from the date thereof.

All such lists shall be revised at least annually and be subject to correction upon proper representation of any employee within 60 days after publication.

No employee shall be subjected to any discrimination on account of his membership in a union or brotherhood of organized labour but shall be relieved to attend any such committee work on behalf of the employees and upon request furnished transportation over any railway line upon which the com-

pany operates, subject only to the regulations applying thereto, but reasonable notice must be given to insure protection to the service of the company and in any case 15 days will be considered sufficient previous notice.

No employee shall be disciplined or dismissed without cause. Any employee charged with any offence for which he may be disciplined or dismissed may be immediately suspended by proper authorities for a period of three days, during which time the offence charged shall be investigated and if he so desires he may have the assistance of two of his fellow employees upon such investigation and full notice will be given of the evidence and charge against him. In case he should be dissatisfied with the decision he may within ten days appeal to the higher officers of the company. Unless found guilty he will be continued in his position and paid for his lost time.

Any employee dismissed or leaving the service will be paid any money due him and upon request granted a certificate of service showing capacity in which he is employed and stating whether discharged or leaving voluntarily.

Upon request all service cards and letters of recommendation shall be returned to any employee supplying same.

In the event of a reduction of staff senior qualified employees shall be retained in preference to junior employees and preference for re-employment will be given applications from any former employee according to seniority if no cause exists to the contrary.

Any employee off duty on proper leave or on account of ill health for reasonable time shall not lose his seniority rights, but the company may after six months' leave of absence from duty determine the seniority

rights of such employee provided, however, that any employee on military or naval service shall retain his seniority rights if applied for to the proper officer personally or in writing within ninety days after his discharge.

Any employee called upon to perform relief work shall be paid the minimum rate fixed for the position relieved and will be allowed reasonable living and travelling expenses, properly vouched, but in no case shall he be subjected to any decrease in rate of pay.

Any employee attending court or investigations by the order of the company shall receive his usual compensation with transportation and living expenses properly vouched.

Any employee transferred at the company's request shall receive free transportation for himself and family and household effects and his usual compensation until installed in a new office or employment.

Any employee required to do messenger relief work will be allowed reasonable travelling expenses.

Any local agent or official in charge may in cases of special urgency, such as death, serious illness, or other like misfortune, grant leave of absence to the employee affected.

All employees rated monthly working less than the full month shall be paid on the basis of the actual days in that month less Sundays.

All employees shall be paid semi-monthly on the first and fifteenth days of each month, as far as physically possible.

Right of promotion shall extend over and be confined to each superintendent's division and shall be governed by merit and ability, the senior qualified employee to be given the preference.

Promotion of the employees in local offices shall be confined to any positions vacated therein, except where such employee's seniority rights entitle him to the following positions, viz.: agents, depot or assistant agents, chief clerks, and cashiers.

(b) When a vacancy occurs in any specified position under a local agent, or a like position is created, it will be bulletined for five days in the agent's bulletin book during which time employees may apply for same.

(c) When the position of agent, assistant agent, chief clerk or cashier in any superintendent's division becomes vacant, it will be bulletined for ten days in all agents' bulletin books in the superintendent's division in which vacancy occurs, during which time application may be made therefor.

(d) Bulletins will close at the expiration of the time provided in the foregoing clauses and assignments will be made within five days thereafter. Any change will take place within ten days from date of assignment and notice immediately given to the employee awarded the position.

Any employee may decline promotion without prejudice to his seniority rights.

Any employee entitled to promotion to position of messenger's helper will be allowed seniority on the basis of fifty per cent of the time he has been in the employ of the company, and any messenger or messenger's helper transferring to a position in a local office will be allowed seniority on the same basis.

Bulletin books shall be supplied at all offices and depots.

Any employee (except messenger or messenger's helper) who is required to work New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day or Christmas Day, shall be paid therefor at overtime rate. Night men to receive same consideration as day men. Sunday work shall be paid for at overtime rates for all time worked. Eight consecutive hours exclusive of meals will constitute a day's work for all employees except messengers and messengers' helpers and shall be commenced and completed within nine and a half consecutive hours.

Employees required to work over their specified hours per day shall be paid overtime rates.

Employees required to return to work in emergencies arising will be paid overtime rates for the time engaged, minimum two hours.

All employees who have been in the service of the company one or more consecutive years will be allowed two weeks' leave of absence each year.

Any employee desiring extra leave will be granted same.

Application for holidays filed in January of each year will be given the preference in seniority of applicant. January applicants will have preference over later applicants.

The company will as far as possible relieve all applicants during the summer season.

Any employee appointed to any position created under new conditions, change of regulations, or other cause, shall receive the rate of pay allowed for like position in any office of similar character.

Any employee promoted to a higher paid position shall be paid the rate for such position if qualified to fill same.

The rules and regulations in this schedule shall become effective upon the acceptance of the award.

Mr. Bancroft's Report

To the Hon. G. D. Robertson,
Minister of Labour,
Ottawa, Canada.

I join with the Chairman (Judge Gunn) in the report to which his signature and mine are attached with the exception of that part which refers to

the mileage basis and the rates of pay, etc., governing messengers and messengers' helpers.

The chairman recommends that the whole question of the mileage basis, with its accompanying question of compensation for messengers and messengers' helpers, be referred to the Canadian Railway Adjustment Board No. 1 for adjustment.

The proposal of the employees' representatives, contained in the original schedule submitted to the Department of Labour with the application for a Board of Conciliation and Investigation, is to substitute for the present arrangement for paying messengers and helpers a basis of payment measured by the miles travelled and the time given by the employees in the service of the company on the various runs. The representatives of the company have maintained a strong opposition to the proposal throughout the proceedings, and the employees just as strongly have argued in its favour.

The attitude of the representatives of the company against the proposal may be summed up as: it is unworkable and impracticable, and one official said impossible; it is inequitable, it does not take into consideration length of service; increases wages greatly; and takes out of the hands of the company the discretion to set the monthly rates according to quality of service, responsibility and other considerations.

The representatives of the employees argue: it is both practicable and workable and is a much more simple and fairer method of measuring payment than the present system; that all other members of train crews operating on the same trains as the messengers are paid upon a mileage basis with similar safeguards for hours of service and overtime; it is equitable because it takes into consideration both the mileage travelled and the time an employee gives to the service on his runs; that the employees would know upon what basis they are paid instead of the present system, where the officials of the company decide what

the run is worth and within their own discretion; that the runs are divided into three classes—first, second and third—thereby taking into consideration the various qualifications emphasized by the company, and that the present system is inequitable.

As stated by the chairman of the Board in his report on this matter, the parties agreed upon the classification of the runs into first, second and third. The representatives of the employees compiled a statement of the various runs in the service—at the request of members of the Board—and the document showed the classification of the runs, present salaries paid monthly, the salaries offered by the company in a counter-proposition, and the salaries requested by the employees in the messenger service under the proposed mileage basis and overtime. The approximate number of runs in each class is set out in the Chairman's reference to the subject, and the number of runs in each class, with the number of messengers in each class. In addition to this other calculations have been made for the purpose of examining in detail what the proposal of the employees means, and figures arrived at to indicate the total cost to the company of the introduction of the system, with the increases requested. There are about 200 employees affected by this part of the schedule. The mileage basis of payment is a well recognized principle in the schedules of the various railway organizations whose members are engaged in the railway transportation service. The Canadian Northern (or National) Express Company pay their messengers and helpers on the mileage basis, and the Canadian Express Company and the Dominion Express Company to date do not.

Putting the question of increased compensation aside for the moment and dealing with the total pay-roll of the company for messengers and helpers, the question at issue would be one of distribution of the pay-roll among the various runs in the service. It would seem from the evidence, in my judg-

ment, that the proposal of the employees would work out more equitably than the present arrangement.

The employees' representatives argue that under the present arrangement a messenger doesn't know upon what basis he is paid for his services. This is in the hands of the company to decide. If a run is changed then the officials decide what the new run is worth. They further argue that, if the mileage basis with consideration for long hours and overtime was adopted, the employees would know the basis of payment, and if a run was changed the wages would be automatically fixed.

There does not seem any tenable ground for the argument of the officials of the company that the proposal is unworkable or impossible. It is in operation now in a great number of the schedules governing employees in the railway transportation service, and is also in operation in the service of the Canadian Northern (or National) Express Company. The objection that it is inequitable in my opinion is not sustained when a close study is made of each run on the system, the hours worked, present salaries, and a comparison made with the proposal of the men worked out for each run and the increases requested.

Taking into consideration the evidence and arguments in connection with this question it does seem to me desirable that the mileage basis as a measurement of the services of the employees involved should be adopted. During the investigation the representatives of the employees modified their demands to make the introduction of the system less costly, but the representatives of the company maintained their objections to the proposal. Therefore I recommend the adoption of the mileage basis, with the rates of pay and overtime consideration as set out in the modifications of the representatives of the employees, as a satisfactory adjustment of the dispute between both parties and contained in Schedule C accompanying this report.

Should either of the parties decline to accept the recommendations contained

herein and set out in Schedule C, I would further join with the Chairman of the Board in his recommendation that the question involving the messengers' and helpers' rates of pay and the mileage basis be taken to the Canadian Railway Adjustment Board No. 1 for adjustment.

The numbers of the articles in Schedule C are retained as they appeared in the original schedule, for identification, and where modifications or eliminations from the original schedule have taken place they are indicated, and the original clauses intact, or re-submissions before the Board are within quotation marks.

Respectfully submitted,

(Sgd.) FRED BANCROFT,
Member of the Board.

SCHEDULE C.

Messengers and Messengers' Helpers.

Article 37.—'Messengers and helpers who are ready for service the entire month and who do not lay off, of their own accord, shall receive the following minimum sums including overtime earned if any for the month.

Clause A.—'First Class Routes (main line routes) \$135.00 per month or 2.70 cents per mile;

'Second Class Routes (branch line routes) \$122.50 per month or 2.45 cents per mile;

'Third Class Routes (mixed or freight trains) \$110.00 per month or 2.20 cents per mile.

'The above rates are for 5,000 miles or less, all mileage in excess of 5,000 miles to be paid pro rata.

Clause B.—'Helpers to receive the same rates of pay as messengers on Third Class Routes.

Clause C.—'Messengers and helpers making less than 4,500 miles per month to include detention time to make up 4,500 miles.

Article 38. in the original schedule was modified by the employees' committee as follows:—

Modification.—'Messengers on turn around runs unable to complete a day's work within twelve consecutive hours, computed continuously from the time first required to report for duty until final release at end of last run, will be paid overtime for all time in excess of twelve hours, on the basis of five miles per hour. Overtime so earned not to be used to make up the monthly minimum. A turn around run is a run where one or more round trips are made per day.

Art. 39.—“When messengers or helpers lay-off, of a run which does not make 5,000 miles per month, they will be paid the proportion of 5,000 miles that their work bears to the full month.

All the words in the original Article 39, after the words “full month” are eliminated.

Art. 40.—“Messengers required to report for duty more than fifteen minutes before starting time of their train will be paid on the basis of 20 miles an hour for all time in excess of said fifteen minutes.

Art. 41.—“Messengers required to remain on duty after the arrival of their train at objective terminal will be paid on the basis of 20 miles per hour.

Art. 42.—(Eliminated).

Art. 43.—“In the event of a train being delayed or set back, and in consequence of not having been so notified a messenger reports for duty at the regular time, he may if not required be then set back to actual time required for duty, but will be allowed two hours’ pay at regular schedule rates for having so reported.

Art. 44.—“If messengers are called to work in offices or depots during their lay-over they will be paid their regular schedule rates for all time so employed.

Art. 45.—“Messengers and helpers dead-heading on company’s orders will be paid at the same rate as messenger on train which they are dead-heading.

Art. 46 and 47 combined, and a portion eliminated.—“Messengers and helpers will not be compelled to make extra mileage outside their assigned trips on assigned runs if it is possible to avoid it; and when so required they will be allowed the same rate of pay as the run pays provided it is not less than their own. Messengers and helpers called for duty under this article will be allowed a minimum of 160 miles for each day used, and will be allowed 80 miles if called for a run and not used.

Art. 48.—“When a regular passenger train averages less than 20 miles an hour and a mixed train less than 12½ miles an hour, overtime will be allowed at the schedule rates on the route on which such overtime is incurred on the basis of 20 and 12½ miles an hour respectively for the time so occupied from the time train actually leaves initial terminal until arrival at objective terminal.

Art. 49.—(Eliminated).

Art. 50.—(Eliminated).

Art. 51.—“Regularly assigned messengers and helpers used off their respective runs to their detriment will be compensated for miles lost.

Art. 52.—“Messengers and helpers detained at their foreign terminal through stress of weather or otherwise over twenty-four hours will be allowed 160 miles for each

additional twenty-four hours detained. This does not apply to runs where at present a longer lay-over period than this exists.

Art. 53.—“Messengers and helpers will not be considered absent from duty who report in sufficient time to take out their assigned runs.

Art. 54 as modified.—“Messengers and helpers to be allowed at least eight hours rest in each 24 hour period, except where emergency requires otherwise.

Art. 55.—“When there is a change in train service which materially affects messengers’ runs, or new runs are created, such runs will be bulletined for ten days. All runs will, however, be bulletined once a year. Bulletins will state at which end of route long lay-over will be.

Art. 56.—(Eliminated).

Art. 57.—“If for any reason some portion of time claimed by messengers or messengers’ helpers is not allowed, they will be advised in writing with the reason for same. Time not in dispute will be paid for in the current pay-roll.

Art. 58.—(Eliminated).

Art. 59.—“Where the company requires a special form of rubber stamp for the purpose of stamping way-bills they shall be supplied to the messengers free of cost. Where messengers lose their stamps the company will provide duplicate stamps at the expense of the messengers.

Art. 60 substitute.—A committee of the employees may represent any employee in any matter of dispute arising out of any rule in the schedule and may appeal to the superior officers of the company; and may have the assistance of an accredited officer of the Brotherhood.

Art. 61.—“Nothing in the foregoing shall be construed as reducing the salary of any employee governed by this schedule while remaining in present position.

The rates of pay outlined in Art. 37, Clauses A and B, to be effective from the first day of February, A.D. 1919, and the rules and regulations otherwise outlined in Schedule C to be effective from the acceptance of the minority award, and continue in force and effect for a period of three months and thereafter unless terminated by thirty days notice in writing by either party.

(Sgd.) FRED BANCROFT.

Mr. McGuigan’s Report

To the Hon. G. D. Robertson,
Minister of Labour,
Ottawa, Canada.

I regret my inability to agree with many of the recommendations and statements appearing in the two reports in

this case, signed by the chairman (Hon. Justice Gunn) and by Mr. Fred Bancroft. My first objection is to the asserted "application of the usual and generally effective methods," etc., because, as used, it is incorrect and misleading, for the reason that only two employees of the company were present at any time during the hearings of the Board, assuming to represent their co-employees on some 12,000 miles of express service lines operated by this company.

The representatives present were: Mr. A. Scholey, general chairman, employed as messenger running out of Edmonton, Alberta, and Mr. W. J. Dundas, also a messenger, who runs out of London, Ont.

The ordinary duties and the restricted territory over which these two men have worked for many years past have surely afforded them little opportunity to personally know very much about the conditions or the character of service performed by its numerous employees on distant sections of the numerous lines operated by this company between the Atlantic and Pacific oceans, which are as varied in character as its operations are far-reaching and extensive.

For these reasons it must be apparent to any unbiased mind, that this Board could not possibly obtain from the two employees named, evidence of sufficient substance to warrant the recommendations set forth in these reports; in fact, very little actual evidence was presented to the Board at any time in support of the employees' claims.

During the first two or three days the greater part of the time was consumed in presenting, and afterwards in pressing for the adoption of schedules embodying similar rules, and the very high rates of pay of the Canadian Northern Express Company, which, under existing conditions, seem unwarranted and unfair.

It became more apparent from day to day that nothing short of the Canadian Northern Express Company's

schedule and high rate of pay would satisfy the representatives present. Finally, I requested that a number of the older employees, familiar with the service and conditions generally on the different sections, especially from the lines in Ontario and Quebec, where the bulk of the company's business originates and is handled by its most experienced employees, should be called in to participate in the negotiations.

Notwithstanding my insistence that this was the only way in which we could hope to get at the facts and bring about a settlement, it did not seem to appeal to or impress the chairman, although I pleaded that those I proposed calling would be men longest in the service, who understood every detail of the work, therefore able to fully explain to, and enlighten, the Board as to the service and conditions existing on the several sections from which they came, and who would also understand and appreciate that the company's officers would gladly make every effort within reason to reach an agreement with them that would ensure continuance of the cordial relations which have long existed between this company and its employees.

To emphasize the necessity and possible advantages of calling in the older and more experienced employees in disputes of this character, I will say that this practice has prevailed with every one of the numerous boards (except one) on which I have served since the Labour Disputes Act first became effective, and in every case, with one or possibly two exceptions, we succeeded, by following this wise practice, in securing satisfactory agreements and unanimous reports to the Minister of Labour from these several boards. This statement can be verified by the records in your office.

The records of express operations for the past three years show the Dominion Express Company as handling about 60 per cent of the total express business of Canada; the Canadian Express Company about 30 per cent, and the Canadian Northern about 8 per cent, the remaining 2 per cent by other companies.

This small percentage of traffic (as shown above) and the relatively brief period of the existence of the Canadian Northern Express Company, surely will not justify the enforcement of its schedule and high rates of wages upon the Canadian Express Company, which is the pioneer company in the express business of Canada, with a record of more than fifty years' services, and which is at present handling nearly four times as much traffic as the former.

Furthermore, under present and prospective business conditions, it seems extremely doubtful if the present high rates of wages paid by the Canadian Northern Express Company can be maintained, except by drawing on the national treasury in the event of its earnings falling below operating cost.

After carefully considering all of these facts, I proposed, with the hope of reaching agreement, that if the recent offer of increased rates was not satisfactory, I would join my colleagues in recommending that employees of this company, performing like service in the same territory, be placed on the same rates as paid to employees of the Dominion Express Company, who for the past three years have been handling nearly two-thirds of the entire express business of Canada.

I was greatly surprised that this proposition was not accepted, as the Canadian Pacific Railway Company, who own and control the Dominion Express Co., have, for more than 20 years past, led all other railways, and large employers of labour, in increasing the salaries and wages paid employees in every department of its service, and has been generally recognized and lauded by organized labour as the most liberal corporation on this continent in dealing with its thousands of employees.

In view of the two offers of increases cited and which have been rejected, it seems pertinent to state that the company's records show that it has been conducting its transportation operations at a loss during the past two years, the deficits being

1917.....	\$38,650
1918.....	96,026

The company has throughout the whole period of the war maintained its staff only by paying current war rates, and has not made any reduction since the signing of the armistice, and has, in fact, as stated above, offered further increases up to the limits of its ability during the recent negotiations.

Notwithstanding that during the war period, operating expenses have enormously increased owing to the higher cost of labour and materials, this company is still carrying traffic at the same low rates as have prevailed for more than twenty years past. The chairman's report recommends for depot employees further increases, ranging from ten to fifteen per cent, and at the same time a reduction in working hours, from ten hours to eight hours per day, which in itself is a further increase of 25 per cent, to which increased overtime and numerous holidays is also added.

This seems most unjust at this time, with the large number of men now idle and seeking employment, many of whom would gladly accept positions with this company at existing or even lower rates than now in effect. In view of their recommendations of such large increases for depot employees, I am at a loss to understand how my colleagues can justify their action in shirking the responsibility of deciding the issue regarding messengers and their helpers.

It might fairly be assumed that they consider the demands of the committee unreasonable, but are unwilling to approve the offer of increases made by the company. They have been studying this question for some six weeks, therefore, should be in possession of the facts and able to reach a definite conclusion. Candid expression of opinion on this point might materially assist in clearing the atmosphere; therefore, should not have been dodged.

The recommendations of my colleagues that eight consecutive hours, exclusive of meals, shall constitute a day's

work for all employees except messengers and messengers' helpers, and shall be completed within nine and one-half consecutive hours is still more amazing, in view of the fact that the schedule filed with the application of the employees for a Board on this case (Articles 31 and 32) reads:

"A. Nine consecutive hours, exclusive of meals, will constitute a day's work for stablemen, motormen, wagonmen, wagon despatchers and porters. Eight hours will constitute a day's work for employees working nights."

"B. Except as specified in clause 'A' of this article, eight consecutive hours, exclusive of meal hours, will constitute a day's work for all other employees. This article does not apply to messengers."

"Employees working days shall start and quit work between the hours of 6 a.m. and 7 p.m. (a limit of 13 hours as against 9½ hours). Night employees will start and quit work between the hours of 5.30 p.m. and 7 a.m. (a limit of 13½ hours as against 9½ hours recommended)."

In order to fully appreciate the difficulties of compliance with and the injustice of enforcing general rules of the character outlined in the preceding paragraphs, it should be stated that a very large majority of the through and important local trains handling the greater bulk of express matter, arrive at most of the large centres between the hours of 6 a.m. and 9 a.m., departing in the early evening and late at night—this movement of the business frequently requires only from two to four hours during the busy morning hours, and an equal number of hours' work, say after 5 p.m., leaving many hours in the middle of the day in which no work is performed. These well known conditions no doubt inspired the 13 and 13½ hour limits appearing in Articles 31 and 32, as shown in the preceding paragraph.

To arbitrarily enforce an 8-hour day which must be completed within 9½

hours, under these conditions, is surely oppressive and unjust, in that it would enormously increase the company's operating costs and in many cases unreasonably increase wages.

The same objections apply to any blanket rule governing the service of express messengers and helpers, especially on the lighter branch lines. To illustrate: the Grand Trunk Railway, over which this company operates, is made up in the province of Ontario alone of more than 25 different lines of railway, as originally chartered, built and operated; more than fifteen of these are short branches, running through a sparsely settled country, producing very little express traffic. Many of them could not be operated separately except at a loss.

Their continued operation is possible only as feeders to the main lines. Messengers working over these branch lines are on duty from two to four hours from the time of leaving their home terminal in the morning until arrival at such central point as connections are made with trains running through to Toronto, Hamilton, London and other large centres of trade.

These messengers perform no service from the time of arrival at point of connection and making transfer and are entirely free to do as they please until the arrival of connecting trains in the afternoon or evening, when they again take up their work and are on duty from two to four hours, as on the morning run.

The compensation for this class of service cannot be fairly provided under any hard and fast general rule; equitable adjustment can be made only by dealing with each particular run on the basis of its importance, service required and general conditions surrounding it.

I attach a schedule of rules and rates of pay proposed by the company. The rules have been revised with much care and an earnest desire to deal fairly, and, so far as reasonably possible, meet the wishes of the employees. The rates of pay proposed are all the company feels justified in offering under existing and

prospective business conditions. If not acceptable, I would earnestly urge upon the employees serious consideration of my proposal to place them on a parity with Dominion Express Company's employees performing similar service in same locality. It is surely unfair to expect this company to pay more than its great competitor, the Dominion Express Co., which handles two-thirds of the express business of the Dominion.

Respectfully submitted, —

(Sgd.) F. H. McGUIGAN.

P.S.—I attach list of numerous railways which have been absorbed and operated by the Grand Trunk in the province of Ontario, over which the Canadian Express Company conducts its business—F. H. M.

Brantford, Norfolk and Port Burwell Railway Company.

Buffalo and Lake Huron Railway Company.

Canada Atlantic Railway Company.

Central Counties Railway Company.

Cobourg, Blairton & Marmora Railway and Mining Company.

Galt and Guelph Railway Company.

Grand Trunk, Georgian Bay and Lake Erie Railway Company.

Great Western Railway Company of Canada.

International Bridge Company.

Lake Simcoe Junction Railway Company.

London, Huron and Bruce Railway Company.

Maganetawan River Railway Company.

Midland Railway of Canada.

Northern and North Western Railway Company.

North Simcoe Railway Company.

Ottawa, Arnprior and Parry Sound Railway Company.

Owen Sound Branch.

Pembroke Southern Railway Company.

Peterborough and Chemong Lake Railway Company.

St. Clair Tunnel Company.

Toronto and Guelph Railway Company.

Toronto and Ottawa Railway Company.

Thousand Islands Railway Company.

Oshawa Railway Company.

Waterloo Junction Railway Company.

Welland Railway Company.

Wellington, Grey and Bruce Railway Company.

Ottawa Terminals Railway Company.

Toronto Belt Line Railway Company.

Toronto Terminals Railway Company.

CANADIAN EXPRESS COMPANY.

Regulations governing the service and rates of pay of certain employees of the Canadian Express Company.

ARTICLE 1.

(a) The book of rules and instructions issued from time to time by the company's officers will govern all employees.

(b) The word "employee" appearing in the schedule means messengers, messengers' helpers and employees at local offices subordinate to that of agent or depot agent.

ARTICLE 2.

Guarantee bonds in such amount as will fully protect the company's interests must be provided by employees covered by this schedule, the company to pay the bond premiums.

ARTICLE 3.

(a) Employees will not be discriminated against for being members of a union or brotherhood, nor for serving on committees representing employees, and, upon written request a reasonable time in advance by their chairman or secretary, will be relieved for committee work and furnished transportation, subject to the regulations of the railway over which this company operates.

(b) The chairman, secretary and other members of the committee must be employees in order to take up with the proper officers of the company any question as to the interpretation of this schedule or other dispute arising, and may, if necessary, appeal to the higher officers of the company.

ARTICLE 4.

Employees attending court or investigations by order of the company will be paid their regular daily rates, granted transportation, and allowed reasonable expenses while away from home for which receipted vouchers will be required.

ARTICLE 5.

(a) All employees governed by this schedule will be in line for promotion, the right of promotion to extend over and be confined to each superintendent's division, and be governed by seniority, merit and ability, the qualified employee senior in service to be given preference in promotion. Seniority dating from the time of entering the service, except in cases of resignation or dismissal.

(b) Employees will be in line for promotion to positions as agent, depot agents, chief clerks and cashiers. Vacancies occurring in these positions will be bulletined at all offices on that division for 10 days.

(c) A vacancy occurring at a local office other than as specified in 5 (a) will be immediately bulletined at that office for a period of five days, within which time written applications must be filed in order to receive consideration.

(d) The seniority rank of messengers or helpers appointed to other positions and other employees appointed messengers or helpers will stand on the basis of 50 per cent of the time they have been in service.

(e) When vacancies for messengers occur or new runs are created, bulletin notice will immediately be posted at terminals; written application for the positions to be filled must be filed on or before the 10th day from date of bulletin.

(f) An employee declining promotion will not forfeit his rights should another vacancy occur, but will rank junior to the man accepting the position.

ARTICLE 6.

An employee promoted to higher paid positions will be paid the specified rate for position filled, except that in special cases where an increase has been granted an employee in recognition of long service or special qualifications, making his rate higher than specified for the position, it shall in no case be construed as establishing the rate for that position.

ARTICLE 7.

Should an increase of business necessitate additional force at any office, the employee appointed will receive the same rate as paid for similar service at offices of like character and importance.

ARTICLE 8.

When necessary to reduce forces, qualified employees senior in the service will be retained. Juniors so released whose services have been satisfactory will, in accordance with their seniority, be given preference in re-employment, if they file written application with the proper officer and report for duty when called, or give satisfactory reasons for failure within seven days, otherwise they will be considered out of the service.

ARTICLE 9.

(a) Employees' seniority will date from time of entering the service, except in cases of dismissal or resignation; if laid off through reduction in force, credit will be allowed for time of previous service if re-employed within six months.

(b) Employees off duty on leave or on account of sickness for a reasonable length of time will not lose their seniority rights; the company will decide as to their standing after six months' absence. Providing that any regular employee entering the military or naval service of his country between Aug. 4, 1914, and November 11, 1918, shall retain his seniority rights and be reinstated by making application personally or in writing to the proper officer of the company within 90 days after his discharge.

ARTICLE 10.

Bulletin boards or books will be maintained at all terminals and offices as provided for by this schedule, and lists posted within thirty days showing the seniority rating of employees; lists for messengers and messengers' helpers will be posted at terminals and local offices as necessary for the convenient inspection of employees interested. These lists shall be corrected at least once a year, and upon proper representations corrections of any errors found will be made. Employees failing to avail themselves of this within three months after posting will be considered debarred and list closed. In the case of employees absent on leave this limit will be extended.

ARTICLE 11.

An employee dismissed or leaving the service will be paid promptly all monies due him, and, upon request, given certificate of service showing capacity in which employed and whether discharged or leaving the service of his own accord, and have returned to him all service cards and letters filed with his application for employment.

ARTICLE 12.

(a) On runs where the company's service requires the use of rubber or special stamps for stamping way bills or other records, stamps will be provided by the company. Should a messenger lose or destroy his stamp it will be duplicated by the company and charged to the messenger.

(b) When cars are not equipped with tanks for drinking water the company will, when necessary, supply water cans upon application of the messenger. Railway companies will be requested to have cars properly heated, lighted and cleaned.

ARTICLE 13.

(a) No employee will be dismissed or disciplined without cause, but may be suspended for five days if charged with a stated offense. Any employee so suspended who feels he has been unfairly dealt with may within five days appeal to his superior officer for a hearing, at which, if he so desires, he may have two fellow employees to assist him and will be fully advised as to the charges against him.

(b) If satisfactory adjustment is not thus obtained he may within 10 days appeal through the Employees' Committee to the higher officers of the company, and if exonerated will at once be reinstated and receive full regular pay for all time lost.

ARTICLE 14.

(a) Employees who have been in continuous service for one or more years will be granted two weeks' leave of absence each year without pay by making written application to their local agents. Application for leave by messengers will be made to their superintendent.

(b) In case of death, serious illness or other unusual event in their family, employees will be granted leave of absence by making application to the local agent or other official in charge.

ARTICLE 15.

(a) Any employee performing relief work will be paid the minimum rate for the position, but in no case less than his regular rate, and if away from home, allowed reasonable expenses.

(b) An employee transferred by order of the proper official shall receive free transportation for himself, family and household effects (subject to the regulations of the railway company) and paid during the time necessary to effect transfer at the same rate as for the position vacated.

ARTICLE 16.

(a) Employees—except messengers—will not be expected to work more than six days per week. If required to work a seventh day or seventh night they shall be paid at schedule overtime rate, with minimum of two hours.

(b) If called upon to work Christmas or New Year's Day or night, they will be paid one half day extra.

ARTICLE 17.

Messengers or messengers' helpers on assigned runs and other employees on monthly salary working less than a full month will be paid *pro rata* for the time worked on the basis of the working days in that month, less Sundays.

ARTICLE 18.

(a) Messengers or messengers' helpers dead-heading on company's orders will be paid at rate for run to which assigned. If called during their layover for extra runs will receive stated schedule pay for the run filled.

(b) Messengers will, when necessary, report for duty at least one hour before schedule leaving time of their run. If called for duty in excess of that time, they will be paid at the

rate of 50 cents per hour for time actually worked.

(c) Messengers required to remain on duty at depot at the end of trip after completing their transfer will be paid for all the time delayed after the first thirty minutes fifty cents per hour.

(d) Messengers or messengers' helpers called for duty other than messenger's work during their layover will be paid fifty cents per hour for time worked—the minimum to be fifty cents.

(e) An employee in charge of a car and performing the ordinary duties of a messenger, when no other messenger is in charge of the run, will be classified as a messenger. An employee who assists the messenger, either during the whole or part of the trip, will be classified as messenger's helper.

ARTICLE 19.

If a messenger or helper claims time which is not allowed he will be advised of the reason. Time not disputed will be paid in current payroll.

ARTICLE 20.

(a) Ten actual working hours will constitute a day's work for employees other than clerks and messengers.

(b) Nine actual working hours will constitute a day's work for clerks.

(c) Employees required to work after specified working hours will be paid overtime at the following rates:

40c per hour to employees receiving \$80.00 or less per month.

45c per hour to employees receiving \$81.00 to \$90.00 per month.

50c per hour to employees receiving over \$90.00 per month.

(d) Employees called for special work after regular hours will be paid schedule rate of overtime, minimum 50 cents.

ARTICLE 21.

All employees will be paid semi-monthly on the 1st and 15th days of each month, as near as possible.

ARTICLE 22.

Nothing in the foregoing shall be construed as reducing the rate of pay of any employee while filling his present position.

ARTICLE 23.

This schedule to become effective upon the acceptance of the award and continue in effect for three months and thereafter, unless and until terminated by thirty days' notice given in writing by either party.

SCHEDULE B.

Schedule of monthly minimum rates of pay for messengers' runs mentioned below will be as follows:

Northwestern Division:

Biggar & Laverne	\$110.00
Calgary & Edmonton	125.00
Edmonton & Edson	100.00
Edmonton & Prince George	120.00
Edmonton & Watrous	130.00
Edmonton & Watrous helpers	92.50
Edson & Mountain Park	90.00
Graham & Fort William	95.00
Graham & Winnipeg	105.00
Melville & Regina & Kenora	115.00
Northgate & Regina	115.00
Prince Albert & Watrous	105.00
Prince George & Prince Rupert	125.00
Regina & Riverhurst	110.00
Winnipeg & Watrous	135.00
Winnipeg & Watrous helpers	95.00

Western Division:

Allandale & Meaford	90.00
Barrie & Penetang	90.00
Brantford & Tilsonburg	95.00
Buffalo & Goderich	115.00
Buffalo & Hamilton	100.00
Cedar Springs & Wallaceburg	80.00
Cochrane & North Bay	120.00
Cochrane & Toronto	130.00
Cochrane & Winnipeg	135.00
Durham & Kincardine	95.00
Detroit & Suspension Bridge	130.00
Detroit & London	110.00
Detroit & Toronto	130.00
Haliburton & Lindsay	90.00
Gravenhurst & Toronto	100.00
Hamilton & London	100.00
Hamilton & Meaford	110.00
Hamilton, Toronto & Detroit	125.00
Hamilton, Toronto & Suspension Br. ..	110.00
Hamilton & St. Thomas	110.00
Leamington & Windsor	80.00
London & Stratford	90.00
London & Toronto, via Stratford ..	100.00
London & Toronto	95.00
London, Sarnia & Toronto	110.00
London & Sarnia	90.00
London & Windsor	110.00
London & Wingham	95.00
Merriton & Pt. Colborne	95.00
North Bay & Toronto (senior)	120.00
North Bay & Toronto (junior)	110.00
Owen Sound & Stratford, H.Q. Stratford ..	105.00
Owen Sound and Stratford, H.Q. Owen Sound	95.00
Porquois Jet. & Timmins	110.00
Pt. Hope & Toronto	115.00
Sarnia & Toronto	105.00
Stratford & Toronto	100.00
Suspension Br. & Toronto, H.Q. Toronto	115.00
Suspension Br. and Toronto, H.Q. Suspension Br.	110.00

Helpers.

North Bay & Toronto	110.00
Stratford & Toronto	95.00
Suspension Br. & Toronto	100.00

Eastern Division:

Brockville & Montreal	100.00
Brockville & Toronto	110.00
Cochrane & Quebec	120.00
Depot Harbour & Ottawa	100.00
Edmundston & Quebec	95.00
Fortierville & Montreal	95.00
Granby & Montreal	95.00
Island Fd. & Richmond	100.00
Levis & Riviere du Loup	95.00
Manilla Jet. & Whitby	100.00
Sassens Springs & Montreal	95.00
Moncton & Montreal	100.00
Montreal & Nicolet	95.00
Montreal & Ottawa	100.00
Montreal & Quebec	110.00
Montreal & Sherbrooke	95.00
Montreal & Waterloo	95.00
Three Rivers & Victoriaville	95.00
Montreal & Toronto (senior)	130.00
Montreal & Toronto (junior)	112.50
Montreal & Toronto helpers	100.00
Montreal & Kingston helpers	95.00
Toronto & Kingston helpers	95.00
Toronto & Brighton helpers	90.00
Toronto & Belleville helpers	90.00
Toronto & Napanee helpers	95.00

Atlantic Division:

Borden & Tignish	100.00
Campbellton & Moncton	95.00
Campbellton & Rimouski	100.00
Chatham & Newcastle	95.00
Charlottetown & Sackville	95.00
Edmundston & Moncton	90.00
Fredericton & Newcastle	95.00
Halifax & Sydney	105.00
Halifax & Montreal	110.00
Halifax & Moncton	105.00
Halifax and New Glasgow	95.00
Louisburg & Sydney	95.00
Moncton & Pt. Duchesne	100.00
Oxford Jct. & Pictou	97.50
Pictou & Stellarton	100.00
Amherst & St. John	120.00
Amherst & Truro	100.00
Montreal & St. John	130.00
St. John & Sussex	100.00
Halifax & St. John	100.00

Schedule of monthly minimum rates of pay at offices mentioned below to be as follows:

Northwestern Division:

Calgary, Alta.:	
Clerks	\$ 60.00 to \$105.00

Edmonton, Alta.:

Cashier	100.00
Clerks (inc. ch. cl.)	60.00 to 110.00
Depot foreman	100.00

Regina, Sask.:			
Cashier	100.00		
Clerks	60.00 to	80.00	
Depot foreman	95.00		

Saskatoon, Sask.:			
Cashier	90.00		
Clerks	60.00 to	80.00	
Depot foreman	95.00		

Winnipeg, Man.:			
Cashier	110.00		
Clerks	60.00 to	100.00	
Ch. clerk, Customs Dept.	115.00		
Depot foreman	110.00		

Schedule of monthly minimum rates of pay for porters, scalemen, wagonmen and motormen at the following offices in the Northwestern Division—Winnipeg, Regina, Saskatoon, Edmonton and Calgary—will be as follows:

Porters:	
1st 6 months	\$ 80.00
2nd 6 months	82.50
2nd year	85.00
3rd year	90.00

Scalemen:	
1st 6 months	\$ 85.00
2nd 6 months	87.50
2nd year	90.00
3rd year	95.00
4th year	100.00

Wagonmen:	
1st year	85.00
2nd year	87.50
3rd year	90.00
4th year	95.00
5th year	100.00

Western Division:

Allandale, Ont.:	
Transfermen	\$ 70.00

Brantford, Ont.:			
Cashier	85.00		
Clerks	50.00 to	75.00	
Depot agent	95.00		

Cobalt, Ont.:	
Clerks	85.00
Wagonmen	80.00

Galt, Ont.:			
Clerks	55.00 to	60.00	

Guelph, Ont.:			
Clerks	50.00 to	85.00	

Hamilton, Ont.:			
Chief clerk	100.00		
Clerks	60.00 to	85.00	
Cashier	100.00		
Depot agent	115.00		
Night foreman	105.00		
Delivery foreman	100.00		

Haileybury, Ont.:	
Clerks	75.00

Kitchener, Ont.:			
Cashier	80.00		
Clerks	40.00 to	65.00	
Depot agent	105.00		

London, Ont.:			
Chief clerk	100.00		
Cashier	100.00		
Clerks	60.00 to	95.00	
Depot agent	105.00		
Depot foreman (night) ..	100.00		
Stableman	75.00		

Niagara Falls, Ont.:			
Cashier	100.00		
Clerks	60.00 to	85.00	

North Bay, Ont.:			
Cashier	100.00		
Clerks	75.00 to	95.00	

Orillia, Ont.:			
Clerks	60.00 to	75.00	
Transferman	70.00		

Parkdale, Ont.:			
Cashier	95.00		
Clerks	60.00 to	75.00	
Depot agent	105.00		

St. Catharines, Ont.:			
Cashier	95.00		
Clerks	60.00 to	85.00	
Depot agent	95.00		

St. Thomas, Ont.:			
Cashier	80.00		
Clerks	50.00 to	70.00	

Stratford, Ont.:			
Cashier	85.00		
Clerks	65.00 to	75.00	
Depot agent	100.00		

Timmins, Ont.:			
Clerks	85.00		
Wagonmen	80.00		

Toronto, Ont.:			
Depot foreman (day) ..	110.00		
Depot foreman (night) ..	110.00		
Depot clerks, including			
ch. cl. and cash.	70.00 to	115.00	
Depot watchman	80.00		
Stableman	70.00 to	75.00	

Windsor, Ont.:			
Cashier	100.00		
Clerks	60.00 to	95.00	

West Toronto, Ont.:			
Cashier	90.00		
Clerks	75.00 to	90.00	
Depot agent	105.00		

Schedule of monthly minimum rates of pay for assistant foremen, checkers, car loaders, scalemen, bill makers, porters, wagonmen, motormen and wagon helpers, at Hamilton, London and Toronto, will be as follows:

Assistant foremen, checkers, car loaders, scalemen, bill makers:

1st 6 months	\$ 85.00
2nd 6 months	87.50
2nd year	90.00
3rd year	95.00
4th year	100.00
5th year	105.00

Porters:

1st 6 months	80.00
2nd 6 months	82.50
2nd year	85.00
3rd year	90.00

Wagonmen and motormen:

1st 6 months	80.00
2nd 6 months	82.50
2nd year	85.00
3rd year	90.00
4th year	95.00
5th year	100.00

Helpers (not boys) on wagons or motors

65.00

The rates of pay for porters and wagonmen at Brantford, Guelph, Kitchener, Niagara Falls, Parkdale, St. Catharines, St. Thomas, Stratford, West Toronto and Windsor will be as follows:

Porters:

1st 6 months	\$ 80.00
2nd 6 months	82.50
2nd year	85.00
3rd year	90.00

Wagonmen:

1st 6 months	\$ 80.00
2nd 6 months	82.50
2nd year	85.00
3rd year	90.00
4th year	95.00
5th year	100.00

The rates of pay for wagonmen at Chatham, Galt, North Bay, Orillia, Paris, Waterloo and Woodstock will be as follows:

Wagonmen:

1st 6 months	\$ 80.00
2nd 6 months	82.50
2nd year	85.00
3rd year	90.00
4th year	95.00
5th year	100.00

Eastern Division:

Belleville, Ont.:

Clerks\$ 50.00 to 80.00

Bowmanville, Ont.:

Clerks 45.00 to 50.00

Brockville, Ont.:

Clerks 45.00 to 75.00

Cobourg, Ont.:

Clerks 45.00 to 50.00

Cornwall, Ont.:

Clerks 50.00 to 60.00

Granby, Que.:

Clerks 55.00 to 70.00

Kingston, Ont.:

Clerks 55.00 to 85.00

Napanee, Ont.:

Clerks 45.00 to 55.00

Ottawa, Ont.:

Foreman at depot	100.00
Clerks	45.00 to 85.00
Foreman wagonman ...	95.00

Port Hope, Ont.:

Clerks 50.00 to 60.00

Quebec, Que.:

Clerks, including cashier. 50.00 to 110.00

Sherbrooke, Que.:

Clerks, including cashier. 50.00 to 90.00

Trenton, Ont.:

Clerks 55.00 to 65.00

Whitby, Ont.:

Clerks 45.00 to 50.00

Montreal, Que.:

Clerks at depot, including ch. clerk	60.00 to 100.00
Wagon despatcher	100.00 to 105.00

Asst. foremen, checkers, car loaders, scalemen and bill makers:

1st 6 months	\$ 85.00
2nd 6 months	87.50
2nd year	90.00
3rd year	95.00
4th year	100.00
5th year	105.00

Porters:

1st 6 months	80.00
2nd 6 months	82.50
2nd year	85.00
3rd year	90.00

Montreal and St. Henry:

Wagonmen and motormen:

1st 6 months	80.00
2nd 6 months	82.50
2nd year	85.00
3rd year	90.00
4th year	95.00
5th year	100.00

The rates of pay for wagonmen and porters at Belleville, Bowmanville, Brockville, Cobourg, Cornwall, Granby, Kingston, Levis, Napanee, Ottawa, Port Hope, Quebec, Sherbrooke, Trenton and Whitby will be as follows:

Porters:

1st 6 months	\$ 75.00
2nd 6 months	77.50
2nd year	80.00
3rd year	85.00

Wagonmen:

1st 6 months	\$ 75.00
2nd 6 months	77.50
2nd year	80.00
3rd year	85.00
4th year	90.00
5th year	95.00

Atlantic Division:**Amherst, N.S.:**

Clerks	65.00
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Charlottetown, P.E.I.:

Clerks	75.00
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Halifax, N.S.:

Cashier	100.00
Office clerks	60.00 to 90.00
Depot clerks	80.00 to 95.00
Stablemen	80.00

Moncton, N.B.:

Depot clerk	95.00
Office clerk	65.00

St. John, N.B.:

Depot foreman	100.00
Asst. depot foreman ..	90.00
Cashier	100.00
Clerks	50.00 to 90.00
Stable foreman	80.00

Porters:

1st year	80.00
2nd year	85.00
3rd year	90.00

Wagonmen:

1st year	80.00
2nd year	85.00
3rd year	90.00
4th year	95.00
5th year	100.00

Sydney, N.S.:

Cashier	100.00
Depot clerk	90.00
Office clerk	65.00 to 80.00

Truro, N.S.:

Office clerk	70.00 to 90.00
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Report of Labour Appeal Board

Under the Industrial Disputes Investigation Act, 1907.

Board of Appeal under P.C. 1743.

Montreal, this eighth day of April, 1919.

Present: Honourable Mr. Justice Maclellan, chairman; John W. Bruce, B. W. Coghlin, Gus Francq, William Rutherford.

In the matter of an Appeal in the case of the Canadian Express Company and certain of its employees, being clerks, drivers, porters, messengers, etc., members of the Canadian Brotherhood of Railroad Employees.

The appeal in this matter is brought by the Canadian Express Company from the decision of a Board of Conciliation and Investigation composed of Judge R. D. Gunn, F. H. McGuigan and Fred Bancroft. The dispute between the Company and its employees is mainly on two points, to wit: hours of service and rates of pay.

At the hearing of the appeal, which opened at 10 a.m. on the 7th instant, the company was represented by Mr. John Pullen, president of the Canadian Express Company, and two of his assistants. The employees, although notified, did not appear at the forenoon session, but in the afternoon were represented by A. Scholey, general chairman, and A. F. Landry, general organizer of the Brotherhood of Railway Employees, when they declined to submit any argument in support of the award rendered by the Board of Conciliation.

The Board has made a careful examination of the reports of Judge Gunn and Messrs. Bancroft and McGuigan, and had before it the departmental file in connection with the dispute.

After very full consideration of all the matters in dispute between the parties, the Board recommends:

1. That the rates of pay for depot employees, to wit: clerks, drivers, wagon men, porters and motor truckmen, recommended by Judge Gunn and Mr. Bancroft, be adopted and made effective on and after 1st February 1919.

2. That the rates of pay for train messengers and helpers recommended by Mr. McGuigan be adopted and made effective on and after 1st February, 1919.

3. That the principle of eight hours' work constituting a day's work be approved, but as the principal competitor of the Canadian Express Company is the Dominion Express Company, the Board considers that the eight hours' work constituting a day's work should not be brought into force until such time as it is adopted by the Dominion Express Company.

4. That the employees in discussing any dispute with the employer may have the assistance of an accredited officer of the Brotherhood.

5. That the regulations governing service and rates of pay of certain employees recommended by Mr. McGuigan be amended as above indicated, and, so amended, be adopted.

The Board further takes the liberty of recommending to the Department of Labour and to the Government, that it is desirable in the public interest that the principal express companies in the country should, insofar as conditions permit, be operated on the same basis as to hours of work and rates of pay for their respective employees.

Messrs. Bruce and Franco are of opinion that (1) the rate of pay for train messengers and helpers should be referred to the Canadian Railway Adjustment Board No. 1; (2) that the eight hour day should be brought into force not later than 1st June, 1919, and (3) that the rules and regulations governing service be prepared by a committee composed of the Company's officers and representatives of the men.

(Sgd.) F. S. MACLENNAN,
Chairman.

(Sgd.) JOHN W. BRUCE.

(Sgd.) B. W. COGHLIN.

(Sgd.) GUS FRANCO.

(Sgd.) WM. RUTHERFORD.

INTERIM REPORT OF ROYAL COMMISSION INQUIRING INTO THE DIFFERENCES BETWEEN THE FIRM OF J. COUGHLAN & SONS, VANCOUVER, AND ITS EMPLOYEES

A SOMEWHAT interesting industrial experiment is being made in the establishment of Messrs. J. Coughlan & Sons, Vancouver, largely as a result of the enquiry which is being undertaken by a royal commission appointed to investigate with a view to securing a satisfactory working agreement between the firm in question and its employees. Arrangements have been arrived at temporarily for the setting up of a joint committee on production the chief func-

tion of which shall be to eliminate what is termed "loafing" by seeking to determine the causes and then advancing the best methods for their removal. If this committee should prove a success permanent arrangements for its continuance may be established between the firm and its employees.

The complete text of an interim report of the commission outlining the purposes and functions of the experimental committee on production follows.

Interim Report of Commission

To His Excellency,

The Governor-General in Council.

Your Commission appointed by Order-in-Council dated the 6th day of February, A.D. 1919, to make inquiry into the various matters of difference as between the firm of J. Coughlan & Sons and its employees, with a view to endeavouring to secure a satisfactory working agreement as between the firm in question and its employees, and with a view to taking such steps as would seem calculated to promote and secure an amicable working arrangement between the said firm and its employees, and failing the achievement of such amicable working agreement before the Commission, to make such recommendations as would, in the opinion of the Commission, be best calculated to remove or lessen the unrest now existing, begs leave to submit the following interim report:

The Commission entered upon its duties on February 7th, 1919. Many sittings to take evidence and several conferences between the Commission and the representatives of the said firm and its employees, have taken place between said date and the date of this report.

The firm was represented before the Commission by Mr. J. J. Coughlan, Jr., and the employees by Mr. H. S. Nightscales on behalf of the Metal Trades Council, and Mr. Fawkes on behalf of the Boilermakers' Union—an organization embracing a large proportion of the employees, affiliated with the Metal Trades Council, but by arrangement between the Metal Trades Council and such organization, granted independent representation before the Commission.

A large amount of evidence has been adduced, and many exhibits filed, but at the date of this report neither party has as yet closed its case. The occasion for this report is that a solution of the difficulty, which may possibly prove permanent, has been arrived at as hereinafter detailed. The case not being yet closed, only such evidence is herein referred to as is necessary to make the solution intelligible, and such reference is to be considered as merely general, and not involving any findings by the Commission.

One of the main contentions of the men was that they were entitled to higher pay. This was met by the firm taking the stand that the granting of such higher pay under present conditions in the yard was a financial impossibility. As the case progressed, it developed that the firm contended that the progress of their shipbuilding indicated great inefficiency in their yard. The firm alleged that this inefficiency was occasioned partly, at any rate, by the tacit adoption on the part of many of their employees of a policy of restricted output and of deliberate loafing. The men in

reply contended that, assuming that such inefficiency did exist, it was largely if not wholly the fault of the management. Assuming that such inefficiency does exist, it seems clear that if it could be removed, the firm, provided that its contention of financial inability to pay under present conditions is correct, would find itself in a position where it could look more favourably upon the men's demand for higher pay, as a result of greater output within a given time.

This situation was realized by the representatives on both sides, and as a result the following arrangement has been arrived at:

A Committee on Production has been set up as from March 31st. This Committee is to be composed for the present of three nominees by the firm, chosen from their executive, and three nominees elected by the Metal Trades Council.

1. This Committee's function shall be: to eliminate what is termed loafing by seeking to determine the cause, and advance the best methods for removing same.

2. This Committee to be given as its scope the whole of the operations of all construction work in the yard.

3. The Committee must in the execution of their duty have power to recommend any change which may be deemed necessary in either construction methods or managerial methods, *e.g.*, if at any time such recommendation is made to the management, and the management ignores such suggestion, the highest tribunal will be called in to adjust any such recommendation.

4. The scope of the Committee to include the following:

- (a) To adjust all grievances as far as possible according to agreement.
- (b) To look after the safety of the men.
- (c) To observe all operations going on and suggest the elimination of any wastage in connection with any department.

In the event of disagreement by the Committee, on any point, either side is to have the right to call upon your Commission to sit and to adjudicate upon such dispute. The decision of a majority of your Commission is to be binding on both sides. This arrangement is to last for sixty days, during which time the firm is to pay a scale of wages higher than it had been paying previous to the issuing of this Commission, which scale was agreed upon between the firm and the labour representatives as being one that would be mutually satisfactory until such time as the Commission had reported.

At the end of the above period, if the Committee proves a success it is hoped that a permanent agreement may be established between the firm and its employees. If, on the other

hand, the scheme is not satisfactory, the Commission is to resume its sittings, complete the case, and send in a final report.

It is understood that the personnel of this Committee may be added to by having placed thereon a representative of the Boilermakers' Union. If this is done, the firm is to have the right to nominate an additional member, the idea being that there shall be equal representation of employer and employee, on the Committee, with your Commission as a court of appeal in case of dispute. At the date of this

report the Boilermakers' Union has not decided whether it will nominate a member on the Committee or not.

All of which is respectfully submitted.

(Sgd.) DENIS MURPHY.

(Sgd.) F. W. WELSH.

(Sgd.) HENRY H. WATSON.

Dated at Vancouver, B.C., April 1st, 1919.

A COMMISSION TO INVESTIGATE INDUSTRIAL RELATIONS IN CANADA

THE following are the texts of orders-in-council P.C. 670 and P.C. 784, authorizing the creation of, and making appointments to, a royal commission as recommended by the labour sub-committee of the Reconstruction and Development Committee of the Cabinet, to investigate and report as to the best means of establishing and maintaining good relationships in industry between employers and workers throughout Canada. It is recommended that the commission shall report not later than June 1, next.

P.C. 670.

The Committee of the Privy Council have had before them a report, dated 22nd March, 1919, from the Chairman, Labour Sub-Committee of the Reconstruction and Development Committee, stating that a resolution was adopted at the meeting of the Labour Sub-Committee of the Reconstruction and Development Committee on the 19th instant, in the terms following:

The Labour Committee has been impressed by the necessity of some policy being formulated which will bring about the adoption of co-operative relations between employers and employees in the various lines of industry, as the best means of establishing a satisfactory relationship in industry throughout Canada. The Labour Committee realizes the different conditions existing in various industries, but nevertheless feels that there are certain basic principles which apply to all. The Labour Committee has itself given earnest consideration to the efforts which are being made in this and other countries for the solution of the problem of industrial relationships and, recognizing the complexity and importance of this

problem, recommends that a Royal Commission be appointed immediately to report to the Government on the following matters, namely:

1. To consider and make suggestions for securing a permanent improvement in the relations between employers and employees.

2. To recommend means for ensuring that industrial conditions affecting relations between employers and employees shall be reviewed from time to time by those concerned, with a view to improving conditions in the future.

For the above purposes the Commission shall:

(1) Make a survey and classification of existing Canadian industries.

(2) Obtain information as to the character and extent of organization already existing among bodies of employers and employees respectively.

(3) Investigate available data as to the progress made by established joint industrial councils in Canada, Great Britain and the United States.

It is further recommended that the Commission shall submit a final report on the foregoing reference not later than June 1st, 1919.

The Committee concur in the foregoing recommendations and submit the same for approval.

RODOLPHE BOUDREAU,

Clerk of the Privy Council.

P.C. 784.

The Committee of the Privy Council have had before them a report, dated 8th April, 1919, from the Minister of Labour, submitting that the personnel of the Royal Commission constituted by Order-in-Council of 4th April, 1919, (P.C. 670), to investigate industrial relations and submit a report as to how they may be improved, should consist of representatives of the public, as well as representatives of employers and employees. The Minister further

submits that employers and employed should have equal representation upon the Commission, and that the Chairman should be a distinguished member of the Canadian Judiciary.

The Minister therefore recommends that the following gentlemen be appointed as members of the said Royal Commission, for the purposes above indicated:

The Honourable Chief Justice Mathers, of Manitoba, chairman,

The Honourable Smeaton White, a member of the Senate, and Managing Director, Montreal Gazette Publishing Company, Montreal,

Charles Harrison, M. P., Railroad Conductor, North Bay, Ont., as representatives of the public.

Mr. Carl Riordon, President, Riordon Pulp and Paper Company, Montreal, P.Q.,

Mr. F. Pauzé, Lumberman, Montreal, P.Q., as representatives of the employers.

Mr. T. Moore, Ottawa, President of the Trades and Labour Congress of Canada,

Mr. J. W. Bruce, of Toronto, Member of the Labour Appeal Board, as representatives of the employees.

The Minister further recommends that Mr. Thomas Bengough, of Toronto, who served as Secretary on the Technical Education Commission, be appointed as Secretary of the Commission.

The Minister further recommends that the Commission proceed with its work as early as possible and render its report by June 1st, 1919, and that the compensation applicable to members of Boards of Conciliation under the Industrial Disputes Investigation Act be applicable to this Commission except to the Honourable Mr. White and Mr. Harrison, who shall be paid their travelling expenses only.

The Committee concur in the foregoing recommendations and submit the same for approval.

RODOLPHE BOUDREAU,

Clerk of the Privy Council.

STRIKES AND LOCK-OUTS DURING MARCH, 1919

FOURTEEN strikes, involving approximately 2,641 employees, were reported as having commenced during March. There were in existence at some time or other during the month 19 strikes directly involving 2,730 workpeople. The total time loss on account of industrial disputes was estimated at 49,799 working days, as compared with 12,385 in February, and 9,773 in March, 1918. The time loss occasioned by the 14 strikes which began in March was 47,485 working days, while a loss of 2,314 is charged to the five strikes that

commenced prior to March. Termination of disputes was reported in the case of one of the disputes which commenced prior to March. Ten of the disputes commencing during March terminated during the month, leaving the following eight strikes affecting approximately 2,665 workpeople on record on March 31: pottery workers, St. Johns, Que.; moulders, London and Ottawa; cigar-makers, Hamilton; sawyers and packers, British Columbia; building tradesmen, Regina; shirt makers, Montreal, and cooks and kitchen help at Montreal.

Disputes by Industries

The following is a review of the disputes by industries in the order in which they appear in the statistical table. A brief summary is given of the more important strikes.

LUMBERING.—There was one strike in existence, involving 1,200 employees and

resulting in a loss of 31,200 working days. This was a strike of Oriental sawyers and packers employed in shingle mills throughout British Columbia who went on strike against a reduction in wages. This strike remained unsettled at the end of the month.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—There was but one strike in existence involving 52 employees and resulting in a loss of 1,352 working days. This was a strike of pottery workers which was carried over from the previous month's record and remained unsettled at the close of March.

BUILDING AND CONSTRUCTION.—One strike occurred in this group, that of painters, bricklayers, masons and plasterers, at Regina, who went on strike for increased wages and shorter hours. This strike, which involved 231 employees and resulted in a loss of 6,006 working days, remained untermiated.

METALS, MACHINERY AND CONVEYANCES.—There were five strikes in existence involving 514 employees and resulting in a loss of 5,733 working days. Two strikes were carried over from the previous month's record and remained untermiated. Three strikes occurred during the month—metal trades workers, Victoria, pattern makers, Montreal, and shipyard workers at Fort Coquitlam—all of which were terminated at the close of March.

PRINTING AND PUBLISHING.—One strike occurred, that of printing pressmen employed by the Dominion Government Printing Bureau, at Ottawa, where a strike of 97 employees for increased wages and shorter hours resulted in a loss of 1,116 working days. After negotiations a partial increase was granted, and work was resumed towards the end of the month.

CLOTHING.—Two strikes occurred in the clothing group involving 116 employees and resulting in a loss of 236 working days. Both of these strikes occurred in Montreal; that of custom tailors terminated early in the month, but a dispute affecting shirt makers remained unsettled.

FOOD, LIQUORS AND TOBACCO.—There were three strikes in existence, involving 230 employees and resulting in a loss of 843 working days. One strike was carried over from the previous month's record and remained untermiated. Disputes affecting brewery workers at Winnipeg and cereal workers at Victoria were both settled within a few days of their occurrence.

PUBLIC UTILITIES.—There was one strike in existence involving 10 employees and resulting in a loss of 30 working days—telegraph messengers at Ottawa who went on strike against a reduction in wages. Negotiations were carried on and the strike was finally adjusted by mediation of the Department of Labour, the strikers returning to work at the former rates of pay.

MISCELLANEOUS.—Four strikes were in existence during the month involving 280 employees and resulting in a loss of 3,283 working days. One strike—teamsters at Vancouver—was carried over from the previous month's record and was terminated by the strikers' places being filled. The other strikes occurring during the month were cooks and kitchen help at Montreal, which remained unsettled, and milk distributors, and waiters and waitresses at Montreal; both of which were terminated at the end of the month.

NOTE.—In the March issue of the **LABOUR GAZETTE**, page 294, the cause of a strike that occurred in May, 1918, affecting shoe workers at Kitchener, Ont., was given as "for recognition of union," the statement being based on information supplied by the Company concerned. The Department has since received word from a representative of the Union affected that the strike arose through wage demands and this explanation is printed accordingly.

INDUSTRIAL DISPUTES DURING MARCH, 1919

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
STRIKES COMMENCING PRIOR TO MARCH, 1919.			
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.— Pottery workers, St. Johns, Que.	Commenced November, 1913. Against a reduction in wages. Unterminated.	52	1,352
METALS, MACHINERY AND CONVEYANCES.— Moulders, London, Ont.	Commenced November 22. Demand for closed shop and recognition of the Union. Unterminated.	5	130
Moulders, Ottawa, Ont.	Commenced February 25. For increased wages and shorter hours. Unterminated.	14	364
FOOD, LIQUORS AND TOBACCO.— Cigarmakers, Hamilton, Ont.	Commenced July 11. For increased wages. Unterminated.	12	312
MISCELLANEOUS.— Teamsters, Vancouver, B.C.	Commenced February 27. Alleged non-fulfillment by employers of agreement. Strikers' places filled.	6	156
STRIKES COMMENCING DURING MARCH, 1919.			
LUMBERING.— Oriental sawyers and packers, (Shingle mills), British Columbia.	Commenced March 1. Against a reduction in wages. Unterminated. .	1,200	31,200
BUILDING AND CONSTRUCTION.— Bricklayers, masons, painters and plasterers, Regina, Sask.	Commenced March 1. For increased wages and shorter hours. Unterminated.	231	6,006
METALS, MACHINERY AND CONVEYANCES.— Metal Trades workers, Victoria, B.C.	Commenced March 5. For increased wages. Increase granted. Work resumed March 19.	372	4,278
Pattern makers, Montreal, Que.	Commenced March 1. Men claim to have been locked out on account of demanding an 8-hour day. Work resumed March 10.	23	161
Shipyard workers, Fort Coquitlam, B.C.	Commenced March 21. Against a reduction in wages. Settled by negotiations; former rates of wages to prevail. Work resumed March 31.	100	800
PRINTING AND PUBLISHING.— Printing Pressmen, Ottawa, Ont.	Commenced March 7. For increased wages and shorter hours. Increase granted. Work resumed March 21.	97	1,116
CLOTHING.— Custom tailors, Montreal, Que.	Commenced March 3. For increased wages and shorter hours. Settled by negotiations; partial increase granted and hours reduced. Work resumed March 7.	40	160
Shirt makers, Montreal, Que.	Commenced March 31. For increased wages and shorter hours. Unterminated.	76	76
FOOD, LIQUORS AND TOBACCO.— Brewery workers, Winnipeg, Man.	Commenced March 11. For increased wages. Increase granted. Work resumed March 14.	190	475
Cereal workers, Victoria, B.C.	Commenced February 22. For increased wages and shorter hours. Settled by negotiations; partial increase granted and hours reduced by one per week. Work resumed March 4.	28	56
PUBLIC UTILITIES.— Telegraph messengers, Ottawa, Ont.	Commenced March 6. Against a reduction in wages. Wages were not reduced. Work resumed March 10.	10	30
MISCELLANEOUS.— Cooks and kitchen help, Montreal, Que.	Commenced March 22. For increased wages and other changes. Unterminated.	75	675
Milk distributors, Montreal, Que.	Commenced March 7. For increased wages. Men returned to work on employers' terms. Work resumed March 9.	41	82
Waiters and waitresses, Montreal, Que.	Commenced March 1. For increased wages and other changes. Partial increase granted. Work resumed March 17.	153	2,370

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING FEBRUARY, 1919

THE following details with regard to strikes and lockouts in the United Kingdom during February, 1919, are derived from the March issue of the *British Labour Gazette*:

NUMBER AND MAGNITUDE.—The number of trade disputes beginning in February was 62, as compared with 105 in the previous month, and 82 in February, 1918. In these new disputes nearly 48,000 workpeople were directly, and over 2,000 indirectly, involved; and these figures, when added to the number of workpeople involved in disputes which began before February and were still in progress at the beginning of the month, give a total of about 280,000 workpeople involved in disputes in February, 1919, as compared with 460,000 in January, 1919, and 56,000 in February, 1918. In the following table the new trade disputes for February are summarized by groups of trades:

Groups of trades.	Number of disputes	No. of workpeople involved		
		Directly	Indirectly	Total
Building.....	3	354	.....	354
Mining and quarrying.....	15	23,046	189	23,235
Engineering and shipbuilding.....	6	6,829	.....	6,829
Other metals.....	6	729	1,500	2,229
Textile.....	3	270	.....	270
Clothing.....	3	98	270	368
Transport.....	3	8,292	47	8,339
Other trades.....	17	7,588	102	7,690
Local authority service.....	6	593	57	650
Total, February, 1919.....	62	47,799	2,165	49,964
Total, January, 1919.....	105	443,360	5,647	449,007
Total, February, 1918.....	82	21,508	20,314	41,822

3, directly involving 300 workpeople, on other wages questions; 8, directly involving 18,402 workpeople, on questions affecting hours; 4, directly involving 10,778 workpeople, on details of working arrangements; 12, directly involving 12,570 workpeople, on questions respecting the employment of particular classes or persons; and one, directly involving 150 workpeople, on a question of Trade Union principle.

RESULTS.—During the month settlements were effected in the case of 30 new disputes, directly involving 31,864 workpeople, and 21 old disputes, directly involving 53,936 workpeople. Of these new and old disputes, 6, directly involving 3,682 workpeople, were settled in favour of the workpeople; 19, directly involving 68,733 workpeople, in favour of the employers; and 26, directly involving 13,385 workpeople, were compromised. In the case of 28 other disputes, directly involving 46,884 workpeople, work was resumed pending further negotiations.

AGGREGATE DURATION.—The number of working days lost in February by disputes which began or were settled in that month amounted to about 1,294,000. In addition, 1,022,000 working days were lost owing to disputes which began before February and were still in progress at the end of the month. Thus the total aggregate duration in February of all disputes, new and old, was 2,317,000 days, which were distributed over the various groups of trades as follows: Building, 6,000 days; Mining and Quarrying, 179,000; Engineering and Shipbuilding, 2,016,000; Other Metal, 14,000; Textile, 17,000 clothing, 1,000; Transport, 41,000; Other Trades, 39,000; Local Authority Service, 4,000. In January, 1919, the time loss amounted to 2,918,000 working days, and in February, 1918, to 288,000 working days.

CAUSES.—Of the 62 new disputes, 34, directly involving 5,599 workpeople, arose on demands for advances in wages;

FIRST JOINT INDUSTRIAL COUNCIL IN CANADA

Contractors and Workmen in Building Trades Industry in Toronto agree on Constitution

ON March 17, a meeting of representatives of the Building Trades League and contractors of the city of Toronto was held in the Toronto office of the Department of Labour for the purpose of discussing the formation of a joint industrial council for the building trades of Toronto on lines similar to those suggested in the Whitley report.

There were present at the meeting: Messrs. W. Dillon and A. D. Grant for the Builders' Exchange, Mr. George Ray for the Ontario Association of Electrical Contractors and Dealers, Mr. F. Maxwell for the Toronto Society of Domestic, Sanitary and Heating Engineers, Mr. James Phinmore for the International Master Painters' Association, local section, representing the employers; and Messrs. Doggett, J. Vick, J. W. Hopkins, W. J. Storey and H. W. McKay, the executive officers of the Building Trades League, representing the workers. Mr. Wills MacLachlan, of the Dominion Reconstruction Committee, was also present. Mr. MacLachlan, Toronto, was elected temporary chairman and Mr. Compton, Toronto fair wages officer of the Dominion Government, acted as secretary.

After the proposal had been fully considered, it was agreed that a council should be formed to consist of ten members with power to add to their numbers, the representation to be as follows: 2 from the Builders' Exchange, 1 from the Ontario Association of Electrical Contractors and Dealers, 1 from the Toronto Society Domestic, Sanitary, and Heating Engineers, 1 from the International Master Painters' Association, and five from the Building Trades League.

A sub-committee was then appointed to draft a constitution along the lines that had been indicated.

At a second meeting of the committee, on March 31, the sub-committee presented a draft report providing for a council of ten members, but with the addition of a chairman who should be a disinterested person appointed by the Minister of Labour. The meeting, however, was of the opinion that the chairman should be a disinterested person elected by a majority of the council serving in a consultative capacity only. The constitution as amended and adopted by the meeting is reproduced below.

It was then moved that the members of the joint committee report back to their respective organizations and request them to endorse the constitution and to appoint accredited representatives for the current year.

PROPOSED CONSTITUTION TO GOVERN THE JOINT INDUSTRIAL COUNCIL OF THE TORONTO BUILDING TRADES.

Clause 1.—NAME.—This council will be known as the Joint Industrial Council of the Toronto Building Trades.

Clause 2.—AIMS AND OBJECT.—To harmonize and standardize the conditions of Contracting and Employment in the Toronto Building Trades, and to secure the largest possible measure of joint action between Employers and Employees, for the development of Industry as a part of National Life and for the improvement of the conditions of all engaged in that industry.

Clause 3.—MEMBERSHIP.—The Council shall consist of ten (10) members, with power to add to their numbers. Representation shall be as follows:

- 2 from Builders' Exchange.
- 1 from Ontario Association of Electrical Contractors and Dealers.
- 1 from The Toronto Society, Domestic, Sanitary and Heating Engineers.
- 1 from International Master Painters Association.
- 5 from Building Trades League.

Clause 4.—**HOW ELECTED.**—Representatives shall be duly elected by their respective bodies (see clause three), and it is further provided that it shall be optional for both parties to elect alternatives.

Clause 5.—**CHAIRMAN AND VICE-CHAIRMEN.**—The Chairman shall be a co-opt member, he shall be a disinterested person, and shall be elected by a majority of the council. There shall also be two (2) Vice-Chairmen, one to be chosen by the Employers and one by the Employees.

Clause 6.—**SECRETARY-TREASURER.**—The council shall be empowered to maintain a Secretary-Treasurer and such other clerical staff as it may think fit.

Clause 7.—**TERMS OF OFFICE.**—The representatives to the Council shall retire annually, and shall be eligible for re-appointment by their respective bodies. Casual vacancies shall be filled by the association concerned, which shall appoint a member to sit until the end of the current year.

Clause 8.—**COMMITTEES.**—The Joint Council may appoint committees from time to time, as may be deemed advisable, and such committees shall report back all matters referred to them for confirmation, unless otherwise determined by the Joint Council.

Clause 9.—**CO-OPTED MEMBERS.**—The Council shall have the power of appointing on Committees, or allowing Committees to Co-opt, such persons of special knowledge, not being members of the Council, as may serve the special purposes of the Council. (a) The two Associations in the Council shall be equally represented on all Committees, and (b) any appointed co-opted members shall serve in a consultative capacity only.

Clause 10.—**DUTY OF OFFICERS.**—(a) The Chairman shall preside at all meetings of the Joint Industrial Council, and all committee meetings, and shall perform such other duties as are usual for such an officer, Provided, however, he shall have no voting powers. (b) The Vice-Chairmen shall, in order, perform the duties of the Chairman, in the event of his temporary disability, or his absence from meetings. They shall have voting powers by virtue of their membership in the Joint Industrial Council. (c) The Secretary-Treasurer shall keep a record of the proceedings of all meetings of the Joint Council, receive all moneys, and render a correct statement of same, at each general meeting of the Council. He shall perform such other duties as appertain to his office.

Clause 11.—**MEETING.**—(a) The meetings of the Joint Council shall be held as often as necessary.

(b) **REGULAR MEETINGS.**—The regular meetings of the Joint Council shall be held on the first (1st) Monday of each month at 2 p.m. in the office of the Dominion Government Fair Wages Officer, or such other place as may be determined by the Joint Council, from time to time.

(c) **SPECIAL.**—A special meeting of the Joint Council shall be called by the Chairman within two (2) days of the receipt of a requisition from any of the constituent Associations. The matter or matters to be discussed at such special meetings shall be stated upon the notice calling the meeting.

Clause 12.—**VOTING.**—The voting both in Council and in Committee shall be by show of hands or otherwise, as council may determine. No resolution shall be regarded as carried unless it has been approved by a majority of those present on each side of the Council.

Clause 13.—**QUORUM.**—The quorum shall be three (3) members on each side of the Council.

Clause 14.—**FINANCE.**—The expenses of the Council shall be met by the Employers' Association and the Building Trades League, in equal proportion.

Clause 15.—**HOW AMENDED.**—This constitution may be amended by majority vote of all the duly elected employee representatives together with a majority vote of all the employer representatives. Amendments must be proposed in writing at a regular meeting, and no vote shall be taken thereon until the regular meeting following such presentation. No amendment shall be adopted that will destroy or limit the equal voting power of the employee representative and employer representative in the Joint Council.

Clause 16.—**ORDER OF BUSINESS.**—(1) Roll Call. (2) Reading of the minutes of the preceding meeting. (3) Business arising out of the minutes. (4) Secretary-Treasurer's report. (5) Communications and Accounts. (6) Deferred or unfinished business. (7) New Business. (8) Good of the Council. (9) Adjournment.

Respectfully submitted,

E. N. COMPTON,

Sec: *pro-tem*.

JNO. PHINEMORE,

W. E. DILLON,

JNO. VICK,

JNO. DOGGETT,

Committee.

Toronto, March 31, 1919.

BETHLEHEM SHIPBUILDING CORPORATION AND ITS METAL WORKERS**Collective Bargaining Agreement**

IN January last, as a result of many conferences, an agreement with respect to collective bargaining was reached between the officers of the Bethlehem Shipbuilding Corporation and the metal trades department of the American Federation of Labour. The agreement, which enables collective bargaining to be put into active operation, provides that the unions affiliated with the Metal Trades Department shall select a committee which the corporation shall recognize as a suitable agency to represent its employees in matters relating to wages, hours, and general working conditions. The full text of the agreement is given below:

Agreement made this seventh day of January, 1919, between the Bethlehem Shipbuilding Corporation, Limited, a Delaware Corporation (hereinafter called the Company) and the Metal Trades Department of the American Federation of Labour (hereinafter called the Department).

Witnesseth: That whereas, the Department is an organization composed of National and International Unions (hereinafter called the Unions) affiliated with the American Federation of Labour, many of the members of the said unions being in the employ of the Company in its various plants, and, Whereas, the Company recognizes said Unions collectively as a suitable agency to represent its employees in questions arising as to wages, hours of labour and general working conditions, and, Whereas, the Department is authorized by the express consent of each Union which is a member of the Department to enter into an agreement with the Company providing for the relations of the Unions with the Company.

Now, therefore, it is agreed as follows:

(1) The Unions shall select a committee of five members (hereinafter called the Internationals' Committee) which shall represent the Unions in questions arising between the Unions and the Company.

(2) The members of the Internationals' Committee shall be selected in such manner, for such terms, and with such provisions for alternates as the Unions may from time to time determine.

(3) The Internationals' Committee may appoint agents, delegates or officers who shall have such authority in dealing with the separate managements of the plants of the Company, or with Employers' Committees in such plants, or on behalf of such Employees' Committees, as shall be expressly conferred by the Internationals' Committee.

(4) The Internationals' Committee, or any member thereof, or any person expressly authorized by said committee shall have access to any plant of the Company on the business of the Internationals' Committee, in accordance with rules and regulations agreed to by the Internationals' Committee and the Company's Committee.

(5) The relations of the Unions with the Company and with the separate managements of its plants, (including in the term "Unions" all departments, councils, federations, central, local or other organizations affiliated with the American Federation of Labour, and all agents or officers thereof) in matters affecting wages, hours of labour or working conditions are to be carried on exclusively through the Internationals' Committee, or in accordance with the rules of said Committee from time to time established, and not otherwise.

(6) It is understood that the employees will select local or plant committees that will function in the same manner as provided for in the Shipbuilding Labour Adjustment Board awards, subject to such changes or modifications as may from time to time be agreed upon by the Internationals' Committee and the Company's Committee.

(7) The Company shall appoint a committee of five members (hereinafter called the Company's Committee) to meet with the Internationals' Committee at regular intervals and otherwise subject to the joint call of the chairman. The members of the Company's Committee shall be appointed in such manner, for such term and with such provisions for alternates as the company may from time to time determine.

(8) The Internationals' Committee and the Company's Committee shall jointly hear or consider all grievances or other questions affecting wages, hours of labour or working conditions which have failed of adjustment, and any other matters as to which such joint consideration will tend to avoid misunderstandings, or will improve the condition of the industry and of its employees. Any officer representing a Union shall have the

right to be present at a hearing in the subject of which the interests of his organization are specially concerned, or to confer with the Committee, sitting jointly, on any question which in his judgment requires consideration or adjustment.

(9) The Internationals' Committee shall pay the compensation and expenses of its own officers, agents or delegates, but the Company will pay the reasonable compensation and expenses of its employees for time actually spent in service on craft or other committees in accordance with provisions and rules from time to time made and agreed upon by the Internationals' Committee and the Company's Committee.

(10) A National or International Union, any of the members of which are employees of the Company, and which is not a member of the Department, may become a party to this agreement by notice to the Department and to the Company of its intention to conform to the provisions hereof. Any such union may withdraw from the agreement

upon notice to the Department and to the Company. Either the Department or the Company may terminate this agreement at any time by giving thirty days' notice in writing.

In witness whereof, Bethlehem Shipbuilding Corporation, Ltd., has caused these presents to be signed and its corporate seal to be hereto affixed by Eugene G. Grace, its president, and Joseph W. Powell, a vice-president, and the Metal Trades Department of the American Federation of Labour has caused these presents to be signed by James O'Connell, its president, and A. J. Berres, its secretary, all on the day and year first above written.

Bethlehem Shipbuilding Corporation, Ltd.:

by E. G. GRACE, President.

J. W. POWELL, Vice-President.

Metal Trades Department:

by JAS. O'CONNELL, President.

A. J. BERRÉS, Sec.-Treasurer.

INDUSTRIAL COUNCIL PLAN OF THE INTERNATIONAL HARVESTER COMPANY

ON Wednesday, March 12, a vote of the thirty thousand employees of the International Harvester Company was taken with regard to the adoption of an industrial council plan submitted by the company. The company's headquarters are in Chicago and there are branches in many cities of the United States and Canada. It was provided that the plan would be put in operation at every plant that gave a majority in its favour. As a result of the voting the plan has been adopted by the three Canadian plants of the company and by fourteen plants in the United States, the only ones voting against it being three in Chicago. There are over three thousand employees of the company in Canada.

The main feature of the plan is the organization of a works council at each plant for the consideration of matters relating to working conditions, health, safety, hours of labour, wages, etc. The size of a council will depend on the number of employees, and no plant shall have less than five employee representatives,

with an equal number representing the management. Employees shall elect their representatives by ballot, it being so arranged that all departments and crafts shall be fairly represented. The employers' representatives shall be appointed by the management. The groups of representatives are to have equal voice and voting power in the council and are to vote separately under the unit rule, so that the majority of either group shall determine the attitude of that group. Any employee or group of employees may at any time make suggestions, requests or complaints to the works council either personally or through a representative, and shall have the right to appear before the council for personal discussion. It is provided, however, that before any suggestion, request or complaint can be considered and acted upon by the works council it must have been duly presented to the management. The secretary of the council is charged with the duty of learning whether this has been done, and if not he is to lay it forthwith before the management. Foremen, assistant foremen or others having

power of management or discharge cannot vote at employees' elections or serve as employee representatives. Employee representatives to the council are guaranteed the fullest independence of action including the right of direct appeal to the president of the company, and if his ruling be unsatisfactory to arbitration.

The findings of the works council shall be presented to the superintendent for execution, and if the matter is of importance the superintendent will refer it to the president of the company who may instruct him to put it into operation, or may either discuss and settle the matter with the works council or refer it to a general council summoned from all plants concerned, or by mutual consent may refer it to arbitration.

If the works council cannot agree upon a question, it shall be referred direct to the president and if he is unable to propose a settlement satisfactory to the employee representatives he may either put it before a general council or it may be referred by mutual consent to disinterested arbitration. If the president and the employee representatives of a works council or general council are unable to agree on an arbitrator each side shall select one, and if these two arbitrators are unable to agree they may call in a third and the decision of the majority shall be conclusive. The basis of representation as to the general councils shall be approximately one

representative to each thousand employees, but no works shall have less than two representatives on such a council. Under the plan it is expressly provided that there shall be no discrimination against any employee because of race, sex, political or religious affiliations or membership in any organization. The company agrees to provide at its own expense suitable meeting places for works councils or sub-committees and to pay regular wages to employees absent from work as representatives or witnesses in works councils. It also undertakes to pay reasonable travelling and maintenance expenses of employees serving on general councils. Provision is also made for recesses of works councils and general councils in order to permit the holding of conferences. An employee representative to the conference who proves unsatisfactory may be recalled by the employees. No restrictions as to the length of service are placed upon the employees' rights to vote. The employee representatives may sit for one year, but half their number are elected every six months.

An important feature of the plan is the differentiation between the shaping of policies and their execution, the former being the function of the works council and the latter of the management, though the works council has the right to review the manner of execution.

SHOP COMMITTEES IN PRACTICE IN GREAT BRITAIN

A RECENT issue of *The Survey* contains a very interesting article by C. G. Renold, managing director of Hans Renold Limited, Manchester, England, on the advantages and difficulties that accompany the establishment of machinery for consultation and the general consideration of problems by joint committees of employers and workers.

One of the chief difficulties encountered in the functioning of shop committees is, according to the writer, the

antagonism of the foremen. In order that the committee may be effective it should be elected by and be representative of, the workers themselves and should have some freedom of approach to the management. But the foremen invariably feel that the committees are in closer touch with the management than they are themselves; that there is interference with policies and discipline and that their own influence is being undermined. There are objections also

from the side of the workmen, who complain that the actions of the foremen often do not coincide with the attitude displayed by the management at the periodic conferences. To overcome these objections some plants have adopted the plan of inviting representatives of the foremen to sit with the committees. One plant has a scheme of rotation under which a different foreman attends each week.

The writer of the article describes in some detail the three works committees in his own plant, one of which was established about 10 years ago. The constant expansion of the plant and the lessening of the *esprit de corps* due to the many new workers continually entering the company's employ, convinced the management that it would be necessary to have a representative committee of some kind to properly organize the social activities of the workers if the community spirit of the plant was to be observed. When the war came, the management, feeling the need of getting into touch with the workers and explaining to them the radical changes that would have to be made in industrial conditions, conceived the idea of forming another committee to represent the workers to the management and the management to the workers, and to establish a bond of confidence between them. A committee of representatives duly elected by the various departments was formed. But the most active trade unionists in the works, thinking this committee idea might be some scheme of the management to undermine trade unionism, got together and formed a committee of their own and requested recognition. When it became apparent that this committee represented the skilled tradesmen who although a minority were the cream of the shops, it was agreed that it should represent the trade union policy, that of the skilled trade unionists. All union questions therefore were reserved for this committee, which became known as the shop stewards' committee; the other committee—which was later called the welfare committee—

dealt with all general questions, such as general business policy and organization and all things which were not particularly the affairs of the skilled mechanics' unions. The most usual business of the welfare committee is dealing with grievances, complaints about conditions in the shop, ventilation, care of machinery and other things which though small in themselves are very often the foundation for bigger grievances. An attempt was made to do some constructive work in the way of getting this committee to see something of the management's point of view. "We felt," says the writer, "that much of the labour agitation was based upon entire ignorance of the difficulty we were facing. We were continually confronted with the idea that we as managers had done foolish things and that any fool could have done this particular thing better than we had done it... We made efforts to explain our problems when we had new contracts necessitating a new organization of the work. We told them as much as we could of the difficulties of the problems as they appeared to us, in the hope that it would facilitate our arrangement with them. We were rather disappointed on the whole; we did not get the interest that we expected from the welfare committee." The history of the shop stewards' committee, however, was very different. Although it was decided at the outset that it should deal only with purely trade union questions which could not be dealt with by the other committee, it gradually became the custom to discuss the same things with both committees; and the writer expresses the opinion that there should only be one committee, the shop stewards' committee. "With the shop stewards' committee," he says, "we had much success in discussing business problems. They were intensely interested in them, and in the attempts which we made to explain the managers' difficulties. This time we found a real response and for that reason I have come to the conclusion that it is not worth while bothering with any but the organ-

ized labour; if employees have not had the 'guts' to get into a union, really they are not worth bothering about."

Many instances are given in the article of the value of the shop stewards' committee, both to the workers and to the management. The interpretation of government wage awards, the dilution of labour and other similar matters were disposed of through the committee with decidedly less friction than there would otherwise have been. Reference is made to an agreement that had been made with the local union in regard to the higher wages that were to be paid for a specified increase in the output of machines of a certain type. Although the men were receiving the higher wages agreed upon they were gradually seeking to restrict the output of these machines. "We took it up with the shop stewards' committee and stated to them the agreement we had made, gave them copies of all correspondence and so forth; and they went through it all and agreed that we were right and the men were mistaken as to what the agreement was. They undertook to have a meeting

of the shop committee and explain to them what this agreement was."

With regard to the frequent criticism that such committees involve a considerable loss of time, the opinion is expressed that this is not so serious as it appears; that the increase of efficiency in the work that comes through the committee plan quite compensates for the time taken up on conversation. Along with that, however, there is unquestionably a certain loss of efficiency through other causes. The foreman has not quite the same autocratic power over his department that he had before the committee plan was introduced. "That," says Mr. Renold, "is a loss of efficiency which the world has to face. We know of course that Germany was a more efficient country than England, and an autocracy is a better machine for making war at the start than a democracy; but I think it is too late in the world's history to base success on methods which demand complete autocracy in industry. The show cannot be run just as one likes or one wishes."

LABOUR AND HOUSING

By Alfred Buckley, M.A., Town Planning Division, Commission of Conservation, Ottawa

THE Order-in-Council of December 3 (P. C. 2997) announcing the decision of the Federal Government to lend the sum of \$25,000,000 to the several provinces for the promotion of the building of workmen's dwellings was set forth in the December issue of the LABOUR GAZETTE. The subsequent Order-in-Council of February 18 (P. C. 374) stating the general objects in view, the conditions of the grant and the general principles and standards recommended by the Housing Committee of the Cabinet will be found on another page.

It will be seen that the general object is "to put within the reach of all working men, particularly returned soldiers,

the opportunity of acquiring their own homes at actual cost of the building and land acquired at a fair value, thus eliminating the profits of the speculator and to contribute to the general health and well-being of the community by encouraging suitable town-planning and housing schemes."

It is admitted that the housing of the working classes is a matter of national importance which affects vitally the health, morals and general well-being of the entire community. There are three other significant statements which appear for the first time in any Government document. One is that "The provision of houses, so far as it may be re-

garded as a public duty, is a matter which comes more properly within the jurisdiction of the provinces and municipalities." Here the qualified statement with regard to public responsibility for inadequate housing is noteworthy and the offer on the part of the Federal Government to lend money for this purpose for a period of twenty years at less than current rates of interest is at least an admission of willingness to share the public responsibility and give qualified assent to this new doctrine.

It is also stated that an important element in the economy of the movement will be the elimination of the land speculator and thus the "unearned increment" in land values, due to the existence of a community and the needs of that community for home-sites, is frankly admitted to be unearned and to belong more properly and justly to those who create it.

Further it is recommended that, where possible, comparatively large sites should be acquired, by the method of expropriation, if necessary, so that those principles of town-planning may be applied which have received world-wide recognition as not only the most radical means of preventing slum development, but as the best and most economical means of providing working families with living conditions—gardens, open spaces, playgrounds for children and sun-lit rooms—such as have hitherto been usually the privilege of the rich.

The Federal loan will be divided among the provinces on the principle of population. Ontario has voted the sum of \$2,000,000, as a province, so that the available sum for that province will be nearly \$10,000,000. Ontario, Quebec, Manitoba, Saskatchewan and British Columbia have passed the necessary legislation and several of the other provinces have bills before parliament.

There appears to be a certain amount of scepticism as to whether the project is likely to meet with success. This will depend largely upon the municipalities

on whom the chief administrative initiative will rest and the municipalities will be slow to move until they have a definite mandate from the people. Civic welfare societies, labour organizations, churches and other public bodies who have reason to know the demoralizing effect of bad housing and congested districts can give this mandate if they choose. The provinces that decide to take action will appoint a provincial housing committee and will formulate standards of good housing as conditions of their loans to municipalities, building societies and to individuals who own building lots, but the practical initiative—the cutting of the sod—will not rest with them.

It is sometimes said that municipal housing has never been a success, but the statement is not borne out by facts. The report of the Local Government Board of England and Wales for 1913-14 shows that 249 local authorities in England obtained loans for housing from the Government during the previous 23 years amounting to \$17,565,330. Of this sum no less than \$3,797,200 was loaned in 1914 to 124 municipalities. Eighty-two were included in the 249 as having a loan sanctioned for the first time. Thus in the only country where state housing has been carried on to a large extent, it has been done through the agency of the municipality. In the present great housing movement in England, now that the direct war housing has come to an end, the administrative responsibility for housing the working classes is placed upon the municipality, which is ultimately responsible for its slums if not for the present shortage of houses. The municipalities of England are freely acquiring land for housing purposes and one city, Bradford, is so rich in municipal land that it can afford to plan for ten garden villages in the outlying districts.

The Saskatoon *Star* stated recently that there is a movement among the carpenters' unions in Canada—and one in Saskatoon among others—to take ad-

vantage of the Federal loan by forming building societies on co-operative lines, such as those of the Co-partnership Tenants of England, whereby plenty of labour, good wages and homes for their members may be secured at the same time, together with the saving on builders' and contractors' profits, and the attention of labour unions and municipalities is called by the journal to the possibilities of the movement. Indeed it would be strange if the labour unions did not see the promise of the Co-partnership Tenants. This movement has so amply justified itself in England that the Government has decided to supply 90 per cent of the required capital to stimulate further the building operations of the societies. In this movement economic democracy is an accomplished fact for whilst capital does—as it must—play a necessary part it cannot possibly take on the aspect of tyranny. In the Federal loan—where the provinces are wise enough to make use of it—there would seem to be a unique opportunity for the rise of a Co-partnership Tenants movement in Canada. The success of it would mean not only the building of houses, but the planning of areas of land on garden suburb lines where the social amenities of the best kind of building—made possible by all kinds of wise economies—would be within the reach of the working man, his wife and his children.

It has to be admitted, of course, that the cost of materials and labour is exceptionally high but against this it may be pointed out, in the first place, that homes are necessary and that self-respecting men cannot be content to house their families under demoralising conditions and that private enterprise has almost ceased to operate. Then it is extremely unlikely that these costs will drop to pre-war conditions. Again, it is more likely that the cost of living will diminish than that wages will fall seriously. It may be argued, therefore, that workmen will be able to pay a little more for their housing, especially if

they get better houses by the raising of the standards, which is a vital part of the Federal housing project.

There should be in most schemes a principle of tenant ownership that should make allowance for the mobility of labour so that transference of tenant-ownership should be reasonably easy. Otherwise the workman's increasing objection that he does not wish to be tied to a house will militate heavily against the best of projects. The pious argument that home-owning tends to keep a man in the same place is full of danger. There is a suggestion of compulsion in it that does not agree with the present temper of labour. The truth that is in it must be persuasive and not compulsory. Hence there should be arrangement in tenant-ownership for easy transference of tenancy.

It may be pointed out, too, that the possibility of borrowing money at 5 per cent as against 8 per cent, on a twenty-year purchase, will reduce the cost of building something like 20 per cent and that the possibilities of standardization of many building essentials may further tend to reduce the initial cost.*

There is a still further consideration that may become part of the national housing scheme when the justice of it is fully recognized. Why should not the new housing be subjected to differential taxation? Existing houses such as are offered to workmen have been considerably raised in value through no service on the part of the owners. Hundreds of millions of dollars will go into the pockets of owners of property erected when prices were low. It is quite fair that differential taxation should be applied to new houses. Any proposal to exempt all house property from taxation will give entirely unmerited relief to existing property owners who

*Eight per cent is a moderate estimate of what the workingman would have to pay for borrowing money from private sources, if regard be paid to the small margin between the value of the property on which the money is to be lent and the amount of the loan, i.e., 8 per cent would be a small percentage in view of the security.

built under normal conditions and are getting such rents as they never dreamed of at the present time. The taxation relief should come to those who build new houses just because the cost is so much higher than was the cost of the existing houses. And extra taxation should, of course, as we are slowly coming to admit, be placed upon land that is held out of use for the sake of the unearned increment.

If, in addition to the saving of 3 per cent by using the Government loan, the workman who built a new house could have his taxes reduced by 50 per cent of the value of his new house during the next three years much would be done to counteract the high cost of building; to stimulate the building movement and also to reduce the excessive charges for rent that are being demanded at the present time on old property. In England rents are restricted and the enormous increments so common to us forbidden, but even there differential taxation is being proposed to give impetus to new building.

There is still another circumstance that may induce the working man to take interest in the Government loan. In the west, more particularly, the high cost of building has tended to depress the price of land. In many western cities lots that could not be bought for less than \$2,000 six years ago can be bought for \$500 at the present time. Owners have got tired of paying taxes upon them. It is at least arguable that the cost of building land will appreciate within a few years when extensive building must be done in some way or other. In these cities and districts there would

seem to be a chance of saving on the cost of sites.

These seem to be the lines of benefit for the working man in the Government loan. Municipalities should be encouraged to acquire large areas of land, by expropriation, if necessary, so that they could sell them cheaply to those who are prepared to build, and to attend to the important factor of transportation—this when they do not build directly themselves. Cheaper land is absolutely essential to the success of the project and the time has gone for attaching economic sanctity to land speculation. Differential taxation for new housing; cheap capital—these should be some stimulus to the working man to consider building in view of the present high rents and the indifferent accommodation.

If the problem is looked at as one that requires combined action on the part of the federal, provincial and municipal governments and if the contribution of the provincial and municipal governments be made equal to that of the federal government, the problem of providing decent houses for the working people of Canada need not go unsolved. But some traditions may have to be discarded. It has been abundantly proved that the effective grouping of houses may give all the privacy that is necessary with many advantages, economical, decorative and social. Mr. Lloyd George said in his Dundee speech: "In war you must not be afraid of doing things which have never been done before; and after we have learned that in war we shall see that perhaps there is the lesson for peace. The boldest measures are often the safest."

REPORT OF THE HOUSING COMMITTEE OF THE DOMINION CABINET

General Principles to be Followed in Housing Schemes are Approved by
Order-in-Council

IT will be remembered that in December last, a committee of the Cabinet, known as the Housing Committee, under the chairmanship of the Honourable N. W. Rowell, K.C., was appointed to investigate the need for additional housing accommodation throughout the Dominion and to take up with the provincial governments the housing programmes they may have in view, and to report what general principles should be followed in any housing scheme to secure the results aimed at by the Government in Order-in-Council P.C. 2997, passed on December 3. This order provided that for the purpose of promoting the erection of dwelling houses to relieve congestion of population advances may be made to the provinces of amounts not exceeding in the aggregate \$25,000,000.

The report of the Housing Committee is incorporated in a recent order-in-council, the complete text of which is given below:

P.C. 374.

The Committee of the Privy Council have had before them the Report and Statement, dated February 18, 1919, of the Housing Committee of the Privy Council, appointed under the Order-in-Council (P.C. 3067) of December 12, 1918, to formulate the general principles which should be followed in any housing scheme in order to secure the results aimed at by the said Order-in-Council.

The Housing Committee observe that they have submitted the general principles to the Governments of all the provinces, and requested suggestions from the said Governments, with reference thereto, and after duly considering all such suggestions, the Committee submit the following statement and report, and recommend the approval thereof by Your Excellency in Council, and further recommend that upon approval, copies of said memorandum be furnished the Governments of the said Provinces of Canada.

The Committee of the Privy Council concur in the Report and Statement of the Housing

Committee, and submit the same for Your Excellency's approval accordingly.

RODOLPHE BOUDREAU,
Clerk of the Privy Council.

Ottawa, February 18, 1919.

To His Excellency,
The Governor General in Council.

The Housing Committee of the Privy Council, appointed under Order-in-Council, P.C. 3067, of December 12, 1918, to formulate the general principles which should be followed in any housing schemes in order to secure the results aimed at by the said Order-in-Council, and to communicate with the Governments of the several provinces of Canada, with a view to agreeing with the Governments of the said provinces respectively, upon general schemes of housing so that the moneys provided by the Order-in-Council of December 3, 1918, P.C. 2997, may be applied for the purposes contemplated by the said Order, respectfully reports as follows:

Your Committee has formulated the general principles which should be followed in any housing schemes in order to secure the results aimed at by the said Order-in-Council, and has submitted these general principles to the Governments of all the provinces and requested suggestions from the said Governments with reference thereto, and after duly considering all such suggestions, your Committee begs to submit the following statement and report, and recommends that upon approval thereof by the Privy Council, copies of the said memorandum be furnished to the Governments of each of the Provinces of Canada.

(1) *General object in view.*—The object of the Government in making provision for a loan of \$25,000,000 at 5 per cent to the Provincial Governments for housing purposes is—(a) to promote the erection of dwelling houses of modern character to relieve congestion of population in cities and towns; (b) to put within the reach of all working men, particularly returned soldiers, the opportunity of acquiring their own homes at actual cost of the building and land acquired at a fair value, thus eliminating the profits of the speculator; (c) to contribute to the general health and well-being of the community by encouraging suitable town planning and housing schemes.

(2) *Promotion of Housing Schemes matter for Provincial and Municipal Jurisdiction.*—The provision of houses, so far as it may be

regarded as a public duty, is a matter which comes more properly within the jurisdiction of the provinces and municipalities, and in ordinary circumstances, the question of what regulations should be imposed, and what policy should be adopted, in regard to the administration of housing schemes, are matters for these Governments. As the Federal Government will lend the money on the general security of each province, it is not necessary to impose financial regulations as to the means which should be employed to safeguard the loans.

CONDITIONS ON WHICH LOANS WILL BE GRANTED
BY THE FEDERAL GOVERNMENT.

Having regard, however, to the responsibility incurred by the Federal Government in providing the money, and to the object for which the money is proposed to be lent, loans will be made to the Provincial Governments on the following four conditions:

1. *Approval of General Provisions.*—Each province shall prepare and submit to the Federal Government for approval, a general housing scheme; setting out the standards and conditions to be complied with in connection with local housing schemes. The general scheme of each province should include a schedule of minimum standards in regard to grouping of houses, provision of open spaces, sizes and heights of houses, sizes and heights of rooms, provision of light and ventilation, heating, lighting, character of materials, etc., which it is proposed should be enforced as the minimum requirements for health, comfort and convenience.

2. *Maximum cost of dwellings, etc.*—The object of the Federal Government being to facilitate the erection of dwellings at a moderate cost suitable for working men, particularly returned soldiers, it is necessary to place a maximum on the amount which may be loaned per dwelling, and the following maximum has been fixed having regard to the conditions existing in the different Provinces:

- (a) Detached or semi-detached dwellings with walls constructed wholly or partly of frame, stucco on frame, brick veneer, inclusive of the capital value of the site and necessary local improvements:

With 4 or 5 rooms exclusive of bathroom and summer kitchen, \$3,000.

With 6 or 7 rooms exclusive of bathroom and summer kitchen, \$3,500.

- (b) Detached, semi-detached, groups of three or more or duplex (cottage flat) dwellings with walls of brick, hollow-tile, stone or concrete and roofing of fire-proof materials, inclusive of the capital value of the site and necessary local improvements:

With 4 or 5 rooms exclusive of bathroom and summer kitchen, \$4,000.

With 6 or 7 rooms exclusive of bathroom and summer kitchen, \$4,500.

(3) *Ownership of land.*—Public money may be advanced for building houses on sites owned by:

- (a) The Provincial Government or Municipality.
- (b) Housing Societies or Companies comprising groups of citizens associated to promote good housing, supplied with proper improvements; such Societies or Companies to have not more than a statutory limitation of dividends payable on stock of 6 per cent.
- (c) Owners of lots for the purpose of erecting houses for their own occupancy.

(4) *Terms of years for repayment of loans.*—The Federal loan will be repayable by the Province over a period of twenty years. Provided that in order to encourage the erection of more durable buildings, and to bring the financial terms within reach of a large number of workers, the period of 20 years may be extended to 30 years in respect of any portion of the loan which the Provincial Government may decide to re-lend for thirty years for such purposes as purchasing land or erecting buildings under the above class. Repayments by the Provinces on account of Federal Loans may be made quarterly if so desired, or otherwise as may be agreed upon.

GENERAL PRINCIPLES AND STANDARDS RECOMMENDED FOR CONSIDERATION IN SCHEMES.

Subject to the four requirements set forth in this memorandum, the Federal Government does not impose any conditions in regard to the nature of the scheme or the type and character of the dwellings to be erected, but strongly recommends that in framing schemes, consideration be given to the following matters:

(1) *Acquisition of Sites, etc.*—The success of the housing movement depends upon the acquirement of suitable land at its fair value, and at a cost which working men can afford to pay. It is essential, therefore, that statutory provision shall be made by the Provinces for a cheap and speedy method of compulsory taking of the land required for housing purposes. To facilitate proper planning and to secure economy in connection with housing schemes comparatively large sites should as a rule be chosen so as to permit of comprehensive treatment. Such sites should be conveniently accessible to places of employment, means of transportation, water supply, sewers and other public utilities.

(2) *Planning of sites, etc.*—Where Housing Schemes are proposed, the sites as well as the buildings should be properly planned so as to secure sanitary conditions, wholesome environment and the utmost economy. The land should be sold under building restrictions that will insure its use for residential purposes only, and should it thereafter be desired to utilize any of the lots so sold for stores or other

business purposes, the increased value for such business sites should be made available for public purposes in connection with such scheme.

(3) *Loans for separate or individuals' houses.*—In those cases where loans are given to working men owning lots, care should be taken to ensure that the site proposed to be built upon occupies a healthy and convenient situation, and that suitable provision can be made in such situation for the erection of a sanitary type of dwelling with adequate provision for open spaces.

(4) *Limit of Income of persons to be provided with dwellings.*—In order to ensure that the money shall be loaned to those who most need it, no person in receipt of an income exceeding \$3,000 per annum should be eligible as a purchaser or tenant of a house erected with the aid of Government funds in any schemes carried out by Provincial Governments, Municipalities, Housing Associations or owners of lots.

(5) *Construction of Local Improvements to precede occupation of dwellings.*—In cities and towns, local improvements, comprising necessary sewers, pavements, sidewalks, water-mains, and lighting services, should be constructed as far as practicable prior to, or simultaneously with the building of houses, and no house should be permitted to be occupied until provided with proper means of drainage and means of sewage disposal and an adequate supply of pure water.

(6) *Reservation of sites for playgrounds, etc.*—In all new housing schemes, provision should be made for reserving at least one-tenth of the total area of land being developed for building purposes, as open space for playgrounds, etc., and also for reserving suitable sites for such institutes, public buildings and stores as may be required.

(7) *Loans to be used for purchasing and developing land and erecting dwellings.*—Advances should be made for: (a) The purchase of suitable land for housing schemes; (b) the construction of the necessary local improvements on and in connection with the development of such land as part of a Housing Scheme; (c) the erection of sanitary and economical dwellings.

(8) *Proportion of cost of land to dwelling.*—The proportion of the money lent in respect of the capital value of the bare land (*i.e.*, irrespective of all local improvements or other public services provided to adapt the site for building purposes) should not as a rule exceed one-tenth, and in no case should exceed one-eighth of the above gross cost of the dwelling. In computing the value of the bare land under this clause, the cost of such improvements as have been made should be deducted. For instance—the sum of \$3,000 might be lent in the following proportions:

Cost of dwelling	\$2,400
Cost of land	300
Capital cost of local improvements.....	300
	<hr/> \$3,000

If the value of the bare land is estimated to exceed one-tenth (\$300, in this case), the extra cost should be met by the owner.

(9) *Recommendations as to minimum standards in regard to sites.* (a) *Streets*—All dwellings erected in cities and towns should face on streets so constructed as to provide dry and convenient means of access to such dwellings, or on approved courts opening on to such streets and in no case on lanes or alleys. (b) *Sanitary provisions*—In cities and large towns, sewers and water-mains should be provided to enable connections to be made as buildings are erected; and in small towns, villages and rural areas where no sewers exist, there should be proper sanitary provision for sewage disposal, to the satisfaction of the Board of Health or Sanitary Engineer of the Province. (c) *Water Supply*—All dwellings should have connected to them an adequate supply of pure water before occupation is permitted for purposes of habitation. (d) *Drainage of Sites*—No building should be erected on a site which shall not have been drained of surface water, or which shall have been filled up with any material impregnated with faecal matter, or with animal or vegetable matter, unless and until such matter shall have been removed, and the ground surface under such building shall be properly asphalted or covered with concrete or other dry and hard material to a thickness of six inches at least.

(10) *Recommendations as to minimum standards in Houses.* (a) *Space around dwellings.*—Provision should be made for securing ample garden and air space surrounding the dwellings to be erected. In cities and towns, each dwelling should occupy a lot comprising at least 1,800 square feet, and, in villages and rural areas, at least 4,500 square feet. Not less than 50 feet of clear open space in depth should be provided at the rear of dwellings and the buildings should not occupy more than 50 per cent of the lot. Spaces between the gable or end walls of adjacent buildings should be provided as follows:

Between all buildings (single or in pairs), the walls of which are built entirely of wood or partly of wood and partly covered with stucco or brick veneer, or between all buildings which are more than two rooms deep and have side windows—16 feet.

Between buildings, the walls of which are built of brick, brick veneer, stucco, hollow tile, stone or concrete, with fireproof roofing material, which do not exceed two rooms deep—9 feet.

Dwellings erected of stucco or frame or brick veneer must be either detached or semi-detached (See clause 2, *Maximum cost of dwellings*,

etc.). In all cases hollow walls should be provided.

(b) *Sanitary conditions and ventilation.*—Baths and water closets should be provided in each dwelling, preferably on the bed-room floor. Baths and sinks should have hot and cold water. Water-closets should never open from a room and should have a window opening to the outer air. Basements should not be used for habitation. Every habitable room should have at least one window opening to the outer air. Each room should have a window space of at least one-tenth of the floor area, and cross ventilation should be provided where practicable.

(c) *Height and sizes of rooms.*—Rooms should not be less than 8 feet in height on the first floor and 8 feet over two-thirds of the floor area in bedrooms. One living room should not be less than 144 square feet, and two of the bedrooms not less than 130 and 100 square feet respectively.

(d) *Height and type of buildings and character of construction.*—Buildings should not exceed 2½ stories in height, except in the case of cottage flats which might be permitted to be three stories if constructed of fireproof materials. Houses should have 4, 5 or 6 rooms, and in exceptional cases for large families 7 rooms, excluding bathroom.

(e) *Conversion of dwellings into stores, etc.*—Provision should be made to prevent dwellings being converted into stores or used for any purpose other than a dwelling, except with the authority of the Provincial Government or other suitable authority, and only then on receipt of a petition of two-thirds of the owners and occupiers in the street in which the dwelling is situated. Brick, hollow-tile, stone or concrete should be used as far as practicable, preference being given to those materials that are produced locally.

(11) *Legal and other costs.*—A special scale of legal costs should be fixed so as to reduce

the expense of the transfer of land and houses. It would reduce architectural expenses if the Provincial Governments issued a series of model designs of suitable dwellings, with detailed drawings, bills of quantities and estimates.

(12) *Compliance with General Scheme, etc.*—All buildings should be erected in accordance with a general provincial scheme, and in compliance with the requirements of standard forms of specification and contract, which shall have been previously approved by the Provincial Government.

CONCLUSION.

The compulsory requirements in this memorandum have been kept down to the minimum of what is necessary to secure compliance with the Order-in-Council under which the Federal Loan is granted.

The suggestions are for the consideration of the Provincial Governments in preparing their schemes. They have been carefully considered and are put forward as minimum standards for health and comfort, and not as ideals that are difficult to attain. It is, therefore, hoped that the Provinces and Municipalities may be able to embody these suggestions in their schemes. Additional recommendations may be made from time to time as experience is gained, and comparative information is collected from different provinces.

To assist in carrying out the general objects in view, the experts of the Federal Government are available for conference with the officers and experts of the Provincial Governments regarding the details of schemes and preparation of general provisions or standards, and any other matters on which the officers of the Provinces may desire to confer.

All of which is respectfully submitted.

(Sgd.) N. W. ROWELL,
Chairman.

REPORT ON A RECENT HOUSING SURVEY IN WINNIPEG

A HOUSING survey of certain selected areas in the city of Winnipeg was conducted by the Municipal Health Department of that city during 1918, and a report of this work has recently been issued. The objects of the survey were: (1) to ascertain the facts with regard to the unlawful conversion of ordinary dwelling houses into tenements containing several families, (2)

to prevent further violation of the tenement law, (3) to arouse public interest in this question, (4) to furnish statistics which will be invaluable when the proper time arrives for the formulation of a comprehensive housing scheme to cope with after-the-war conditions.

Five districts were surveyed containing a combined area of 388.9 acres, with a population of 15,180 occupying 2,289

dwellings. There were 2,097 one-family dwellings, and of these 361 or 17.2 per cent were occupied by more than one family, there being altogether 1,013 families where there should have been only 361. This overcrowding is contrary to a tenement by-law passed in November, 1909. The construction of the buildings showed that out of 2,051 cellars, 525 had walls of wood or no walls at all, and out of 2,081 cellars 443 had wooden floors, and 40 earth floors. These types of cellars are contrary to the Manitoba Public Health Act, which requires that they be constructed with walls of brick, stone, or concrete, and with concrete floors properly graded to a cement-lined catch basin. The Health Department claims to have compelled many owners of badly constructed cellars to comply with the law or to fill them in.

The following recommendations for the improvement of housing conditions were made: (1) an amendment to the building by-law requiring a minimum standard of construction as regards warmth and the construction of frost-proof and rat-proof foundations in all dwellings; (2) a sufficiently large staff of building inspectors to permit close supervision over the erection of all new dwellings; (3) an amendment to the building by-law providing that in all cases where side yards are left they shall be of certain specified minimum widths, such as are already required in the case of new tenement houses; (4) more drastic action to abolish all insanitary cellars, also to insure that no room without windows opening to the outside air or deficient in light or ventilation shall continue to be occupied;

(5) the immediate construction of a large number of small cottages containing from three to five rooms built semi-detached or in groups of six, eight, or more, also the construction of a number of buildings to be rented in one or two room suites; (6) continuation of the housing survey to cover either the whole city or certain selected districts; (7) prevention of the unlawful occupation of any one-family dwellings by more than one family, unless proper permits are obtained and the buildings made to comply with the tenement sections of the building by-law; (8) the public announcement by the City Council that further unlawful conversion of one-family dwellings into tenements will not be tolerated, and that all such houses at present unlawfully so occupied shall be restored to their original grade of occupancy, unless permits are obtained and such houses properly altered; (9) the enactment of certain amendments to the building and health by-laws which were submitted to the City Council last spring; (10) the licensing of all gas-fitters in the manner now required for plumbers, and the requirement of permits for all gas fittings or the installation of gas fixtures and stoves; (11) encouragement of the use of electric cooking stoves in place of gas stoves, especially in living rooms or bedrooms; (12) such alterations to, or reduction in the number of families in old dwelling houses which have been occupied as tenements for more than nine years and which do not consequently come under the tenement sections of the by-law, as will render such houses more suitable for their present use; (13) the provision of an adequate staff of housing inspectors and the inspection of every dwelling within the city at least once in each year; (14) the formation of a housing company for Winnipeg under the terms of the Manitoba Housing Act of 1914.

INTERNATIONAL LABOUR PROBLEMS AT THE PEACE CONFERENCE

QUESTIONS relating to labour have held an important place in the deliberations of the International Peace Conference at Paris. The draft constitution of the League of Nations, submitted to the conference on February 14, contained the following provision (Article XX): "The high contracting parties will endeavour to secure and maintain fair and humane conditions of labour for men, women, and children, both in their own countries and in all countries to which their commercial and industrial relations extend; and to that end agree to establish as part of the organization of the league a permanent bureau of labour."

Reports show that at the first session of the conference instructions were given to various national delegations to prepare written statements of their views on the subject of international labour legislation. These statements were referred to a commission appointed at the second session of the conference on January 25 along the lines of the following resolution: "That a commission composed of two representatives apiece from the five great powers and five representatives to be elected by the other powers represented at the Peace Conference be appointed to enquire into the conditions of employment from the international aspect, and to consider the international means necessary to secure common action on matters affecting conditions of employment, and to recommend the form of a permanent agency to continue such enquiry and consideration in co-operation with and under the direction of the League of Nations." This commission was under the presidency of Mr. Samuel Gompers who with Mr. E. N. Hurley represented the United States. The British Empire was represented by the Right Honourable G. N. Barnes and Sir Malcolm Delevingne. Canada therefore was not directly represented on the commission, but Messrs. P. M. Draper and Gustave Franq

represented the Trades and Labour Congress of Canada at various preliminary conferences, the former also acting in an advisory capacity to the Canadian delegates to the Peace Conference at the request of Premier Borden. The report of the commission was completed early in March for submission to the full conference. The demands of two previous international conferences on labour legislation held at Berne in 1906 and 1913 were recapitulated and their incorporation requested in the treaty of peace. Various subjects were suggested for consideration by a larger international labour conference, the most important of which are the following:

Prohibition of labour by children under fifteen years of age; regulation of the employment of young persons; limitation of the working day in mines and factories where furnaces are continually heated to eight hours; uniform Saturday half-holiday; weekly rest of at least 36 hours, normally to be taken from Saturday to Monday; all laws and orders dealing with the protection of workers to apply generally to home industries.

Motherhood protection and insurance; prohibition of women's work in mines and dangerous trades; equal pay for equal work; international scheduling of deleterious materials whose use is to be prohibited; fitting of railway wagons everywhere, within five years, with automatic couplers adaptable to all wagons; medical inspection of home workers and of their dwellings; abolition of all statutes hindering free combination and association of workpeople and making such hindrance a penal offence.

Foreign workers to have a right to the same wages and conditions of work as agreed to between employers and native workers of a trade; failing such agreement, a right to the wages customary in the locality. No prohibition of emigration or immigration generally, except that immigration may be restricted temporarily in a period of economic depression or for the protection of the public health, and that each state may restrict immigration to persons possessing a standard of education such as it may determine.

Wage boards with equal representation of employers and employed to fix legal minimum rates of wages in cases where collective bargaining between a workers' trade union and

employers proves impracticable. Linking up of public employment bureau systems for the exchange of information on the state of the labour market; unemployment insurance and state insurance against industrial accidents; a special code for the protection of seamen.

For the enforcement of the suggested provisions, if they are embodied in international law, it is proposed that each sovereign state should take responsibility through its labour officials. A permanent commission is to be established, half its membership comprising representatives of the signatory powers and the other half being representatives of the International Trade Union Federation. This commission is to call yearly conferences for the promotion of further international labour legislation with

powers to adopt binding resolutions within the range of authority conferred upon the commission by the peace treaty or the constitution of the League of Nations.

Provisional arrangements for the calling of the first meeting of the proposed international labour conference were discussed by the commission and it was decided that it would be held in October, 1919. It will probably meet at the headquarters of the League of Nations, although other places have also been suggested. The conference will include representatives of both employers and workers. Each delegate may be accompanied by two advisers and at least one of the advisers may be a woman.

INTERIM REPORT OF THE COMMISSION ENQUIRING INTO THE COAL MINING INDUSTRY IN GREAT BRITAIN

IN accordance with its previous announcement the commission enquiring into the coal mining industry in Great Britain, of which Mr. Justice Sankey is chairman, presented an interim report to the Government on March 20. In anticipation of this report, it will be remembered, the miners had agreed to delay taking action of a direct nature to enforce their demands, which were for a 30 per cent increase in wages, a 6-hour day, full pay for demobilized men who are unemployed, and nationalization of mines. The report, it is stated, recommends a day of seven hours for underground work, instead of eight hours, from July 16 next, and six hours from July 13, 1921, the question of a six hour day, however, to be left for determination after enquiry into the economic aspects of the situation. Wage increases recommended were 2 shillings per

shift for colliery workers, now under sliding scales, and an advance of one shilling for workers under 16 years of age. These increases would mean the distribution annually in wages of thirty million pounds. The report suggests that with a view to improving the housing in the colliery districts immediate consideration be given the proposal to create a fund for the purpose in question by collecting one penny per ton on all coal brought to the surface. The money raised in this way would amount to one million pounds yearly. It was further recommended that in the interests of the country the colliery workers should have an effective voice in the direction of the mines; that the present system of ownership and of employment being unsatisfactory, a substitute must be found either in unification by national purchase or in joint control.

Another report, by the mine owners

on the committee, recommended an increase of eighteen pence a day in wages and a reduction in working hours to seven. This report states that although the miners received wage increases of only 106 per cent during the war as compared with the 115 per cent increase in the cost of living, it should be taken into consideration that the majority of the miners received free coal and houses.

A report by the miners' representatives recommends acceptance in full of the miners' demands, including nationalization. This report, which largely deals with the social conditions, states that one-tenth of all the children of the nation are born and raised in mining villages and that a large proportion, particularly in Scotland, live under the 'soul-destroying' conditions of single-roomed houses.

The Government accepted the Sankey report, including its undertaking to report on the question of nationalization by May 20 and to issue interim reports from time to time on the problem of effecting improvements in the coal mining industry.

While the report was in preparation three organizations, the Miners' Federation, the National Union of Railway Men, and the Transport Workers' Union, with a combined membership of about 1,600,000, united together as the 'Triple Alliance of Labour,' it being understood that if the miners should decide to force their demands the three organizations would act together. Reports indicate that the miners also gave the same consideration to the question of joint action with the United Mine Workers of America in the event of the British miners remaining unsatisfied. The programme of the latter body coincides in many respects with that of the British miners and includes the six-hour day, increased wages and nationalization of the mines. While awaiting the interim report 40,000 coal miners in Nottinghamshire went on strike.

On March 21 the miners' representatives met and decided to postpone consideration of the report for a few days, that they might be in a better position to consider its proposals. On the same day the Triple Alliance passed a resolution recommending that the railway men continue work pending further negotiations with the Government. Two conferences were held next day of the miners, the Triple Alliance and the Government, at the conclusion of which J. H. Thomas, the general secretary of the National Union of Railwaymen, is reported as saying that most of the demands of the railway men had been conceded in principle and that from that point of view the negotiations had been a complete success. The differences, he stated, were not between the Government and the railwaymen but between the unions concerned. Two days later 6,000 Welsh coal miners in the Rhonda Valley went on strike as a protest against the Government's failure to grant the full demands of the miners.

At the miners' conference on March 26 it was decided that a referendum should be taken on the Government's proposals as contained in the Sankey report. The conference, however, was of the opinion that the proposals should be accepted and agreed to advise the men accordingly and also to urge them to continue at work on day-to-day contracts pending a further conference after the ballot was taken.

The conference of South Wales miners on March 30 adopted a resolution advising the Miners' Federation to reject the terms of wages and working conditions offered by the government. A delegation from the Scottish miners, however, endorsed the government's terms and advised the miners to accept them. Similar action is also reported by the miners' associations in the Yorkshire and Cleveland fields, while the Lancashire miners are reported to be generally satisfied.

MEASURES TO PROMOTE TRADE AND INDUSTRY IN THE UNITED STATES

Activities of the Industrial Board and of the Fuel Administration

THE personnel of the Industrial Board of the United States Department of Commerce, the functions of which, as outlined in the March issue of the *LABOUR GAZETTE*, shall be to advise with producers and dealers and recommend a standard for the readjustment of prices of the principal basic materials, was announced early in March by the Council of National Defence on the authority of the Secretary of Commerce as follows: George N. Peek, chairman, Moline, Ill., formerly vice-president Deere & Co.; Samuel P. Bush, Columbus, Ohio, president Buckeye Steel Castings Co.; Anthony Caminetti, Washington, D.C., commissioner-general of immigration, Department of Labour; Thomas K. Glenn, Atlanta, Ga., president Atlantic Steel Co.; George R. James, Memphis, Tenn., president William R. Moore Dry Goods Co.; T. C. Powell, Cincinnati, Ohio, director, capital expenditures, Railroad Administration; William M. Ritter, West Virginia, president, W. M. Ritter Lumber Co.

The Board first took up the question of prices of iron and steel. After consultation with representatives of this industry a schedule of proposed reduced prices of the principal iron and steel products was approved by the Board and accepted by the industry. The revised prices involved reductions of about five dollars per ton in iron and steel, most of which had already declined three to four dollars per ton since November, 1918. Steel rails which had not declined were reduced \$10.00 per ton.

In reference to the coal industry a conference of the coal operators and mine workers was called by the Fuel

Administration and a plan to promote public welfare by more effective co-operation between the government and the industry was then discussed and submitted to the members of the National Coal Association for their consideration. This plan was outlined as follows:

First. That all facts relating to the industry or any question touching it, such as the cost of living, the cost of production, labour conditions, transportation facilities, and other factors entering into the cost of coal be officially and accurately ascertained by some of the regular Government agencies, since the Government is the most appropriate representative of the public.

Second. That the public is one of the parties at interest, the other two being capital and labour, and that no action affecting any of the findings of fact be taken until all three parties, through their duly qualified representatives, shall have had an opportunity to consider and discuss the proposals.

Third. That the determination of facts, as outlined, and the formulation of administrative policy are two separate and distinct functions and therefore should not be performed by the same agency of the Government.

Fourth. That the findings of facts, thus proposed, should be submitted to a permanent department or commission of the Government. In this connection it is pointed out that the plan does not contemplate the creation of new agencies, but proposes to utilize existing permanent governmental organizations.

ADVISERS TO COMMISSIONERS.

Fifth. That the President designate some cabinet officer, or other appropriate official, to represent the public in considering any policy proposed, and that as advisers to the commissioner there should be an equal number, say three, of representatives of operators and miners. The function of the commission would be the consideration of all problems affecting the industry, and the formulation of policies to deal with such problems, the commission being a purely advisory body.

Sixth. That the commission shall make recommendations to the President, who would thus be placed in close relation with the indus-

try and all factors entering into it, making for its prosperity or retarding its development.

Such a plan, modified to suit diverse conditions, it is conceivable, might be adopted not only by the coal industry, but by other basic industries of the country as well, in which event the Government would be placed in possession of intimate facts, figures, and findings, and recommendations in meeting industrial problems relating to any industry as such problems might arise. It does not conflict with the work now being carried forward by the Industrial Board of the Department of Commerce.

In connection with foreign trade a Co-ordinating Committee has been or-

ganized to unify efforts to extend foreign trade. The Committee includes representatives of all the governmental offices which deal in any way with foreign trade matters. The urgent questions to be treated by the Foreign Trade Committee are tonnage allocations, marine freights, cable and radio facilities, reconstruction loans, Latin-American loans, consortiums for buying in Europe, labour and immigration, "key" industries (like the dye industry) and strategic raw materials.

CONFERENCE OF NOVA SCOTIA LABOUR ORGANIZATIONS

A PROVINCIAL labour conference, called by the Nova Scotia executive of the Trades and Labour Congress of Canada, took place at Halifax, N.S., on February 27 to March 4. The object of the conference as set forth by the chairman, R. H. Eisner, president of the Halifax Trades and Labour Council, was to afford an opportunity for the discussion of certain matters, including the question of an eight-hour day for all workers, amendments to the Workmen's Compensation Act, the housing question, the organization of a provincial federation and of an independent labour party. A resolution for the formation of a provincial federation of labour was carried almost unanimously, and a committee was appointed to draft a constitution and by-laws. The constitution which was subsequently adopted provides for the election of two representatives for the first one hundred members of every trade union in the province, one man for each additional hundred members and two from each Trades and Labour Council. Meetings of the federation will be held annually at a time and place to be agreed upon by the executive. A per capita tax of one-half of one per cent per month is to be paid for the support of the federation by the unions for every man upon the mem-

bership rolls, with \$5.00 per year from each Trades and Labour Council.

A discussion took place with regard to the enforced idleness of about seven hundred miners through the closing down of the Florence colliery and the following resolution was unanimously adopted: "Whereas, the workers of the Florence colliery at Sydney Mines are prevented from extending into the coal areas there because this coal is leased by the Government of Nova Scotia to the Dominion Coal Company; and, whereas, the Dominion Coal Company has refused either to sell or sublet this coal to the Nova Scotia Steel and Coal Company, or to consider any suggestion for an exchange of leases or any arrangement whatever which will allow the Nova Scotia Steel and Coal Company to continue to operate the Florence colliery; and, whereas, the Florence colliery is now idle because of the difficulty of mining the small body of coal that remains within the Nova Scotia Steel and Coal Company's boundaries and all the workmen formerly employed are now out of work; and, whereas, it is announced by the Honourable Commissioner of Works and Mines that the Nova Scotia Steel and Coal Company has given an undertaking that if the workings of the Florence colliery can be extended into the surrounding leases the operation of the colliery can be re-

sumed; be it resolved this convention ask the Commissioner of Works and Mines to compel such temporary action to be taken as will immediately enable the largest quantity of coal being taken from this colliery by the lowest cost of production. Be it further resolved this convention call upon the Government to enforce a permanent arrangement of the underseas coal leases, which will permit the companies engaged in mining on both sides of Sydney harbour to lay out the mine workings without interference and in a manner that would enable the areas to be developed to the fullest extent."

Other resolutions that were carried were in favour of a thirty-six hour week; the payment to women of equal wages with men for equal work; the appointment of mining inspectors from the ranks of the men and by their vote, instead of their appointment by the companies, the inspectors to be required to hold underground managers' papers and to be paid by the Government; in favour of government ownership of public utilities; the abolition of the Legislative Council; the placing of the union label on all manufactured goods where feasible; abolition of all child labour under sixteen years of age; free and compul-

sory education; abolition of property qualifications for candidates to public office; adoption of proportional representation in those constituencies which may be suitably grouped together; total exclusion of Asiatic labour; prohibition of competition of prison labour with the free labour market; adoption of the initiative, referendum and recall principles as applied to all public offices. Strong objection was made to the unsanitary and overcrowded housing conditions in Halifax, and a committee of investigation was appointed to report on the conditions to the legislature.

The conference listened to a special address on the co-operative movement, after which a resolution was adopted supporting the co-operative scheme of buying, which, it was claimed, had been so highly successful in England, and which had been operated also on a smaller scale in the mining districts of Nova Scotia with success.

The following officers of the new provincial federation were elected: president, C. C. Dane, New Glasgow; first vice-president, Michael Bryne, Glace Bay; second vice-president, Ralph Eisner, Halifax; third vice-president, J. A. Gillis, Sydney; secretary-treasurer, Joseph Sexton, Glace Bay.

ANNUAL CONVENTION OF THE NEW BRUNSWICK FEDERATION OF LABOUR

THE annual convention of the New Brunswick Federation of Labour was held at Fredericton on March 19-21 last, 32 delegates attending. Resolutions were adopted on various subjects, as follows: That woodsmen be included in the Workmen's Compensation Act provisions; that the Dominion Government employees within the province be brought under the provisions of the Workmen's Compensation Act of the province; that the salary of the labour representative on the Workmen's Compensation Board be increased to the

same amount as paid to the other members of the Board; that all inspectors of various bureaus of the province come under the Workmen's Compensation Board; that motormen and conductors shall have 14 days' compulsory training before going on duty on any electric railway; that the Government take over and control all cold storage plants; that the proportional representation system of election be adopted for federal and provincial elections; that labour shall be represented on all public boards appointed by the provincial government. The report of the committee on the Fac-

tory Act, which was adopted, recommended the raising of the minimum age from 14 years to 16 years, the reduction of the work-day from 10 hours to 8 hours, and the increase of time for meals from 45 minutes to one hour. It was decided by the convention that every encouragement should be given the movement for the organization of school teachers in the province.

Among the officers elected for the coming year were: C. A. Melanson, president; J. E. Tighe, vice-president; and G. R. Melvin, secretary-treasurer.

At the close of the convention a delegation of representatives of the Federation waited on the Provincial Government and presented the resolutions, to which the Government promised consideration.

ANNUAL CONVENTION OF THE MARINE TRADES AND LABOUR FEDERATION OF EASTERN CANADA

THE first convention of the Marine Trades and Labour Federation of the Canadian Great Lakes and Eastern Canadian shipyards, since its formation last July, met at Ottawa on February 27 and continued for three days. There were present about sixty delegates from as many local unions representing over 15,000 shipyard workers classified under twelve trades.

A statement issued by the press committee declared that the shipyard employees of Canada recognized the necessity of assisting in placing the industry on a permanent basis and of taking no action that would jeopardize shipbuilding at this stage. They were asking for a standardization of hours and wages, and it was their hope to sit down at a table with the employers and settle the problem in a manner which would ulti-

mately be for the good of both. A schedule was compiled, based on the expressed desires of the local unions, for presentation to the shipbuilding companies at a conference, for the holding of which the Minister of Labour had agreed to make arrangements at an early date. It was stated that the schedule called for a basic wage of eighty cents per hour for the mechanical branches, with graded rates of from fifty-two to fifty-eight cents per hour for unskilled labour or helpers. Other clauses in the schedule demanded an eight-hour day with a forty-four hour week, the abolition of Sunday work and the elimination of overtime.

The following officers were elected for the coming year: president, H. Kerwin, Toronto; vice-president, J. Rodgers, Kingston; secretary-treasurer, J. F. Marsh, Niagara Falls.

THE WESTERN INTERPROVINCIAL LABOUR CONFERENCE

The Taking of a Referendum on Formation of "One Big Union" Approved

THE conference of labour representatives from the four western provinces which was held in Calgary during March 13-15, was attended by 237 duly accredited delegates from the provinces as follows: British Columbia, 85; Al-

berta, 89; Saskatchewan, 17; Manitoba, 46. Messrs. R. J. Tallon, of Calgary, and D. R. Midgley, of Vancouver, were elected permanent chairman and secretary, respectively. The temporary chairman, Mr. David Rees, vice-president of

the Trades and Labour Congress of Canada, in opening the proceedings, told of the caucus of western delegates held in Quebec during the last session of the congress, and of a subsequent meeting in Winnipeg at which arrangements were made for holding a western interprovincial conference to determine how the west could be given a greater degree of consideration in the proceedings of the Canadian body.

The first resolution, which was adopted unanimously by the conference, had reference to the general policy that should govern its proceedings, and was as follows: "Realizing that the aims and object of the Labour Movement should be the improving of the social and economic conditions of society, and the working class in particular, and whereas the present system of production for profit, and the institutions resulting therefrom prevent this being achieved, be it therefore resolved that the aims of Labour as represented by this convention are the abolition of the present system of production for profit, and the substitution thereof of production for use, and that a system of propaganda to this end be carried out."

The next resolution, which was also carried by a large majority, was one which, if the recommendations made were put into effect, would result in a drastic change in the methods of the Canadian labour movement. This resolution which had for its object the formation of an industrial organization of all the workers, or "one big union" was as follows: "Resolved, that this convention recommend to its affiliated memberships, the severance of their affiliation with their international organizations and that steps be taken to form an industrial organization of all workers; and be it further resolved that a circular letter outlining a probable

plan of organization be sent out to the various organizations and that a referendum on the question be taken at the same time and that the question be submitted to the entire Canadian membership, ballot returns to be segregated from Port Arthur as the dividing line between east and west."

With respect to this resolution speakers urged that it was a disadvantage to the workers of Canada to be divided into craft unions with separate charters and many international officials, and with wage contracts terminating at different dates so as to make effective joint action impossible.

Following the passage of the resolution a policy committee was formed which included representatives from each province. This committee recommended the formation of a central committee of five members to be chosen irrespective of geographical boundaries for the purposes of propaganda and the taking of a referendum vote. Under the central committee there should be provincial committees of five to look after the more local details. These recommendations were unanimously approved.

Among the resolutions on other subjects approved by the conference were the following: That the censorship against freedom of speech, press and assembly be immediately lifted; that all political prisoners be released; approval of the principle of proletarian dictatorship; approval of the system of industrial Soviet control by selection of representatives from the industries; sympathy with the aims and purposes of the Bolshevik and Spartacan revolutions; the withdrawal of all allied troops from Russia; that there be recognized no alien but the capitalist; that the six-hour work day, five days a week, come into effect on June 1 next.

ANNUAL CONVENTION OF THE BRITISH COLUMBIA FEDERATION OF LABOUR

THE ninth annual convention of the British Columbia Federation of Labour was held at Calgary, Alberta, during March 10-12, last, about 85 delegates attending. The time and place of the convention had been previously fixed to fit in with the Western Inter-provincial Labour Conference which was to open in Calgary on March 13, a report of which also appears in this issue. Considerable discussion occurred on a resolution favouring industrial unionism, as follows:—"Whereas, great and drastic changes have taken place during the past few months in the industrial world; and, whereas, in the past the policy of the British Columbia Federation of Labour (in sending its executive committee to Victoria pleading for the passage of legislation which was never passed, and which would be futile if it were passed) is now obsolete if it ever were useful: Therefore, be it resolved that this convention lay down as its future policy the building of organizations of workers on industrial lines for the purpose of enforcing, by virtue of their industrial strength, such demands as such organizations may at any time consider necessary for their continued maintenance and well-being, and shall not be as heretofore for the purpose of attempting to persuade legislative assemblies to amend, add to, or take from existing statutes, already called labour laws; And, be it further resolved that the committee on constitution and law be instructed to amend the constitution of the British Columbia Federation of Labour in accordance with the policy herein laid down." The resolution was eventually adopted unanimously.

Considerable discussion was also evoked by the following resolution: "Whereas, the termination of the war in Eu-

rope will finally release approximately 50,000,000 men for service in the industrial field and, Whereas, the workers of the world engaged in productive occupations during the period of hostilities have produced sufficient food, clothing and other necessities of life for the people of the world; Therefore, be it resolved that this convention go on record as demanding a six-hour working day of five days a week, to come into effect June 1, and that an intensive educational propaganda be instituted to that end." It was pointed out that the six-hour day was not a panacea for all the evils of society, but was advocated merely as a temporary measure of relief from unemployment in the immediate future, which otherwise seemed inevitable.

Resolutions were also approved by the convention on the following subjects: The formation of one industrial organization; the suppression of the exploitation of labour; the equal participation by the workers in all profits; the abolition of the single shift system in mines and the bunkhouse system at mining camps; the appointment of a "central revolutionary council"; the examination by provincial governments of all persons employed in preparing food for public consumption; the abolition of the ban on certain literature.

A message was sent to the premier of British Columbia asking that an enquiry be instituted into the Coal Creek mining disaster in April, 1916, and into the cage accident at Nanaimo last year. A reply was received from the premier stating that such enquiries would be held at an early date.

J. Kavanagh was elected president and A. S. Wells was re-elected as secretary-treasurer. The next convention will be held at Victoria.

UNEMPLOYMENT IN TRADE UNIONS AT CLOSE OF FEBRUARY, 1919

THE present article on unemployment among the members of local trade unions, which is the fourteenth report on the subject, deals with unemployment as at the end of February, 1919, and is based on returns received from 1,488 labour organizations with a total membership of 181,341, or nearly 87 per cent of the entire trade union membership of the country. Trade unionists out of work on account of trade disputes or disability were not included. For all occupations represented 5.6 per cent of the members were unemployed, as compared with 3.9 per cent in January, 1919. That the percentage unemployed at the end of February is larger than in any month since December, 1915, is due to a general slackness in all the groups of industries, particularly in manufacturing, building and transportation.

Employment in the manufacturing and mechanical industries, as reported by 404 unions having a combined membership of 47,916, was not as brisk in February as in January, 4.3 per cent of the members being idle as compared with 3.3 per cent in the preceding month. This is chiefly due to greater slackness in the metals, machinery and conveyances, textiles, carpets and cordage, leather, boots and shoes, and glass bottle blowing trades. The clothing and laundering, pulp, paper and fibre, wood-working and furniture and oil refining industries, however, were brisker, while food, tobaccos and liquors, and printing,

publishing and paper goods altered very slightly.

Reports from 592 organizations of transportation workers, having a total membership of 73,796, indicate that 4.6 per cent of the members were out of work as compared with 2.0 per cent in January, 1919. Steam railway employees, whose returns constitute nearly 74 per cent of the entire group membership reporting, were less well engaged than in January, as were, also, street and electric railway employees and navigation workers. Teamsters, as well, were slacker.

In the mining, quarrying and refining of ores group, reports were received from 50 unions having an aggregate membership of 17,098. Miners were less well employed than at any time since December, 1915.

The percentage out of work in the building and construction trades, as reported by 229 unions with 21,547 members, was 16.4, as compared with 16.3 per cent in January, 1919. Bricklayers, masons and plasterers, carpenters and joiners, electrical workers and painters, decorators and paperhangers were slightly better engaged, but granite and stone cutters, plumbers and steamfitters, tile layers, lathers and roofers, steam shovel and dredgemen and hod carriers and building labourers were slacker.

In the public employment group as reported by 75 unions with 9,041 members, .48 per cent of the members were out of work as compared with .33 in January, 1919.

Employment in the group of miscellaneous trades, as indicated by returns received from 135 unions with 11,658 members, was not as brisk as in the preceding month, there being 4.1 per cent unemployed as compared with 2.3 per cent in January, 1919. Retail clerks,

and hotel and restaurant employees were slightly better engaged, while musicians and theatre employees and stationary engineers and firemen were not as brisk.

The percentages reported in the different groups of occupations, are indicated in the following table:

TABLE I.

Occupation	Feb. 1919	Jan. 1919	Dec. 1918	Sept 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Manufacturing and Mechanical Industries.....	4.29	3.32	2.89	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1	3.1
Metals, machinery and conveyances.....	5.54	3.21	3.53	1.24	.14	.28	.76	1.5	.11	.29	.71	0	0	0
Food, tobacco and liquors...	8.90	8.24	8.63	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	.4	.8
Textiles, carpets and cordage.....	12.99	11.50	1.41	0	.05	.05	0	0	0	0	0	.5	0	0
Clothing.....	.26	3.22	3.42	0	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6	3.3
Pulp, paper and fibre.....	.96	2.23	.43	1.75	0	0	.34	0	0	0	0	0	0	0
Printing, publishing and paper goods.....	.70	.69	.86	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8	3.7
Woodwork and furniture....	2.78	10.57	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0	5.9	3.7
Leather, boots, shoes and rubbers.....	4.00	1.19	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.3	1.0	.....	0
Glass bottle blowing.....	9.44	0	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0	0
Jewelry.....	.14	.27	0	0	0	0	0	0	0	0	0	0	0	0
Oil refining.....	4.61	5.88	.67	0	0	0	0	0	0	0	0	0	0	0
Transportation.....	4.56	2.02	1.48	.38	.42	1.22	.70	.55	.51	1.26	1.6	.6	.5	3.00
Steam railways.....	2.74	1.78	.35	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5	2.4
Street and electric railways..	3.42	.33	.06	0	0	.38	.17	.44	.18	1.09	.2	0	.3	2.3
Navigation.....	18.17	6.73	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3	12.2
Teaming and driving.....	3.69	2.98	2.57	.27	.05	.08	0	0	0	0	0	0	0	0
Mining, quarrying and refining of ores.....	3.79	1.42	1.24	.35	.18	.40	2.09	.22	.32	.80	.65	.7	1.2	5.9
Building and Construction..	16.44	16.29	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6	28.3
Public employment.....	.48	.33	.47	1.54	.02	0	.17	.04	.04	.47	.1	.1	0	0
Fishing.....	17.54	50.50	0	0	0	0	0	0	0	0	0	0	0	23.0
Miscellaneous.....	4.07	2.84	2.29	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1	8.4
All occupations.....	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.4	2.1	8.7

The following table summarizes the compared with January, are indicated in all returns by provinces. Increases in the the provinces except Manitoba and percentage of unemployment as com- Saskatchewan.

TABLE II

Province.	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Nova Scotia and P. E. I.	5.68	1.25	2.01	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49	.36
New Brunswick.....	2.58	.84	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8	.7
Quebec.....	6.70	4.07	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8	9.9
Ontario.....	5.48	4.64	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7	8.1
Manitoba.....	2.82	3.62	1.31	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2	3.2
Saskatchewan.....	4.47	5.73	2.15	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6	7.0
Alberta.....	4.16	1.97	2.07	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03	4.3
British Columbia.....	7.97	5.20	3.81	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3	14.3
Canada.....	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1	8.7

The percentages reported idle in some of the largest industrial centres, are indicated in the table which follows:

TABLE III.

City	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Halifax.....	4.10	4.40	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0	4.03	0
St. John.....	2.62	1.94	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09	2.29
Montreal.....	10.31	6.21	2.77	.58	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6	10.6
Toronto.....	6.74	6.36	4.61	.11	.13	.81	3.81	1.68	1.74	1.06	1.32	.63	1.8	10.6
Winnipeg.....	2.32	3.55	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9	2.6
Regina.....	5.41	8.66	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38	14.31
Edmonton.....	5.20	2.57	1.54	.67	.23	.51	2.41	.55	1.68	1.11	3.32	4.27	1.78	8.43
Vancouver.....	6.31	5.59	3.65	1.42	1.05	1.94	3.28	2.99	2.67	4.75	5.94	4.56	8.1	12.0

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON FEBRUARY 28, 1919,

OCCUPATIONS	Nova Scotia & Prince E'd I'd				New Brunswick				Quebec				Ontario			
	No. reporting		Unem- ployed		No. reporting		Unem- ployed		No. reporting		Unem- ployed		No. reporting		Unem- ployed	
	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent
1-Manufacturing & Mechanical Industries	12	860	19	2.21	12	1139	5	.44	72	13660	606	4.44	198	20763	1122	5.40
2- (a) METALS, MACHINERY AND CONVEYANCES.	7	419	19	4.54	7	744	1	.13	24	4169	153	3.67	103	11047	908	8.22
3- Moulders.	2	73			2	59			1	106	0		21	1835	144	
4- Blacksmiths.	2	84	15						4	298	3		11	677	30	
5- Boilermakers and iron shipbuilders.					1	20			4	353	0		13	1804	185	
6- Patternmakers.									1	185	15		5	255	6	
7- Metal polishers, buffers and platers.													7	183	30	
8- Machinists.	3	262	4		2	486	1		12	3017	128		42	5687	486	
9- Sheet metal workers and tinsmiths.									2	210	7		4	606	27	
10- (b) FOOD, TOBACCO AND LIQUOR.					1	7	0		4	875	50	5.71	12	1253	162	12.93
11- Flour and cereal mill employees.																
12- Meat cutters and butchers.									2	250	7		2	58	14	
13- Bakers and confectioners.									2	625	43		7	894	127	
14- Cigar and tobacco workers.					1	7							3	301	21	
15- Brewery workers.									3	1564	252	16.11	1	26	0	
16- (c) TEXTILES, CARPETS AND CORDAGE.	1	300	0		1	50	0		10	2133	9	.42	17	534	0	
17- (d) CLOTHING AND LAUNDERING.									2	88	0		10	339	0	
18- Tailors.									8	2045	9		7	245	0	
19- Garment workers.									11	1629	27	1.66	9	1707	11	.64
20- (e) PULP, PAPER AND FIBRE.					1	228	0		11	1797	11	.61	38	4447	12	27
21- (f) PRINTING, PUBLISHING AND PAPER GOODS.	4	141	0		2	110	4	3.64	5	958	7		16	2190	4	
22- Compositors.	3	118	0		1	84	4		1	303	3		8	974	3	
23- Pressmen and assistants.	1	23	0		1	26	0		1	354	0		3	713	0	
24- Bookbinders.									1	40	0		4	118	0	
25- Stereotypers and electrotypes.									2	118	1		6	397	5	
26- Engravers and lithographers.									1	24	0		1	55	0	
27- Others.									1	18	4	22.22	4	168	2	1.19
28- (g) WOODWORK AND FURNITURE.									7	1395	83	5.95	10	1015	16	1.58
29- (h) LEATHERS, BOOTS, SHOES AND RUBBERS.									1	80	17	21.25	3	191	10	5.24
30- (i) GLASS BOTTLE BLOWING.													1	325	1	.31
31- (j) JEWELRY WORKERS.																
32- (k) OIL REFINING.																
33-Transportation	39	2942	20	.68	34	3596	72	2.00	76	17243	1599	9.27	228	21832	625	2.86
34- (a) STEAM RAILWAYS.	36	2725	14	.51	30	3022	64	2.12	65	9050	367	4.06	211	18383	608	3.31
35- Conductors.	1	40	0		2	121	0		4	248	0		29	1206	8	
36- Locomotive engineers.	6	200	0		4	276	1		11	811	22		32	2136	1	
37- Locomotive firemen.	5	229	0		3	182	40		8	750	12		25	2373	42	
38- Carmen.	2	194	6		1	450	0		9	3376	234		28	2665	43	
39- Trainmen.	6	624	2		7	870	15		8	1401	39		30	4710	434	
40- Telegraphers (local unions).	2	279	0										2	97	0	
41- *Telegraphers.									13	1651	59		35	2886	49	
42- Road maintenance men.	7	662	2		9	500	5									
43- Shop employees.									12	813	1		30	2310	31	
44- Railway employees (N.E.S.).	7	497	4		4	623	3		1	2334	150	5.29	10	2970	8	2.27
45- (b) STREET AND ELECTRIC RT. EMPLOYEES.	1	116	0		3	374	5	1.34	7	3838	1002	26.11	6	443	9	2.03
46- (c) NAVIGATION.	2	101	6	5.94	3	174	5		3	194	12		4	143	9	
47- Marine engineers.	2	101	6		2	300	0		3	3204	850		2	300	0	
48- Longshoremen.									1	440	140					
49- Others.					1	200	3	1.5	3	1521	89	5.26	1	36	0	
50- (d) TEAMSTERS & CHAUFFEURS.									2	900	0		3	1559	38	2.44
51-Mining, Quarrying & Refining of ores.	21	8349	411	4.92	21	8349	411		2	900	0		3	1559	38	
52- Miners.	21	8349	411						2	900	0		3	1559	38	
53-Building and Construction.	9	1358	280	21.56	11	494	18	3.64	25	3087	391	12.67	112	10221	1502	14.70
54- Bricklayers, masons and plasterers.	2	150	58		2	62	16		18	1970	389		27	1330	413	
55- Carpenters and joiners.	1	500			2	212			2	288	0		42	5253	755	
56- Electrical workers.	2	72	13		3	93	2						8	616	51	
57- Granite and stone cutters.	1	12	1		2	60	0		3	249	2		8	332	34	
58- Painters, decorators and paperhangers.	1	218	32		2	56	0		1	240	0		5	551	35	
59- Plumbers and steamfitters.	1	12	0										13	1014	107	
60- Tile layers, lathers and roofers.													3	55	26	
61- Bridge and structural iron workers.													3	119	6	
62- Steam shovel and dredgemen.					1	11	0						2	293	60	
63- Hod carriers and building labourers.	1	272	184						1	600	0		2	658	15	
64-Public Employment.	3	59	0		3	201	40	19.90	8	2094	0		32	3449	2	.06
65- Civic employment.									6	1989	0		11	2527	2	
66- Letter carriers and postal employees.	3	59	0		3	201	40		2	105	0		21	922	0	
67-Fishing.	1	41	0										1	44	10	22.73
68-Miscellaneous.	3	719	75	10.43	1	67	7	10.45	14	1914	10	.52	69	4352	109	2.50
69- Retail clerks.									3	393	0					
70- Hotel and restaurant employees.									1	65	3		2	233	20	
71- Barbers.									2	327	0		19	586	6	
72- Musicians and theatre employees.	2	664	75						2	117	2		20	1943	20	
73- Stationary engineers and firemen.									2	168	0		20	1012	61	
74- Others.	1	55	0		1	67	7		4	844	5		8	573	2	
All Occupations.	88	14305	813	5.63	61	5497	142	2.58	197	38998	2606	6.70	643	62220	3408	5.43

*Commercial and Railway—organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed	
Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.
23	3347	58	1.73	13	549	3	.55	23	1681	19	1.13	45	5917	224	3.79	404	47916	2056	3.32
13	1851	40	2.16		231	2	.87	12	997	12	1.20	18	3649	157	4.08	188	23307	1292	3.21
1	81	0						1	30	5		2	158	26		30	2342	175	7.82
2	330	7						2	106	0		4	334	20		27	2008	75	3.73
2	320	0		2	115	2		2	230	0		2	1671	0		26	4513	187	2.09
1	48	0														7	488	21	4.98
2	92	14														9	275	44	14.65
5	980	19		2	116	0		6	615	5		9	1674	107		81	12837	750	2.93
2	162	0						1	16			1	12	4		8	844	40	1.93
1	130	0						4	133	3	2.26	8	491	45	9.16	31	2921	260	8.24
												1	23	0		2	153	0	1.49
1	32	0						1	27	1		1	329	38		1	329	38	12.17
								1	11	0		3	117	5		6	367	22	6.13
								2	95	2		3	22	2		14	1654	175	8.76
1	350	0						1	160	0						8	418	25	7.45
1	350	0						1	160	0		4	224	0		6	1940	252	11.00
												2	145	0		33	3451	9	3.22
6	954	18	1.89	9	318	1	.31	10	366	4	1.09	10	507	11	1.81	14	572	0	1.89
1	507	0		5	235	0		4	280	4		5	399	5		19	2879	9	3.37
2	166	3		2	47	1		3	69	0		2	410	0		23	3974	38	2.23
1	209	14		1	25	0		1	7	0		1	107	1		90	8740	61	.69
2	72	1		1	11	0		2	10	0		1	13	1		40	4771	24	.58
1	30	0														18	1712	15	.89
																9	1399	14	.29
																9	192	1	.99
																8	587	7	1.94
																2	79	0	0
																6	216	6	10.57
																19	2522	101	1.19
																5	286	27	0
																2	407	3	.27
																1	152	7	5.88
																2	4.61	1	.74
54	11816	273	2.31	58	4018	125	3.11	43	3844	113	2.94	60	8505	536	6.30	592	73796	3363	2.02
51	10448	173	1.66	55	3801	118	3.10	41	3572	113	3.16	46	3611	41	1.14	539	58524	1498	1.78
5	279	2		5	282	0		5	391	4		6	301	1		57	2868	15	.72
6	388	2		8	390	4		5	356	0		7	323	3		79	488	33	1.12
6	324	21		11	714	33		5	441	20		6	394	31		69	5407	199	2.75
6	2168	3		7	721	4		6	628	0		4	137	0		63	9839	290	2.22
5	572	68		7	714	25		5	601	35		6	497	0		74	9989	618	3.74
																4	376	0	0
																4	3912	0	0
17	1973	77		11	1021	37		9	837	50		12	881	3		113	10411	282	1.05
6	4744			6	459	15		6	318	4		5	1078	3		76	10842	61	.09
1	900	100	11.11	1	50	0		1	129	0		2	495	0		17	7534	258	1.55
																25	8130	1477	.33
																12	841	67	3.42
																1	85	8.00	46
																8	3889	900	9.13
																5	3400	510	23.14
2	468	0		2	127	7	5.51	1	143	0		5	1025	40	3.90	15	3520	130	15
								15	4225	52	1.23	9	2085	147	7.11	50	17098	648	2.98
9	988	175	17.71	16	628	117	18.63	19	789	296	37.52	9	2065	147		50	17098	648	1.42
1	13	13		3	80	26		4	37	31		28	4004	755	18.86	229	21547	3542	1.42
3	489	23		2	221	62		4	312	179		3	158	39		42	1930	596	16.29
				2	224	0		4	148	6		12	3005	417		86	11621	1825	34.99
1	86	45		2	7	2		2	17	9		2	152	10		19	1333	82	16.88
2	229	7		2	40	10		2	18	0		3	59	18		17	513	82	6.40
1	21	12		3	56	17		1	123	4		1	116	65		15	1220	109	16.52
																28	1846	220	9.84
																5	82	.55	21.92
																7	517	26	31.71
																5	171	17.37	61
																5	464	130	33.08
																5	1680	273	28.02
																75	9041	43	16.31
																35	6715	3	.33
																40	2326	40	.44
																3	285	60	.05
10	1206	14	1.16	11	363	16	4.41	10	527	16	3.04	17	2510	227	9.04	135	11658	474	50.00
1	80	0						2	171	12		2	329	13		5	722	2.34	17.54
2	128	0		2	55	0		4	171	1		3	478	49		9	1027	84	2.38
2	370	0		6	175	12		4	185	3		5	206	0		34	1473	7	8.75
3	353	9		2	92	4						3	335	3		39	3789	115	23
2	275	5		1	41	0						4	1162	162		31	2787	236	1.45
																17	1860	19	7.57
103	18444	520	2.82	103	5840	261	4.47	125	11941	497	4.16	168	24195	1929	7.97	1488	181341	10176	1.05
																			3.94
																			5.61

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES, MARCH, 1919

REPORTS from 15 cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in March, showed increases of nearly 17 per cent in the number of employees and of over 18 per cent in the wages paid in comparison with February, 1919. In March, 9,372 persons were temporarily engaged in the two weeks, and the pay-rolls amounted to \$315,882.39, as compared with 8,029 employees, and an aggregate pay-roll of \$265,417.89 in February. In comparison with the same period in 1918, a decrease of nearly 7 per cent in the number of workers, and an increase of less than 7 per cent in the wages paid, are indicated, there being 10,058 employees

with a total pay-roll of \$310,411.61 in the first two weeks in March, 1918.

Ottawa, Hamilton, Calgary, Vancouver and Victoria reported increases in the number of employees both as compared with February, 1919, and March, 1918. St. John, Montreal, London, Winnipeg, Brandon, Moose Jaw and Edmonton recorded gains in comparison with the preceding month, and decreases in comparison with March, 1918. As to wages, Ottawa, Hamilton, Winnipeg, Brandon, Moose Jaw, Calgary, Edmonton, Vancouver and Victoria reported increases in both comparisons. St. John, Montreal, London and Regina showed gains over February, 1919, while Toronto and Saskatoon recorded decreases both as compared with the preceding month and with March, 1918.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS—MARCH, 1919, COMPARED WITH FEBRUARY, 1919, AND WITH MARCH, 1918

City.	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	February, 1919	March, 1919	March, 1918	February, 1919	March, 1919	March, 1918
				\$	\$	\$
St. John.....	155	193	317	5,128.09	6,452.12	8,766.46
Montreal.....	3,477	4,397	5,509	81,961.17	122,179.67	148,396.42
Ottawa.....	515	681	156	16,122.79	20,631.76	12,486.30
Toronto.....	953	898	1,180	38,925.46	36,992.33	38,288.21
Hamilton.....	313	387	343	11,804.34	13,422.35	10,213.51
London.....	166	167	229	5,550.76	6,143.06	7,105.92
Winnipeg.....	440	472	474	17,986.95	18,288.95	14,887.55
Brandon.....	31	37	41	1,198.19	1,279.64	1,257.95
Regina.....	258	252	283	11,771.50	12,164.00	12,721.08
Moose Jaw.....	75	78	92	2,360.75	3,611.25	3,119.05
Saskatoon.....	230	209	270	12,649.24	10,527.13	11,232.00
Calgary.....	580	692	269	21,526.00	24,594.60	9,640.70
Edmonton.....	300	309	312	13,234.00	13,389.58	12,500.80
Vancouver.....	379	437	426	16,879.17	18,489.59	13,657.24
Victoria.....	157	163	157	7,319.48	7,716.36	6,138.42
Total.....	8,029	9,372	10,058	\$265,417.89	\$315,882.39	\$310,411.61

REPORTS OF EMPLOYMENT OFFICES FOR FEBRUARY, 1919

DURING February there was a decrease of over 26 per cent in the demand for labour as compared with January on the basis of the daily average of vacancies notified to 105 employment offices (72 commercial, 22 public and 11 philanthropic). As compared with the demand reported for February, 1918, by practically identical agencies, there was an increase of not quite 2 per cent. The total number of vacancies notified to all offices in February was 23,890, a daily average of 877.3 as compared with 1196.8 in January, 1919, and with 864.2 in February, 1918. The number of persons placed was 10,318, a daily average of 421.0, as compared with averages of 567.1 and 400.6 in the preceding month and in February, 1918. The proportion of the total vacancies filled to the total vacancies notified was 47.9 per cent, as compared with 49.5 per cent in January, and with 46.4 per cent in February, 1918.

As to employment for woman and girl workers, the number of vacancies notified was 6,148, a daily average of 256.2 as compared with 295.8 in January and with 214.0 in February, 1918. The number of such workers placed was 1,677, a daily average of 69.8, as compared with 78.5 in January, and with 80.5 in February, 1918. The proportion of vacancies filled to vacancies notified for men and boys was 48.7 per cent, and for women and girls 25.6 per cent, as compared with 51.2 per cent and 37.9 per cent, respectively, for January, and with 52.1 per cent and 37.4 per cent, respectively, for February, 1918.

Of the five principal centres of labour distribution — Montreal, Toronto, Winnipeg, Edmonton and Vancouver — Edmonton alone showed an increase in the demand for labour as compared with January, 1919, while in comparison with February, 1918, Toronto, only, reported an increase.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 1,332, a daily average of 55.5 as compared with averages of 101.3 in January and 85.0 in February, 1918. The number of casual jobs secured was 3,834, a daily average of 159.8, as compared with averages of 187.3 in the preceding month, and 176.6 in February, 1918.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED FEBRUARY, 23, 1919

OFFICES	Individuals given casual employment				Number of casual jobs supplied.			
	Men	Women	Boys	Girls	Men	Women	Boys	Girls
Salvation Army	322	45	1		368	929	122	1
Halifax.....	6				6	6		
St. John.....	46				46	46		
Quebec.....	25				25	25		
Montreal.....	90				90	393		
Ottawa.....	15				15	23		
Toronto.....	78				78	259		
Hamilton.....	4	2			6	12	7	
Winnipeg.....	15	25			40	47	90	
Calgary.....	24	6			30	39	14	
Edmonton.....	10	12			22	46	11	
Vancouver.....	9		1		10	33		1
Y.W.C.A.	76				76	211		
Toronto.....	8				8	16		
Winnipeg.....	5				5	5		
Saskatoon.....	28				28	77		
Calgary.....	25				25	90		
New Westminster.....	2				2	14		
Victoria.....	8				8	9		
Miscellaneous	216	658	6	8	888	624	1933	6
Montreal Catholic Social Service Guild.....	2	49			51	2	35	
Montreal Directorate of Female Immigration.....		5			5	10		
Toronto Municipal.....	25				25	36		
Toronto Provincial.....		52			52	806		
Brantford Provincial.....	15	14	6	5	40	15	14	6
London Provincial.....	36	11			47	35	50	
St. Thomas Provincial.....		6			6	7		
Winnipeg Girls' Home of Welcome.....			3		3		3	
Winnipeg Municipal.....	96	196			292	427	572	
Vancouver Municipal.....	42	316			358	102	430	
Ottawa Provincial.....		9			9	16		
Total	538	779	7	8	1332	1553	2256	7
Daily Average: —								
January, 1919.....					101.3			
February, 1919.....					55.5			
February, 1918.....					85.0			

REPORTS OF UNEMPLOYMENT OFFICES FOR THE MONTH ENDED FEBRUARY 27, 1919

OFFICES	Vacancies notified								Individuals placed								
	Men	Women	Boys	Girls	Total	Daily Average			Men	Women	Boys	Girls	Total	Daily Average			
						Jan., 1919	Feb., 1919	Feb., 1918						Jan., 1919	Feb., 1919	Feb., 1918	
Halifax—Commercial (2).....	7	22			29	3.96	1.21	2.08	7	18			25	1.50	1.04	1.96	
St. John—Commercial (1).....	8				8	2.52	.40	1.46	15				15	1.04	.75	1.17	
Quebec—Provincial.....	50				50	2.12	2.17	2.57	33				33	2.12	1.43	1.91	
Sherbrooke—Provincial.....	125	42			167	5.88	6.96	3.46	34	18			52	3.36	2.17	3.33	
Montreal.....	701	467	1	25	1194	62.19	51.70	76.51	585	52	1	3	621	41.25	27.81	18.17	
Provincial.....	245	56			301	7.04	12.54	11.00	101	22			123	6.62	5.13	7.86	
Catholic Social Service Guild.....	4	41	1	4	50	1.71	2.08	1.17	4	8	1		13	.54	.54	.83	
Directorate of Female Immi- gration.....		70		1	71	6.50	2.95	3.08		17			17	.58	.71	.58	
Commercial (6).....	452	300		20	772	44.28	34.13	61.26	460	5		3	468	30.85	21.43	8.90	
Ottawa.....	1233	123			1356	63.42	56.53	42.19	575	19			594	51.21	24.34	27.85	
Provincial.....	529	68			597	25.00	24.88	21.21	196	16			212	16.00	8.42	21.21	
Y.W.C.A.....		55			55	2.78	2.29	.79		3			3	.56	.13	.38	
Commercial (5).....	704				704	35.64	29.36	20.19	379				379	34.56	15.79	6.26	
Toronto.....	4963	2068	56	25	7112	264.78	218.72	111.24	895	370	7		1272	110.05	53.11	77.65	
Provincial.....	2122	1512			3634	203.53	151.41	27.68	331	248			579	65.27	24.13	13.82	
Municipal.....	746		6		752	7.96	31.33	25.42	313		6		319	7.92	13.29	25.42	
Y.W.C.A.....		250			250	8.00	11.36	6.36		28			28	1.20	1.27	1.00	
Commercial (6).....	2095	306	50	25	2476	45.29	24.62	51.78	251	94	1		346	35.66	14.42	32.41	
Hamilton—Provincial.....	677	190			867	47.08	36.13	11.10	349	55			404	6.54	16.83	6.63	
London—Provincial.....	98	144			242	10.96	10.83	4.32	62	65			127	9.50	5.20	3.27	
Brantford—Provincial.....	187	5			192	10.15	8.00	5.33	145	5			150	8.22	6.25	4.21	
Peterborough—Provincial.....	41				41		1.71		27				27		1.13		
Sault St. Marie—Provincial.....	23				23		.96		10				10		.42		
St. Catharines—Provincial.....	63	1			64		2.67		35				35		1.46		
St. Thomas—Provincial.....	36	17			53	1.65	2.41	1.23	34	9			43	1.38	1.95	.95	
Walkerville—Provincial.....	3				3	.31	.13	1.24	3				3	.31	.13	1.18	
Fort William and Port Arthur.....	1269	14	6		1289	86.50	54.17	78.54	728	2			730	33.30	30.58	11.96	
Provincials.....	341	9			350	28.62	14.58		21	2			213	11.46	8.88		
Commercial (5).....	928	5	6		939	57.88	39.59	78.54	517				517	21.84	21.70	11.96	
Winnipeg.....	2939	1148	95	377	4559	297.32	136.68	148.19	1389	477	41	74	1981	96.42	69.64	64.18	
Municipal.....	21	169	2	14	206	12.58	8.58	9.04	17	66	2	3	88	5.35	3.67	5.71	
Girls' Home of Welcome.....				79	79	2.85	3.29	3.54				13	13	.26	.54	.63	
Y.W.C.A.....		105			105	4.22	4.38	4.58		15			15	.74	.63	.83	
Commercial (10).....	2918	874	93	284	4169	276.76	120.43	131.03	1372	396	39	58	1865	85.41	64.80	56.91	
Brandon.....	525	35	14	30	604	46.69	27.06	28.31	48	4	2	2	56	3.41	2.38	4.82	
Commercial (2).....	525	35	14	30	604	46.69	27.06	28.31	48	4	2	2	56	3.41	2.38	4.82	
Regina.....	133	110	20	86	349	15.03	14.54	11.25	95	31	5	24	155	8.64	6.46	5.54	
Y.W.C.A.....		1			1	.37	.08	.37					1	.19	.04	.12	
Commercial (2).....	133	109	20	85	347	14.66	14.46	10.88	95	31	5	23	154	8.45	6.42	5.42	
Saskatoon.....	333	200		20	553	32.96	23.05	22.67	170	20			18	208	11.89	8.67	9.71
Provincial.....	103	35			138		5.76	6.29	38	2			40		1.67	4.42	
Y.W.C.A.....		140			140	4.85	5.83	4.58		2		15	17	.89	.71	.71	
Commercial (2).....	230	25		20	275	28.11	11.46	11.75	132	16		3	151	11.00	6.29	4.58	
Calgary.....	434	132		7	573	30.47	24.24	21.88	287	34			321	21.47	13.48	10.47	
Y.W.C.A.....		83			83	5.48	3.61	2.92		22			22	2.00	.96	.63	
Commercial (5).....	434	49		7	490	24.99	20.63	18.96	287	12			299	19.47	12.52	9.84	
Edmonton.....	1358	260	13	26	1657	65.48	70.76	131.21	1006	106	1	2	1115	58.00	47.71	48.80	
Commercial (9).....	1358	260	13	26	1657	65.48	70.76	131.21	1006	106	1	2	1115	58.00	47.71	48.80	
New Westminster.....	8	14		11	33	1.63	1.37	1.84	8	3		2	13	.78	.54	.26	
Municipal.....					8	1.27	.33	1.13		8			8	.69	.33	.13	
Y.W.C.A.....		14		11	25	.36	1.04	.71		3		2	5	.09	.21	.13	
Vancouver.....	2295	361	16	83	2755	137.84	113.55	144.42	2014	137	6	71	2228	93.59	92.75	91.90	
Provincial.....	353				353	24.08	14.71		331				331	8.00	13.79		
Municipal.....	1				1	.88	.46	5.42	1				1	.88	.46	3.54	
Commercial (10).....	1901	361	16	83	2361	112.88	98.38	139.00	1672	137	6	71	1886	84.70	78.50	87.76	
Victoria.....	40	101	2	4	147	7.89	11.33	13.25	42	50	2	6	100	3.11	4.79	5.24	
Y.W.C.A.....		25			25	1.00	6.25	3.13		3			3	.04	.75	.33	
Commercial (7).....	40	76	2	4	122	6.89	5.08	10.12	42	47	2	6	97	3.07	4.03	4.01	
Total.....	17519	5454	223	694	23890	1196.83	877.28	864.24	8576	1475	65	202	10318	567.08	421.01	400.56	

EMPLOYMENT IN THE BUILDING TRADES DURING MARCH, 1919,
AS INDICATED BY BUILDING PERMITS.

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in 35 cities, showed an increase during March as compared with the preceding month, the total value of building permits rising from \$1,863,462 in February to \$3,014,365 in March, an increase of \$1,150,903, or 61.8 per cent. All the prov-

inces except New Brunswick, Manitoba and Saskatchewan reported gains in comparison with the preceding month. As compared with the corresponding month in 1918, there was an increase of 40.9 per cent, the value for March, 1918, being \$2,138,391. New Brunswick, Manitoba and Saskatchewan also recorded declines in this comparison.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City	February, 1919	March, 1919	March, 1918	March, 1919, compared with February, 1919.		March, 1919, compared with March, 1918			
				Increase (+)	Decrease (—)	Increase (+)	Decrease (—)		
				Amount	Per cent	Amount	Per cent		
Nova Scotia.....	\$265,133	\$282,230	\$93,425	+	\$17,097	+	\$188,804	+	202.09
Halifax.....	250,248	256,775	47,768	+	6,527	+	209,007	+	437.55
Sydney.....	14,885	25,455	45,658	+	10,570	+	20,203	—	44.22
New Brunswick.....	39,300	42,625	45,600	+	3,325	+	2,975	—	6.52
Moncton.....	26,550	19,375	1500	—	7,175	—	17,875	+	1,191.67
St. John.....	12,750	23,250	44,100	+	10,500	—	20,850	—	47.28
Quebec.....	320,170	379,250	272,129	+	59,080	+	107,121	+	39.36
Montreal.....	151,740	228,208	241,660	+	76,468	+	13,452	—	5.57
Maisonneuve.....									
Quebec.....	53,630	96,467	22,329	+	42,837	+	74,138	+	332.03
Sherbrooke.....	90,000	25,700		—	64,300	—	25,700	—	
Three Rivers.....	24,800	14,250	8,140	—	10,550	—	6,110	+	75.06
Westmount.....		14,625		+	14,625	+	14,625	+	
Ontario.....	1,024,499	1,777,947	1,004,349	+	753,448	+	773,598	+	77.02
Brantford.....	4,275	20,955	8,925	+	16,680	+	390.18	+	134.79
Fort William.....	4,550	1,275	97,450	—	3,275	—	96,175	—	98.69
Guelph.....	4,885	4,720	11,820	—	165	—	7,100	—	60.07
Hamilton.....	189,965	231,120	93,325	+	41,155	+	21.66	+	137,795
Kingston.....	11,312	8,535	5,660	—	2,777	—	24.55	—	50.80
Kitchener.....	2,660	21,880	14,970	+	19,220	+	722.56	+	6,910
London.....	41,795	58,520	29,615	+	16,725	+	40.02	+	28,905
Ottawa.....	20,300	234,540	98,970	+	214,240	+	1,053.37	+	135,570
Peterborough.....	21,350	2,990	3,250	—	18,360	—	85.99	—	260
Port Arthur.....	322	5,457	3,015	+	5,135	+	1,594.72	+	2,442
Stratford.....	5,245	4,690	1,670	—	555	—	10.58	—	3,020
St. Catharines.....	18,140	23,820	31,755	+	5,680	+	31.31	+	7,935
St. Thomas.....	7,665	9,960	1,975	+	2,295	+	29.94	+	7,985
Toronto.....	676,185	1,005,560	529,664	+	329,375	+	48.71	+	475,896
Windsor.....	15,850	143,925	72,285	+	128,075	+	808.04	+	71,640
Manitoba.....	25,250	63,900	138,902	+	38,650	+	153.07	—	75,002
Brandon.....	4,600	21,200	3,252	+	16,600	+	360.87	+	14,948
Winnipeg.....	20,650	42,700	135,650	+	22,050	+	106.78	—	92,950
Saskatchewan.....	45,425	119,400	459,100	+	73,975	+	162.85	—	339,700
Moosejaw.....	1,625	27,300	7,300	+	25,675	+	1,580.00	+	20,000
Regina.....	37,600	40,700	442,150	+	3,100	+	8.24	+	401,450
Saskatoon.....	6,200	51,400	9,650	+	45,200	+	729.03	+	41,750
Alberta.....	50,700	197,600	27,410	+	146,900	+	289.74	+	170,190
Calgary.....	47,500	195,400	23,000	+	147,900	+	311.37	+	172,400
Edmonton.....	3,200	2,200	4,410	—	1,000	—	31.25	—	2,210
British Columbia.....	92,985	151,413	97,475	+	58,428	+	62.84	+	53,938
New Westminster.....	17,075	9,700	4,300	—	7,375	—	43.19	—	5,400
Vancouver.....	65,810	119,013	79,190	+	53,203	+	80.84	+	39,823
Victoria.....	10,100	22,700	13,985	+	12,600	+	124.75	+	8,715
Total—35 cities.....	\$1,863,462	\$3,014,365	\$2,138,391	+	\$1,150,903	+	\$1,61.76	+	\$875,974
									40.95

Of the larger cities, Toronto and Vancouver reported increases both as compared with the preceding month and with March, 1918. Montreal and Winnipeg showed gains as compared with February, while at Edmonton there were

declines in both comparisons. Of the smaller centres, Halifax, Québec, Brantford, Hamilton, Ottawa, Windsor, Moose Jaw, Calgary and Victoria all showed large increases both as compared with February, 1919, and with March, 1918.

MINIMUM WAGES FOR FEMALE EMPLOYEES IN MANITOBA

DURING the month of March regulations* of the Manitoba Minimum Wage Board went into effect, fixing standards of minimum wages, maximum hours, and working conditions in the following occupations: (34) dyeing and cleaning, and (35) hairdressing. Both sets have regulations containing the usual requirements† providing for the health and safety of the workers. Variations occur, however, in the sections regulating hours and wages.

The order affecting the dyeing and dry-cleaning industry was gazetted on February 22 and went into force on March 18. In these establishments, the hours of labour shall not exceed nine hours a day or fifty hours a week, and Saturday afternoon shall be a half holiday. No female employee shall work between 7 p.m. and 7 a.m. The employment of women on Sundays is forbidden. Overtime shall be regulated by the Factories' Act which provides that no employee shall work overtime oftener than thirty-six days per annum nor without a permit from the Bureau of Labour. Employees are divided with respect to their wages into three classes. Class A includes spotters; class B pressers and cleaners; and class C all other workers. The minimum wages for experienced adult workers in classes A and B shall be \$12.00 per week and for class

C \$11.00. Three different rates of minimum wages are fixed by the regulations for adult learners. In class A the minimum weekly wage shall be \$10.00 for the first six months and \$11.00 for the second six months, after which the experienced adult minimum wage of \$12.00 shall be paid. In class B a minimum of \$10.00 per week is fixed for the first six months, after which learning period the minimum wage of \$12.00 per week shall be paid. In class C a minimum wage of \$9.00 per week shall be paid during a six months' learning period, after which the minimum wage for experienced adults of that class shall be paid. Minors are included in class C and not more than 25 per cent of the total working force shall be learners, including minors.

The order affecting hairdressing was gazetted on March 1, and became effective on March 25. In these establishments the maximum hours of labour are fixed at nine hours a day except on Saturdays when eleven hours may be worked, but the total hours per week shall not exceed 48. The hours shall be arranged so that each female employee shall receive one afternoon half holiday each week during July and August. Night work for women is prohibited except on Saturdays when a female employee may work until 10 p.m. Employment of women on Sundays is forbidden. Overtime shall be worked only on permit from the Bureau of Labour and only in cases of emergency and shall not exceed 3 hours in any day nor 6 hours in any week, and shall not be worked on more than 20 days in any one year. Overtime shall not be worked before 7 a.m.

*For previous regulations affecting 33 industries, see LABOUR GAZETTE, December, 1918, p. 1,121, January, 1919, p. 62, February, 1919, p. 176, and March, 1919, p. 339.

†A typical set of regulations is given in the LABOUR GAZETTE, December, 1918, page 1,122.

nor after 10 p.m., except in shops or stores commonly opened in the evenings or on Sundays. There shall be extra payment for overtime at not less than the regular rate. In these establishments, experienced adult female workers shall receive at least \$12.00 per week. The learning period shall be eighteen months, during which adult workers

shall receive \$8.00 per week the first six months, \$9.50 the second six months, and \$11.00 the third six months. Minors shall not be employed except on permit from the Minimum Wage Board, and under no circumstances shall a minor under sixteen years of age be employed.

The following table summarizes the sections dealing with wages and hours:

TABLE OF WAGES AND HOURS FOR FEMALE EMPLOYEES IN MANITOBA

Industry.	Maximum Hours		MINIMUM WEEKLY WAGE				
	Per day	Per week	Experienced Adults	Adult Learners.			Minors.
				(1st period)	(2nd period)	(3rd period)	
(34) Dyeing and dry cleaning establishments.....	9	50	Class A: \$12.00 Class B: 12.00 Class C: 11.00	Class A: \$10.00 for 1st 6 mos. Class B: 10.00 for 1st 6 mos. Class C: 9.00 for 1st 6 mos.	\$11.00 for 2nd 6 mos.	.....	Minors included in Class C.
(35) Hairdressing establishments.....	9 (11 on Sat.)	48	\$12.00	\$8.00 for 1st 6 mos.	\$9.50 for 2nd 6 mos.	\$11.00 for 3rd 6 mos.	Minors permitted to work only on permit from Minimum Wage Board.

INCREASE IN WAGES OF EMPLOYEES OF VANCOUVER GAS COMPANY

AN increase in wages of $\frac{1}{2}$ c per hour for the employees of the Vancouver Gas Company was awarded by W. L. Macdonald, Adjuster, on March 28, in accordance with clause 12 of the Working Rules and Rates of Pay governing Employees of the Vancouver Gas Company as from July 10, 1918, providing that the wages should be adjusted every three months according to the official information as applicable to the province of British Columbia on the cost of living as published in the LABOUR GAZETTE, taking as a basis the cost of living figures for June, 1918.

The Adjuster found that the prices for Vancouver in December as compared with the prices for September, as published in the LABOUR GAZETTE, indicated an increase in the cost of the articles given from \$21.944 per week to \$22.101, amounting therefore to 15.7 cents or 16 cents per week or .36 cents per hour for a working week of 44 hours. A further investigation into the prices of clothing and other necessities involved a further increase of 10 cents per week or .23 cents per hour, making a total of .59 cents or $\frac{1}{2}$ cent per hour, to be effective as from January 1, 1919.

FURTHER REGULATIONS AFFECTING WESTERN COAL MINES*

EIGHT new orders have been received from the director of coal operations for Alberta and southeastern British Columbia. These have reference to the Pacific Pass Mine of the North American Collieries, Limited, at Lovett, Alberta; Jewell Collieries Limited, Wayne, Alberta; certain mines in the Edmonton area; extension of the present agreement between the Western Coal Operators Association and the United Mine Workers of America; North American Collieries at Coalhurst, Alberta; the Greenhill Mine of the Western Canadian Collieries at Blairmore, Alberta, and the mines of the same company at Bellevue, Alberta.

ORDER NO. 113.—The following rates and conditions were ordered to be in force on the north side of the main slope in the Pacific Pass Mine of the North American Collieries at Lovett, Alberta, up to March 31, 1919: "To include necessary work with cutting machine, loading, boring, shooting, laying track (except switches), laying pipe lines and running pump (does not include moving pump), timbering and lagging—loading coal and refuse separately if required; size of slope to be 9 ft. by 12 ft. over all and timbered with the ordinary three piece set 8 x 10" Welch notched, set to line, sump hole, furnishing own explosives—\$25.00 per lineal yard."

ORDER NO. 114.—The Jewell Collieries Limited, of Wayne, Alberta, announced that they had installed in their mine coal cutting machines similar to those used at the plant of the Western Commercial Company and requested that the rates covering machine mined coal as now covered by Order Number Eight should apply to this mine. It was, there-

fore, declared that the plant of the Jewell Collieries, Limited, being in the same area and working under the same conditions as those mines operating under Order Number Eight, said order was made to apply to it and should be operative from February 1, 1919.

ORDER NO. 115.—Advice having been received from the president of the Edmonton Coal Operators' Association that certain mines in that area had announced a reduction in wages dating from March 1, 1919, it was ruled by the director that "in view of the fact that the said operators voluntarily made the present wage scale with the said employees and adopted the terms and rates set out in the Tentative Agreement. . . . these rates and conditions should continue until the expiration of that agreement." It was directed that rates should be in force in the Edmonton area up to March 31, 1919.

ORDER NO. 116.—Owing to the fact that the Tentative Agreement would expire on March 31, 1919, and that representatives of District 18 of the United Mine Workers of America were unable to meet the Western Coal Operators Association thirty days prior to its expiration as provided, the following terms were mutually agreed upon by the two parties and confirmed by order of the director, namely: "(1) That there will be no change of working conditions or orders as laid down by the Director of Coal Operations in the Tentative Agreement and subsequent orders except there will be no sittings of the Cost of Living Commission; (2) that there will be no suspension of work during negotiations for the next agreement; (3) that for the purpose of making a new agreement officers of District Eighteen and the operators will meet as soon as possible after the return of the men's representatives from the special convention at Indianapolis on the 18th of March."

*For previous regulations see LABOUR GAZETTE, February, 1919, p. 179, and various preceding issues.

ORDER No. 117.—A dispute arose at the Kipp mine of the North American Collieries, Limited, at Coalhurst, Alberta, with regard to the tonnage rate to be paid on a place driven eighteen feet wide upon the butt from which rooms were opened off, the place in question being Butt 2nd, N. E. No. 5, Butt West. The men contended that the place was used as an entry and therefore should bear entry price. The company claimed that it was driven as a room and the two places broken off were merely for the purpose of extracting the pillar, and that as the room was eighteen feet wide the work should only be paid for at room price. It was ruled by the director that room price should prevail at this place until further notice, with the proviso that this decision should not establish a precedent.

ORDER No. 118.—A dispute arose at the Greenhill mine of the West Canadian Collieries, Limited, at Blairmore, Alberta, regarding the price to be paid for brushing bottom rock in number five gangway in number two seam. It was mutually agreed between the two parties that the rate paid for this class of work in mines at the International Coal and Coke Company, Limited, at Coleman, Alberta, which reads as follows, should apply: "Brushing in main entry where a ratchet drill is used, ten cents per inch per lineal yard; if done by hammer and steel, to be Company work." This agreement was confirmed by order of the director.

ORDER No. 119.—A dispute arose at the Kipp Mine of the North American Collieries, Limited, of Coalhurst, Alberta, regarding the rate paid for narrow work in opening out wide rooms. The clause in the Tentative Agreement covering this class of work reads as follows: "Room Necks, \$4.84; Room necks for

wide work \$7.26." The men contended that the \$7.26 is for opening out the room and that for the narrow work in the room neck they should receive entry rates. The company claimed that the \$7.26 included all the narrow work in the room neck excepting the first cut from the entry. It was found by the director that there were no other mines in this area developing wide rooms as in the Kipp mines, but that in all adjoining mines where narrow rooms were developed the men were paid entry price in the room neck from the entry to where the room is widened out. It was pointed out that this Custom had been in existence in some of these mines for many years and had also been practised in narrow rooms at Kipp. It was, therefore, apparent that the price of \$4.84 was paid for the process of widening out a narrow room, and that on the same principle \$7.26 should apply for the same work in the wide room. An order was therefore issued accordingly.

ORDER No. 120.—A claim was made by the men employed at the mines of the West Canadian Collieries, Limited, at Bellevue, Alberta, regarding a make up for miners engaged in drawing pillar No. 114. It was claimed by them that on account of the hardness of the coal and lack of pressure from the roof it was impossible to make wages. Evidence was submitted showing that men engaged in this work did not make wages at the commencement of this work, but that after the removal of the pillar was under way they did make wages. It was therefore ordered that the men employed in drawing this pillar should be paid the rate of \$4.07 plus 79 cents per day cost of living increase, for the first two periods, providing this amount has not been earned by them. It was declared that this decision should not establish a precedent.

FAIR WAGES CONTRACTS, MARCH, 1919

DURING March the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to 10 fair wage contracts, 9 of which were awarded by the Department of Public Works, and 1 by the Department of Railways and Canals. All but one of these contracts contained the usual fair wage clause, a fair wage schedule being contained in the other one.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Construction of gymnasium building in connection with Military Hospital, Burlington, Ont. Name of contractor, Kennedy Connor, Hamilton, Ont. Date of contract, February 19, 1919. Amount of contract, \$15,700.00.

Construction of guard house in connection with Military Hospital, Winnipeg, (Tuxedo) Man. Name of contractor, R. N. Wyatt, Winnipeg, Man. Date of contract, February 24, 1919. Amount of contract, \$4,765.00.

Construction of special service building in connection with Military Hospital, Ste. Anne de Bellevue, Que. Name of contractors, John Quinlan & Co., Montreal, Que. Date of contract, February 27, 1919. Amount of contract, \$14,000.00.

Construction of guard house in connection with Military Hospital, Ste. Anne de Bellevue, Que. Name of contractors, John Quinlan & Co., Montreal, Que. Date of contract, March 6, 1919. Amount of contract, \$7,800.00.

Construction of recreation building in connection with Military Hospital, Ste. Anne de Bellevue, Que. Name of contractor, John Quinlan & Co., Montreal, Que. Date of contract, March 6, 1919. Amount of contract, \$55,600.00.

Construction of physiotherapy building in connection with Military Hospital, Ste. Anne de Bellevue, Que. Name of contractors, Quinlan & Robertson, Ltd., Montreal, Que. Date of contract, March 10, 1919. Amount of contract, \$68,565.00.

Renewal of and repairs to public wharf, Back Bay, N.B. Name of contractor, W. A. Munro, St. John, N.B. Date of contract, March 11, 1919. Amount of contract, Unit Prices.

Overhauling and repairing of Dredge No. 303 "Fruhling." Name of contractors, B. C. Marine Limited, Vancouver, B.C. Date of contract, March 19, 1919. Amount of contract, \$7,390.00.

Reconstruction of Dockyard Wharf, Esquimalt, B.C. Name of contractors, McDonald & Watson, Victoria, B.C. Date of contract, March 1, 1919. Amount of contract, Unit Prices.

Trade or class of labour.	Rates of wages. Not less than:
Foreman carpenter.....	\$7.50 per day, 8 hours per day, (44 hours per week).
Carpenters.....	6.00 per day, 8 hours per day, (44 hours per week).
Blacksmiths.....	6.00 per day, 8 hours per day, (44 hours per week.)
Blacksmiths' helpers.....	4.50 per day, 8 hours per day, (44 hours per week).
Enginemmen for pile driver.....	7.00 per day, 8 hours per day, (44 hours per week).
Ordinary labourers.....	3.25 per day, 8 hours per day, (44 hours per week).
Driver with 2 horses and wagon.	8.00 per day, 9 hours per day, (50 hours per week).

DEPARTMENT OF RAILWAYS AND CANALS.

Construction and erection of one two-stall wooden enginehouse, foundations for one turntable and one ashpit at Dartmouth, N.S., Canadian Government Railways, E. L. Name of contractors, The McDonald Construction Co., Ltd. Date of contract, March 31, 1919. Amount of contract, cost plus 8 per cent.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in March for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of Orders.	Amount of Orders
Making metal dating stamps and type and making other hand stamps and brass crown seals.....	\$ 1,201.29
Making rubber stamps.....	51.15
Supplying stamping materials and repairing stamping pads and pint tins for ink.....	690.73
Supplying 24-lb. double beam parcel scales.....	1,260.25
Repairing computing scale.....	4.00
Supplying mail bag fittings.....	8,891.40
Supplying new mail bags.....	995.89
Repairing mail bags.....	3,753.65
Repairing steel portable boxes and mail clerks tin travelling boxes and parcel receptacles.....	596.15
Making and supplying letter carrier's uniforms.....	1,331.34
Making and supplying parcel receptacles and letter-box keys.....	648.75

SUPPLEMENT No. 14 OF THE McADOO AWARD — AFFECTING THE CLASSIFICATION AND PAY OF FEDERAL RAILROAD POLICE IN THE UNITED STATES

THE Director General of the United States railroads has recently issued Supplement No. 14 to General Order No. 27, which determines the classification and rates of pay for railroad police on railroads under Federal control. The text of the order follows:

SUPPLEMENT No. 14 TO GENERAL ORDER No. 27.

Effective January 1, 1919, superseding General Order No. 27, and in lieu thereof, as to the employees herein named, the following classifications, rates of pay, and rules for overtime and working conditions for all employees in the police department upon railroads under Federal control are hereby ordered:

ARTICLE I.

OFFICIALS—CLASSIFICATION.

(a) Chief of police—to embrace all titles heretofore applied to the ranking officer in charge of the police department.

(b) Inspector of police—to embrace titles of assistant superintendent, assistant chief special agent, assistant chief of police, special agent, inspector, and any other designation heretofore applied to distinguish the official position next in rank to the chief or ranking officer.

(c) Captain of police—to embrace titles of assistant special agent, chief patrolman, inspector of special agents, and all other employees who may be properly classified under this title.

(d) The calendar monthly compensation for the above officials shall be determined by the regional directors.

ARTICLE II.

MONTHLY RATED EMPLOYEES

(a) Lieutenant of police—to embrace titles of detective sergeant, detective, assistant special agent, investigator, and all other titles heretofore applied to designate the officer of the police department next in authority to the captain (except employees coming under the classification of section (a) of Article III). For this class of employees establish monthly compensation, observing the following limits: Minimum, \$140 per month; maximum, \$185 per month.

(b) Sergeant of police—To embrace titles of sergeant, roundsman, and all other titles heretofore applied to designate the employee next in rank to the lieutenant, as defined in section (a)—(except employees coming under the classification of section (a), Article III). For this class of employees, establish monthly compensation, observing the following limits: Minimum, \$120 per month; maximum, \$165 per month. For the reasons stated in section (c)

train riders will also be paid under this section.

(c) The employees coming under the provisions of this article shall be paid by the calendar month. On account of their duties and assignments being irregular and diversified as to hours, responsibilities, and service, it is impracticable to establish assigned hours of service or provide for payment of overtime. Each regional director or his representative shall, in conference with the employees or their representatives, determine the proper compensation, observing the prescribed limits.

ARTICLE III.

HOURLY EMPLOYEES.

(a) Patrolmen—to embrace titles of patrolman, chief patrolman, special patrolman, station patrolman, guard, and watchman. This article shall not be construed to apply to employees so designated coming under the supervision of other departments, such as clock pullers and employees whose principal duties are to guard against fires, protect buildings, and watch crossings and tunnels, and all other employees who are included in the provisions of either Supplement No. 7 or No. 8.

ARTICLE IV.

RATES OF PAY.

(a) For patrolmen who were, on January 1, 1918, prior to the application of General Order No. 27, receiving less than thirty-two (32) cents per hour, as determined by sections (b), (c), (d), (e), (f) and (g) of this article, establish a basic minimum rate of thirty-two (32) cents per hour, and to this basic minimum rate and all hourly rates of thirty-two (32) cents per hour, and to this (13) cents per hour, establishing a minimum rate of forty-five (45) cents per hour, provided that the maximum shall not exceed fifty-five (55) cents per hour.

(b) To determine the hourly rate for positions held by monthly paid employees, multiply by 12 the regular monthly rate in effect as of January 1, 1918, prior to the application of General Order No. 27 (exclusive of all compensation for extra services), divide by 306 (number of working days for the year), and apply provisions of section (e) of this article.

(c) To determine the hourly rate for positions held by weekly paid employees, multiply by 52 the regular weekly rate in effect as of January 1, 1918, prior to the application of General Order No. 27 (exclusive of all compensation for extra services), divide by 306 (number of working days for the year), and apply provisions of section (e) of this article.

(d) To determine the hourly rate for positions held by daily paid employees, multiply the daily rate in effect as of January 1, 1918,

prior to the application of General Order No. 27 (exclusive of all compensation for extra services) by 365, divide the result by 306 (number of working days for the year), and apply provisions of section (e) of this article.

(e) Employees who were on January 1, 1918, prior to the application of General Order No. 27, paid on a basis of 10 hours or more to constitute a day's work, shall receive one-eighth of the wages received for 10 hours on January 1, 1918, prior to the application of General Order No. 27, as their basic hourly rate; employees working less than 10 hours and over 8 hours shall receive one-eighth of the wages received for the number of hours recognized as a day's work.

(f) Where there are no regularly assigned or established daily hours for the purpose of computing the hourly rate, daily hours shall be regarded as 10, one-eighth of which will be the hourly rate.

(g) In determining the hourly rate, fractions less than one-fourth of 1 cent shall be as one-fourth of 1 cent; over one-fourth and under one-half as one-half cent; over one-half and under three-fourths as three-fourths of 1 cent; over three-fourths as 1 cent.

ARTICLE V.

MAXIMUM MONTHLY RATE.

No rates shall be applied to establish a salary in excess of \$250 per month.

ARTICLE VI.

PRESERVATION OF RATES.

(a) Employees temporarily or permanently assigned to higher rated positions shall receive the higher rates while occupying such positions; employees temporarily assigned to lower-rated positions shall not have their rates reduced.

(b) Higher rates than herein provided, which have been authorized and put into effect since January 1, 1918, shall be preserved.

(c) The entering of employees into existing positions, or the changing of their classification or work, shall not operate to establish a less favourable rate of pay or condition of employment than is herein established.

ARTICLE VII.

HOURS OF SERVICE.

For patrolmen, eight consecutive hours, exclusive of the meal period, shall constitute a day's work, except that where two or more shifts are worked in continuous service, eight consecutive hours with not to exceed 20 minutes for meals shall constitute a day's work.

ARTICLE VIII.

OVERTIME AND CALLS.

(a) Where there is no existing agreement or practice more favourable to the employees,

overtime for hourly employees shall be computed for the ninth and tenth hour of continuous service, pro rata on the actual minute basis, and thereafter at the rate of time and one-half time. Even hours will be paid for at the end of each day period, fractions thereof will be carried forward.

(b) When notified or called to work, outside of established hours, employees will be paid a minimum allowance of three hours.

(c) Employees will not be required to suspend work during regular hours to absorb overtime.

ARTICLE IX.

PROMOTION AND SENIORITY.

(a) For employees specified in Articles II and III, promotion shall be based on ability, merit, and seniority; ability and merit being sufficient, seniority shall prevail. The management shall be the judge, subject to an appeal as provided for in Article X.

(b) Seniority will be restricted to each captain's jurisdiction.

(c) Seniority rights of employees referred to herein, to: (1) new positions and (2) vacancies, will be governed by paragraphs (a) and b) of this article.

(d) Employees declining promotion will not lose their seniority.

(e) Employees accepting promotion will be allowed 30 days in which to qualify, and, failing, will be returned to former position without loss of seniority.

(f) New positions or vacancies will be promptly bulletined for a period of 5 days, in the subdivision in which they occur. Employees desiring such positions will file their applications with the designated official within that time, and an appointment will be made within 10 days thereafter. Such position or vacancy may be filled temporarily pending an assignment. The name of the appointee will immediately thereafter be posted where the position or vacancy was bulletined.

(g) In reducing forces, seniority shall govern; when forces are increased, employees will be returned to the service and positions formerly occupied in the order of their seniority. Employees desiring to avail themselves of this rule must file their names and addresses with the proper official. Employees failing to report for duty or to give satisfactory reason for not doing so within seven days from date of notification will be considered out of the service.

(h) A seniority roster, by captain's jurisdiction, of all employees coming under the provisions of this article, showing name, date of entering the service, and date of each promotion or change, will be accessible to the employees affected.

(i) The roster will be revised in January of each year, and shall be opened to correction for a period of 60 days thereafter, on presentation of proof of error by an employee or his representative. The duly accredited representative of the employee shall be furnished a copy of the roster upon written request.

ARTICLE X.

DISCIPLINE AND GRIEVANCES.

(a) An employee disciplined, or who considers himself unjustly treated, shall have a fair and impartial hearing, provided written request is presented to his immediate superior within ten (10) days of the date of advice of discipline, and the hearing shall be granted within ten (10) days thereafter.

(b) A decision will be rendered within ten (10) days after the completion of hearing. If an appeal is taken, it must be filed with the next higher official and a copy furnished the official whose decision is appealed within ten (10) days after date of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding section.

(c) At the hearing, or on the appeal, the employees may be assisted by a committee of employees, or by one or more duly accredited representatives.

(d) The right of appeal by employees or representatives, in regular order of succession and in the manner prescribed, up to and inclusive of the highest official designated by the railroad to whom appeals may be made, is hereby established.

(e) An employee on request will be given a letter stating the cause of discipline. A transcript of the evidence taken at the investigation or on the appeal will be furnished on request to the employee or representative.

(f) If the final decision decrees that charges against the employee were not sustained, the record shall be cleared of the charge; if suspended or dismissed, the employee shall be returned to former position and paid for all time lost.

(g) Committees of employees shall be granted leave of absence and free transportation for the adjustment of differences between the railroad and the employees.

ARTICLE XI.

RULES FOR APPLICATION OF THIS ORDER.

(a) Where existing payroll classification does not conform to Articles I, II, and III, employees performing service in the classes specified therein shall be classified in accordance therewith.

(b) Vacations with pay are abolished for employees specified in Article III.

ARTICLE XII.

INTERPRETATION OF THIS ORDER.

The rates of pay and rules herein established shall be incorporated into existing agreements and into agreements which may be reached in the future on the several railroads and should differences arise between the management and the employees on any of the railroads as to such incorporation, intent, or application of this order, such questions of difference shall

be referred through the director of the division of labour, as prescribed in Supplements Nos. 6 and 6 (a) to General Order No. 27 for decision, subject always to review by the Director General.

Agreements or practices, except as changed by this order, remain in effect.

WALKER D. HINES,
Director General of Railroads.

WHOLESALE PRICES IN CANADA, 1917

THE Department's annual review of the prices movement during the calendar year 1917, entitled "Wholesale Prices in Canada, 1917," was issued during March. The report contains statistics of wholesale prices weekly or monthly for some 336 series of quotations, analyzed by the calculation of index numbers, with a review of the more important market conditions, illustrated by charts giving yearly averages of the prices published monthly in the LABOUR GAZETTE. The reviews of retail prices in Canada and prices in other countries included in appendices to previous reports are also continued. The following extracts summarize the situation during 1917:

The feature of the prices movement of 1917 was the world shortage of food, aggravated by the difficulty of transporting stocks from the principal sources of production, a difficulty due largely to the demand on the world's ocean tonnage for transporting war supplies, etc., increased by the losses caused by submarines. In other commodities similar conditions prevailed to a less degree. Prices moved steeply upward during the first part of the year and less steeply thereafter. In Canada, the index number of wholesale prices based on the average prices of 272 commodities in 1890-1899, rose from 212.7 in January to 257.1 in December, having advanced continuously from January to July when it reached 248.7. In August, September and October there were slight recessions, bringing it down to 244.7 in October, but in November and December the movement was steeply upward again. The index number at the end of the year had therefore more than doubled since 1910 when the figure was 124.2, or in 1907 when it had reached 126.2. In Great Britain, the index number of the *Economist* was up to

265.7 in December, double that in January, 1914; while the Sauerbeck index number, published by the *Statist*, was up to 185.1 as compared with 159.3 in January, 1917, 119.0 in January, 1914, and 78 in 1910. In the United States, Dun's index number reached 220.172 in December as compared with 169.562 in January, 124.528 in January, 1914, and 119.17 in January, 1910. In France the index number of the General Statistical Office reached 288.2 in December as compared with 217.0 in the first quarter of the year and 120.3 in the third quarter of 1914.

The tables of weekly family budgets show the changes in the cost of staple foods, fuel and lighting, and rent in terms of the average prices for the Dominion and for each province. From 1900 to 1905 the average cost of food advanced from \$5.48 per week to \$5.96, less than 50 cents, but by 1910 had reached \$6.95 per week, that is an advance of \$1 during the five years. By 1912, \$7.34 was reached, and the average for 1913 was the same. As shown in the report of the Board of Inquiry into the Cost of Living the cost of this budget in December, 1912, was \$7.68, and in December, 1913, \$7.75. December and January before the war were usually the months of highest prices. Beginning with January, 1914, the budgets were calculated monthly and while there was a slight decrease from January to July (from \$7.73 to \$7.42) the prices rose considerably till mid-winter. The food crops of 1915 tended to lower prices and there was a decrease from March, 1915, to October, followed by the usual winter advance. During 1916 the rise was not great until the autumn, when a steeply upward movement set in and continued. The crops of 1916 were short almost all over the world and the great consumption and loss under war conditions used up the reserves in foods as well as in materials, while the labour and capital available for increased food production were reduced by war needs. The 1917 crops were an improvement over those for 1916, but there were no reserves as in 1916 (from the 1915 crop). Governmental food control in many countries was initiated and increased during the year,

particularly in Canada, the United States, and the United Kingdom, where such methods had not been adopted previously to a great extent, as in European and some other countries. The control of the wheat and flour markets, involving the fixing of prices, tended to steady all food markets, while strict supervision and regulation was exercised in the cases of other commodities, notably sugar and potatoes, when conditions were disturbed. Owing to the control exercised over the trade in foods by the food authorities in Canada and the United States in conjunction with the purchasing commissions of the Allied Governments, the export demand for food did not cause disturbances on the market from time to time as previously. Some difficulties in transportation and in marketing some crops, as in Canada the potato crop and in the United States the corn crop, in 1917, disturbed markets for short periods. The rise from July, 1917, to December, was only 62 cents (from \$11.62 to \$12.24 per week) as compared with a rise of \$1.41 from July, 1916,

to January, 1917 (\$8.46 to \$10.27), owing to the short crops of 1916. It may be noted that in the eastern provinces the rise in food prices has been greater than in the west, so that whereas food was formerly much dearer in the west the difference decreased considerably after 1913. Food production had increased greatly not only in grain but in dairy products and livestock, so that western districts which imported foods prior to 1912, exported large quantities to Eastern Canada, to the United States, and to Europe thereafter.

The index number of wholesale prices and the tables of weekly family budgets in terms of retail prices of foods, fuel, and light and rent are kept up to date from month to month in the **LABOUR GAZETTE**, with an additional table showing the latest available index numbers of prices in other countries.

PRICES, RETAIL AND WHOLESALE, IN CANADA, MARCH, 1919, AND IN OTHER COUNTRIES

DURING March the downward movement of prices continued, but was not so marked in wholesale prices as in February, the lower prices for metals, chemicals, eggs, fish and building materials being offset by advances in livestock and meats, raw furs, fruits and vegetables, and in miscellaneous foods. The index number of wholesale prices was again lower, standing at 277.6 for March as compared with 279.8 for February, 290.9 for November, 1918, 269.2 for March, 1918, 224.9 for March, 1917, 145.4 for March, 1916, and 137.0 for March, 1914. In retail food prices the downward movement was again pronounced, the cost of a weekly budget of foods averaging \$13.05 in some 60 cities at the middle of March as compared with \$13.78 in January, \$12.66 in March, 1918, \$10.70 in March, 1917, \$8.38 in March, 1916, \$7.88 in March, 1915, and \$7.68 in March, 1914. The decrease for the month was due chiefly to lower prices in eggs, butter, flour, rolled oats, beans, potatoes, and to slight decreases in meats, particularly in mutton and pork products. In butter, how-

ever, there was a considerable advance in price after the middle of the month owing to an increased demand for export to Europe and with low stocks at the end of the winter season. Prices rose 5c and 10c per pound in many of the cities.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthra-

cite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats there were a number of declines in prices, chiefly in pork products. In beef, prices fell slightly in a number of the cities, but in most localities were unchanged. In veal and mutton the price was lower in several of the cities. In fresh pork there were a number of decreases throughout the country, but in salt pork there was less change. In bacon there were declines, but some advances were reported. In lard, prices were lower in a number of the cities.

In eggs there was a general decline, the price of fresh eggs being lower in

all of the cities except Moncton, Quebec, and Peterborough, where the prices had fallen the previous month. Storage eggs went off the market in most of the cities, but were considerably lower where quoted. The price of milk fell at Calgary. Butter averaged lower, but while there were lower prices in many of the cities there were advances in several before the middle of the month. Toward the end of the month the prices rose steeply in most of the cities owing to a shortage of stocks and increased demand for export to Europe. In cheese prices were almost unchanged.

In the city of Quebec the price of bread fell owing to a change in the size of the loaf, after the middle of the month. In flour, prices were slightly lower at Truro, St. John, Three Rivers, St. Hyacinthe, Hull, Brockville, Orillia, St. Catharines, Hamilton, Guelph, Woodstock, Windsor, Owen Sound, Sault Ste. Marie, Nelson, Trail, and Vancouver. In rolled oats, there were also a number of decreases. In rice, prices were steady, but in tapioca there were a number of decreases. In canned tomatoes, peas and corn, there were few changes. Dry beans were down in a number of the cities. In sugar, prices were steady, being lower in only two or three cities. In tea and coffee, prices were steady, but there was an upward tendency in the latter. In potatoes the prices were lower in a number of the cities, but were unchanged in most localities.

Anthracite coal was higher at St. John, N.B., at Brantford, Guelph, Windsor, Saskatoon, but was lower at Fredericton, Three Rivers, St. Catharines, Guelph, Woodstock, St. Thomas, Chatham, Owen Sound, and Port Arthur. Bituminous coal was lower at Three Rivers, Ottawa, St. Catharines, Guelph, and Lethbridge. Wood declined in many of the cities.

Rent was higher in Charlottetown, Port Arthur, Fort William, and Lethbridge.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	1900*	1906*	1910	1911	1912	1913	1916	March 1914	March 1915	March 1916	March 1917	March 1918	Feb. 1919	March 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	50.3	48.0	46.6	44.4	56.2	66.6	72.4	71.4
Beef, shoulder, roast....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	34.0	32.8	32.0	33.2	38.2	47.6	50.8	50.4
Veal, roast, forequarter..	1 "	10.0	11.3	12.8	14.0	14.4	15.7	18.7	17.3	17.7	17.9	21.6	26.0	27.2	27.4
Mutton, roast, hindq'r..	1 "	11.8	12.2	16.8	18.0	17.8	19.1	23.3	20.9	20.5	22.1	26.5	32.3	34.5	30.9
Pork, fresh, roast, ham..	1 "	12.2	13.1	18.0	17.8	17.5	19.5	22.0	20.2	18.5	20.5	26.8	34.4	35.7	35.4
Pork, salt, mess.....	2 "	21.8	25.0	34.4	33.0	33.2	35.2	38.7	36.8	34.8	36.8	46.8	65.2	69.4	68.0
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.3	22.5	24.7	28.8	25.9	24.9	27.2	33.3	46.5	51.6	49.3
Lard, pure leaf.....	2 "	26.2	28.2	40.6	36.0	35.6	33.4	40.4	36.7	35.2	37.2	52.8	68.0	71.4	69.2
Eggs, fresh.....	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	33.0	37.0	28.6	33.9	46.9	58.9	64.7	54.6
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	23.1	32.7	33.3	26.7	29.1	41.8	50.5	56.6	49.2
Milk.....	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	52.6	53.4	55.2	52.8	60.6	72.0	82.2	82.2
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	68.7	61.2	64.4	67.0	85.4	97.6	104.2	103.4
Butter, creamery, prints.	1 "	25.5	27.7	31.9	31.5	31.7	33.9	38.5	35.5	37.4	38.7	48.7	54.3	58.6	58.0
Cheese, old.....	1 "	16.1	17.6	18.5	19.2	20.1	20.5	26.0	21.2	23.4	24.3	31.9	33.1	35.7	35.8
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	24.2	19.2	21.8	23.4	30.1	30.4	33.8	34.4
Bread, plain, white.....	15 "	55.5	63.5	66.0	64.5	60.0	61.5	74.3	64.5	72.0	69.0	90.5	114.5	118.5	118.5
Flour, family.....	10 "	25.0	28.0	33.0	32.0	34.0	32.0	41.7	32.0	43.0	38.0	53.0	67.0	68.0	67.0
Rolled oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	24.6	21.0	26.0	24.0	27.5	37.5	38.5	37.5
Rice, good, medium.....	2 "	10.4	10.6	10.4	10.6	11.6	11.4	13.1	11.8	11.8	12.4	13.0	20.6	24.0	24.2
Beans, handpicked.....	2 "	8.6	9.7	10.3	10.4	11.6	12.4	19.5	12.0	13.6	17.9	25.6	33.6	27.8	26.0
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	13.4	12.5	11.8	13.5	14.2	21.3	22.2	22.2
Prunes, medium size....	1 "	11.5	9.6	9.9	12.2	12.9	11.9	13.1	12.2	12.8	12.8	14.0	17.1	19.6	20.0
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	26.0	23.6	35.8	22.4	32.4	32.8	36.4	42.4	48.0	47.6
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	16.6	10.4	14.6	15.0	16.8	20.0	22.2	22.2
Tea, black, medium.....	½ "	8.2	8.3	8.7	8.9	8.8	8.9	9.9	8.6	9.2	9.9	10.7	12.7	15.7	15.7
Tea, green, medium.....	½ "	8.7	8.7	9.1	9.4	9.5	9.3	10.2	9.1	9.7	10.1	10.7	12.1	15.4	15.3
Coffee, medium.....	½ "	8.6	8.8	8.9	9.2	9.3	9.4	9.9	9.5	9.7	10.0	10.0	10.2	12.0	12.1
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	58.7	40.7	33.0	61.0	98.7	72.2	59.3	56.3
Vinegar, white wine.....	½ pt.	.7	.7	.7	.7	.8	.8	.8	.7	.8	.8	.8	.9	.9	.9
All foods.....		\$5.48	\$5.96	\$6.95	\$7.14	\$7.34	\$7.34	\$8.79	\$7.68	\$7.88	\$8.36	\$10.70	\$12.65	\$13.41	\$13.05
Starch, laundry.....	½ lbs.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
		2.9	3.0	3.1	3.1	3.2	3.2	3.3	3.1	3.2	3.3	3.5	4.6	4.7	4.7
Coal, anthracite.....	½ ton	39.5	45.2	48.1	48.8	51.9	55.0	46.0	54.6	53.5	53.5	66.6	71.7	82.0	80.6
Coal, bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	38.7	39.4	38.6	37.2	37.6	51.1	57.9	62.8	61.4
Wood, hard.....	" cord	32.5	35.3	33.8	41.4	41.3	42.5	42.9	41.9	41.4	41.6	49.6	68.6	75.1	73.6
Wood, soft.....	" "	22.8	25.5	29.4	30.0	30.0	30.6	30.8	31.9	31.3	30.3	36.1	49.4	55.4	55.6
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	23.0	23.7	23.8	23.0	23.4	26.3	27.7	28.1
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$1.92	\$1.91	\$1.87	\$1.86	\$2.27	\$2.74	\$3.03	\$2.99
Rent.....		\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.04	\$4.77	\$4.22	\$3.96	\$4.16	\$4.56	\$4.85	\$4.90
Grand total.....		\$9.37	\$10.50	\$12.79	\$13.00	\$13.79	\$14.02	\$14.78	\$14.39	\$14.01	\$14.21	\$17.16	\$20.00	\$21.34	\$20.99

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$6.78	\$7.17	\$7.29	\$8.71	\$7.43	\$7.71	\$8.49	\$10.57	\$12.61	\$14.06	\$13.60
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	7.57	6.68	6.61	7.45	8.94	11.07	11.64	11.18
New Brunswick.....	5.38	5.83	6.55	6.84	7.13	7.04	8.70	7.36	7.23	8.44	10.38	12.61	13.34	12.94
Quebec.....	5.15	5.64	6.33	6.46	6.97	6.87	8.43	7.23	7.38	8.14	10.56	12.62	12.86	12.57
Ontario.....	5.01	5.60	6.50	6.67	7.25	7.20	8.84	7.49	7.70	8.32	10.89	12.72	13.24	12.86
Manitoba.....	5.85	6.19	7.46	7.41	7.88	7.87	8.68	8.24	7.85	8.51	10.08	12.07	13.54	13.34
Saskatchewan.....	6.86	6.92	7.86	8.08	8.16	8.25	8.86	8.24	8.31	8.46	10.37	12.63	14.12	13.68
Alberta.....	6.02	6.50	8.00	8.08	8.15	8.83	8.79	8.69	8.37	8.40	10.90	12.98	13.15	13.29
British Columbia.....	6.90	7.74	8.32	8.79	9.03	9.13	9.25	8.96	8.98	8.72	10.90	12.95	14.36	14.13

*December only.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick					Quebec				
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel		
Per	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.		
1-Beef, sirloin steak . . . lb	40	35	30	40	40	37.0	25	35	40	35	36.7	29-31	38	30	30		
2-Beef, round steak. . . "	35	35	30	35	37	34.4	25	30-32	35	30	32.0	29-31	35	25	30		
3-Beef, rib roast prime. . . "	38	25-28	25	35	35	31.9	23	24-28	35	25	28.7	29	35	25	25		
4-Beef, shoulder roast. . . "	30-35	25	20	30	32	27.9	20	18-24	24	20	21.7	22-24	25	22	22		
5-Veal, roast, forequarter . . . "		15		22	22	19.7	18-20		24	16	20.0	24-29	25		25		
6-Mutton, leg roast, b'q. . . "	25-35			35		32.5	25-30	30	35	25	30.0	22-25	30		30		
7-Pork, fresh, roast, ham . . . "	40	35	30	35	33	34.6	25	35	35	30	33.3	31-33	32	32	25		
8-Pork, fresh, chops. . . . "	40	35	35	35	35	36.0	25	35	35	35	35.0	31	35	32	28		
9-Pork, salt, mess. "	35-40	40	30	33	35	35.1	26	35	35	32	34.0	30-32	40	30	36		
10-Bacon, br'fast, not slid . . . "	50	48	45	45	45	46.6	45		45	35	40.0	50	50	45	50		
11-Fish, fresh, g. quality. . . "	9-35	15-38	14-30	10-35	15-18	21.9		12	13-35	12-25	19.0	14	15-30	15-32	12-30		
12-Fish, salt, herrings. . . . doz	75	65	80	60	60	68.0	72	60	60	70	63.3	75	60		80		
13-Salmon, canned, med. lb		35	35	35-40		35.8	35	38	35	35	36.0	35	40	30-40	35		
14-Lard, pure leaf, best. . . "	40	38	36	35	36	37.0	35	36	35	33	34.7	34	35	30	30		
15-Eggs, new laid. doz	60	50	55	50	55	54.0	38	75		50	62.5	55	60-70	60	60		
16-Eggs, storage. "			50			50.0		60	50	40	50.0		50		50		
17-Milk, delivered. qt	14-16	14	12	15	13	13.8	10-11	11	13	13	12.3	14	15	12.5	12		
18-Butter, dairy, solids. . . lb	58	55	55	55	55	55.6	45	55	50-55	50	51.8	49-51	55		54		
19- " creamery, prints. . . . "	65	62	60	65	65	63.4	53	60	58	60	57.3	53-55	58	59	57		
20-Cheese, old. "	35					35.0	30		32	34	33.0	35-37	40	35	35		
21-Cheese, new. "		35	35	35	38	35.8	30	35		30	32.5	31-33	35	35	35		
22-Bread, plain white. . . . "	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7-9.3	8.7-9.3	8	8.7	8	7.3	8.3	4.5		
23-Flour, family. "	7.5-7.7	7.9	7.3	7.3	7.5	7.5	6.7	7.3	7.1	7.3	7.2	7.5	7.3	7.1	6.9		
24-Rolled oats, standard. . . "	9	7.5	8	8	8	8.1	7	7	7	8	7.3	8	8-9	9	10		
25-Rice, medium. "	14	12	12	10	12	12.0	10	12	10	12	11.3	11		12	10		
26-Rice, Patna. "		13	12	12	12	12.3	12		12	15	13.5		15	15	13		
27-Tapioca, medium pearl . . . "	22-25	20	22	25		22.6		24	20	20	21.3	18	20	23	30		
28-Tomatoes, canned 3's. can	20	25	25	20	25	23.0	18-20	25	22	22	23.0	20	20	25	17		
29-Peas, canned 2's. "	18	20	20	18	18	18.8	18	20	18	16	18.0	20	20	22	20		
30-Corn, canned 2's. "	25	25	25	20	25	24.0	25	24	22	25	23.7	20	25	25	20		
31-Beans, common, dry. . . lb	20	15	15	15	15	16.0	11	14	12	14	13.3	12	15-17	20	13		
32-Apples, evaporated. . . . "		23	25	25	25	24.3	25	22		20	21.0	16	25	20	25		
33-Prunes, medium size. . . . "	18	20	20	20	18	19.2	18	18	20	18	18.7		25	25	18		
34-Sugar, granulated. . . . "	13	12	11.1	12	12.5	12.1	11	11.1	11.1	12.5	11.6	12	12	12.5	11		
35-Sugar, yellow. "	12	11.5	10	11	11.8	11.3	10	10.5	10	11.1	10.5	11	11	11	10		
36-Tea, black, medium. . . . "	65	65	65	65		65.0	65	65	65	65	65.0	65	65	65	45-70		
37-Tea, green, medium. . . . "			65			65.0	70		65	75	70.0	65	65	65	35-60		
38-Coffee, medium. "	50-55	55	60	60	55	56.5	50	50	50	55	51.7	55-60	50	50	35-50		
39-Potatoes, local, per bag of 1½ bu., 90 lbs.	\$2.10	\$1.65	\$1.25	\$2.00	\$1.50	\$1.70	\$1.20	\$1.80	\$1.80	\$1.90	\$1.83	\$1.50	\$1.97	\$1.88	\$1.95		
40-Vinegar, white wine, XXX, per quart. . . . .	.12	.13	.10	.15	.13	.126	.18	.12	.13	.10	.117	.22	.15	.15	.13	
41-Starch, laundry, per pound. . . . .	.15	.15	.15	.15	.15	.160	.15	.15	.16	.14	.160	.14	.15	.15	.15	
42-Coal, anthracite, stove size, per ton, 2,000 lbs.			15.00	17.75	14.25	15.67	17.40		17.75	14.00	15.88	14.00	12.06	12.50	13.00		
43-Coal, bituminous, domes- tic, per ton, 2,000 lbs.	6.65	7.50	9.50	10.75	10.00	8.69	10.40	10.00	13.25	10.00	10.50	12.00	9.50	11.00	10.00		
44-Wood, hard, best, per long cord. (128 cu. ft.) . . .	6.00	8.50	10.00	14.00	9.00	9.50	9.00	10.00	15.00	12.00	12.67	14.67	9.00	10.00	10.50		
45-Wood, soft, best, per long cord. (128 cu. ft.) . . .	65.00	6.50	5.00	9.00	5.00	6.10	8.00	7.00	9.00	6.00	7.33	12.67	6.00	9.00	6.00		
46-Coal oil, prime white, per gallon. . . . .	.28	.28	.28	.30	.28	.284	.25	.26	.24	.24	.247	.22	.25	.25	.25	
47-Rent, house, 6 roomed, san. conveniences, mon.	18.00	14.00	16.00	30.00	20.00	19.00	13.00	25.00	13.00	16.00	17.17	20.00	15.00	16.00	14.00		
48-Rent, house, 6-roomed, no san. con., per month.	8.00			20.00	12.00			14.00									
	12.00	9.00	7.00	25.00	15.00	12.40	10.00	16.00	10.00	12.00	12.33		10.00	14.00	7.00		

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Per	Ontario (Continued)											Manitoba			
		Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Port William	Average	Winnipeg	Brandon	Average
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1-Beef, sirloin steak..... lb	35-40	35	30-38	35	36	35	38	40	40	35	35	35.9	40	35	37.5	
2-Beef, round steak..... "	30-32	33	28-35	28-30	35	32	35	35	35	35	35	33.0	35	30	32.5	
3-Beef, rib, roast, prime.... "	27-30	28	25-30	25	30	30	30	32	32	30	30	29.7	35	28-30	32.0	
4-Beef, shoulder roast..... "	25	25	20-28	28	25	25	25-28	28	26	28	28	25.9	22	25	23.5	
5-Veal, roast, forequarter.... "	30-35	28	30	26-28	30	35	30	32	32	35	35	29.3	35	25-30	31.3	
6-Mutton, leg roast, hind q'ter "	28	35	32	33	38	36	35	34	40	40	40	34.7	35	40	37.5	
7-Pork, fresh, roast, ham.... "	40-45	35	35-37	40	38	50	35	36	40	35	40	37.2	40	38	39.0	
8-Pork, fresh, chops..... "	45	40	40-42	40	40	48	32	35	40	40	40	39.7	45	38	41.5	
9-Pork, salt, mess..... "	28	28	43	36	36	36	36	33	40	35	38	34.5	38	38	38.0	
10-Bacon, breakfast, not sliced "	50	45	45-50	45-48	50	55	50	50	50	52	52	48.7	50	50	50.0	
11-Fish, fresh, good quality.. "	12-30	15-30	10-25	15	15-30	15-20	10-20	20-30	16-26	14-28	14-28	20.9	18-30	15-30	23.3	
12-Fish, salt, herrings..... doz	50	50	40	40	40	40	40	65	50	50	50	62.3	60-1.20	60	90.0	
13-Salmon, canned, medium.. lb	50	45	45	40-50	42	35	35	35	40	35-40	35-40	41.5	38	40	39.0	
14-Lard, pure leaf, best..... "	35	36	35	36-38	35	33	30	35	32	35	35	34.4	38	38	38.0	
15-Eggs, new laid..... doz	43	40	45	50	40	45	40	65	60	65	65	48.3	60	60	60.0	
16-Eggs, storage..... "	60	60	60	60	60	60	60	60	60	60	60	49.3	49.3	49.3	49.3	
17-Milk, delivered..... qt	12	11	12	12	12	14-17	12	15	14.3	14.3	14.3	12.9	14	12.5	13.3	
18-Butter, dairy, solids..... lb	50a-55	52	55	52	50	54	50	55	50	50	50	52.9	50	50	50.0	
19-Butter, creamery, prints.. "	58	55	58	58	58	56	55	58	58	55	55	57.5	60	58	59.0	
20-Cheese, old..... "	40	36	38	38	35	38	35	35	35	35	35	37.2	38	32	35.0	
21-Cheese, new..... "	35	34	35	35	32	36	36	35	35	35	35	34.3	35	35	35.0	
22-Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	7.4	7.5	7.3	7.4	
23-Flour, family..... "	6	6.3	6.7	6.7	6.5	5.8	6.5	7.1	7.1	6.5	6.5	6.6	6.5	6.9	6.7	
24-Rolled oats, standard..... "	6.3	7	6.3	7	6	6	8	9	7	7.5	7.5	7.1	7.5	8	7.8	
25-Rice, medium..... "	12.5	12.5	12.5	12.5	13	12.5	12.5-15	12.5	10	10	10	12.3	12.3	12.5	12.5	
26-Rice, Patna..... "	15	18	13	15	15	15	12.5	16	12.5	12-15	12.5-15	14.6	15	15	15.0	
27-Tapioca, medium pearl.... "	18	18	18	20	20	20	18	20	20	17.5	17.5	18.3	20	18	19.0	
28-Tomatoes, canned 3's..... can	20	20	20	22	20	25	20	25	20	20	20	20.1	23	23	23.0	
29-Peas, canned 2's..... "	15	15	15	20	15	17	15	20	15	15	15	15.8	18	18	18.0	
30-Corn, canned 2's..... "	22	20	23	25	23	20	20	25	23	20	20	21.8	23	23	23.0	
31-Beans, common, dry..... "	8.3	12.5	10	15	16	15	8.5	20	10	12	12-15	11.8	15	15	15.0	
32-Apples, evaporated..... "	20	20	20	20	20	30	12.5	25	18	20	20	20.7	20	20	20.0	
33-Prunes, medium size..... "	20	20	20	20	20	22	15-18	20	20	17.5	18-20	19.9	23	20	21.5	
34-Sugar, granulated..... "	12.5	12.5	11.1	12.5	11.1	11.1	11.8	12.5	12.5	12.5	12.5	11.8	12.5	12.5	12.5	
35-Sugar, yellow..... "	11.1	10	11.1	11.1	11.1	10	11.1	12.5	11.8	12	11.1	11.0	12.5	12.5	12.5	
36-Tea, black, medium..... "	60-70	60	60-70	60-70	65-70	55-70	55-70	55-65	55-65	65-55	55-65	63.9	55	60	57.5	
37-Tea, green, medium..... "	50-45	60	60-70	60-70	50-65	55-70	60-70	55-60	60-70	55-65	55-65	61.4	55	60-65	58.8	
38-Coffee, medium..... "	45	50	50	50	45	50	60	55	45	40	40	47.0	40	50	45.0	
39-Potatoes, local, per bag of 1½ bushels, 90 lbs.....	\$1.60	\$1.40	\$1.10	\$1.70	\$1.70	\$1.50	\$1.25	\$2.30	\$1.80	\$1.60	\$1.60	\$1.50	\$1.50	\$1.10	\$1.30	
40-Vinegar, white wine, XXX, per quart.....	.10	.14	.13	.10	.13	.12	.125	.12	.15	.15	.15	.123	.13	.15	.140	
41-Starch, laundry, per pound.....	1.25	1.25	.13	.10	.14	.15	.15	.15	.15	.10	.10	.132	.15	.12	.135	
42-Coal, anthracite, stove size, per ton of 2,000 lbs.....	12.00	12.00	12.50	12.00	12.00	12.50	11.50	14.00	12.00	13.00	12.50	11.91	15.25	17.00	16.13	
43-Coal, bituminous, domestic, per ton of 2,000 lbs.....	11.00	12.00	11.00	9.50	9.50	10.00	10.00	11.00	11.00	11.00	11.00	10.22	12.25	12.00	12.13	
44-Wood, hard, best, per long cord (128 cu. ft.).....	11.00	16.00	16.00	13.00	12.00	15.00	11.00	11.00	9.00	9.00	9.00	13.49	10.50	10.50	10.50	
45-Wood, soft, best, per long cord (128 cu. ft.).....	8.00	14.00	9.00	8.00	8.00	10.00	9.50	8.00	7.00	7.00	7.00	10.23	9.50	8.75	9.13	
46-Coal oil, prime white, per gallon.....	.25	.25	.23	.22	.25	.22	.25	.30	.25	.25	.25	.247	.30	.27	.285	
47-Rent, house, 6 roomed, san. conveniences, per month....	15.00	15.00	25.00	23.00	20.00	28.00	12.00	22.00	25.00	25.00	25.00	19.66	30.00	20.00	22.00	
48-Rent, house, 6-roomed, no san. conveniences, per month	10.00	10.00	17.00	13.00	12.00	20.00	10.00	14.00	15.00	15.00	15.00	14.04	20.00	15.00	18.50	

aSackpize, etc. eSlabs, millwood, or cut and split. fLignite. gCalculated from price per 100 lb.

IN CANADA, AT THE MIDDLE OF MARCH, 1919—Concluded

Saskatchewan					Alberta					British Columbia									
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
46	35	35	35	38.3	40	35	42	32	37.3	43	42	42	40	45	42	45	42.7	35.7	1
30	30	32	30	30.5	35	35	40	30	35.0	40	38-40	38-40	30-35	35-40	40	38	38.1	32.9	2
28	25	32	30	28.8	30	38	35	23	31.5	33	20-35	30-35	27	38	35	38	33.7	29.6	3
25	25	20-22	28	24.8	22	22	28	22	23.5	30	25-30	25-30	25	27	30	32	28.4	25.2	4
25	25	18-25	30	25.4	25	25	32	25	28.8	32	30	30	30	30-32	35	35	32.9	27.4	5
25	35	35	35	35.0	40	38	45	35	39.5	42	38	38	30-35	35	45	45	39.4	30.9	6
35	32	35	40	35.5	40	30	45	30	35.3	38-40	40-42	40-42	30	35-38	35	35	36.6	35.4	7
40	35	40	45	40.0	40	40	45	32	39.3	45	45	45	40	45	42	50	44.7	38.3	8
32	35	30	30	32.3	35	35	38	30	34.5	35	35-36	35-36	30	40	33	.....	34.8	34.0	9
60	55	50	55	55.0	50	45	53	40	47.0	54	58	58	55	55	55	60	56.4	49.3	10
15-28	15-25	12.5-30	20-30	22.0	15-30	12.5-28	15-30	16-25	21.5	11-28	18-28	18-28	12.5-25	15-25	12.5-30	15	20.1	20.8	11
1.00	.....	75	87.5	.....	90	.....	.....	.....	90.0	.....	.....	.....	.....	40	40	.....	40.0	66.8	12
40	35	45	35	38.8	45	30	.....	36	37.0	25	20-35	20-35	40	30	44	40	33.4	38.3	13
40	35	35	40	37.5	35	40	.....	35	38.7	38	38	40	40	28	36	45	37.9	34.6	14
65	65	70	45	61.3	50	75	60	60	61.3	90	70	70	60	60	55	60	66.4	54.6	15
.....	55	50	35	46.7	.....	.....	.....	.....	.....	.....	.....	.....	50	55	.....	.....	52.5	49.2	16
15	15	14.3	18	15.6	14	14.3	13	14.3	13.9	16.7	20	20	14.3	15	16	16	16.9	13.7	17
45	45	45	50	46.3	45	45	.....	53	47.7	47.5	44	.....	55	50	55	.....	50.3	51.7	18
55	55	60	55	56.3	50	55	50-55	55	53.1	55-60	60	55-60	65	57	70	60	61.0	58.0	19
.....	35	.....	.....	35.0	35	35	.....	.....	35.0	.....	35	34	35	35	35	40	35.7	35.8	20
35	.....	35	35	35.0	35	.....	40-37	35	38.2	40	.....	.....	32	34	40	.....	38.5	34.4	21
8	8	10	12	9.5	6.7	8	6.7	8	7.4	10	8.9	8.9	8.9	8.9	8.9	8.9	9.1	7.9	22
6.3	6.5	6.3	6.5	6.4	6.3	6	6.3	6.3	6.2	6.9	6.3	6.3	6.3	6.5	6.3	6.3	6.4	6.7	23
8.5	7.5	6.9	8	7.7	6.5	6	7	6.9	6.6	8.1	9	8	7	6	7	9	7.7	7.5	24
12.5	10	.....	15	12.5	.....	10	12	12	11.3	15	11	.....	10	15	.....	.....	12.8	12.1	25
17.5	12.5	15	12.5	14.4	.....	12	15	15	14.0	.....	12.5	.....	15	.....	.....	.....	13.8	14.2	26
20	17.5	20	20	19.4	17.5	12.5	18	18	16.5	17.5	20	16	17.5	14	14	15	16.3	18.8	27
20	25	25	20	22.5	20	20	22	20	20.5	20	20	19	20	20	20	20	19.9	20.7	28
20	20	20-25	20	20.3	17.5	20	20	18	18.9	22.5	20	20	20	16	20	20	19.8	17.8	29
25	25	25	25	25.0	25	25	25	25	23.8	25	25	25	25	25	25	25	25.0	22.9	30
12.5	17.5	15	12.5	14.4	12.5	12	15	18	14.4	12.5	15	12.5	15	10-11	12.5	15	13.3	13.0	31
20	25	20	20	21.3	25	25	27	24	25.3	25	.....	21	20	25	.....	.....	22.8	22.2	32
15	25	20	.....	20.0	20	20	25	20	21.3	17.5	15	19	20	20	25	17	19.1	20.0	33
12.5	12.5	13.3	14.3	13.2	12.5	13.3	13	12	12.7	14.8	12.3	12.3	11.1	11.1	11.1	9.1	11.7	11.9	34
12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	11.5	12.3	10	11.1	12.5	10	10	11.1	8.7	10.5	11.1	35
65-75	55-60	55-70	65	63.8	60	60	60-65	65	61.9	55-60	60	60	60	60	55	60	58.9	62.8	36
65-75	60	60	60-65	63.1	60	65	60-70	65	63.8	55-60	60	50	60	50-60	.....	.....	56.5	61.1	37
50	45	45	55	48.8	40	35	40-45	43	40.1	50	50	40-50	50	40	45	50	47.6	48.2	38
\$2.25	\$1.80	\$2.10	\$2.00	\$2.04	\$2.25	\$2.05	\$2.05	\$1.80	\$2.04	\$2.25	\$2.25	\$2.15	\$1.35	\$1.60	\$1.69	\$2.12	\$1.92	\$1.69	39
.15	.15	.20	.15	.163	.15	.15	.15	.18	.159	.30	.30	.22	.20	.25	.30	.20	.253	.148	40
.20	.175	.18	.15	.176	.15	.15	.15	.15	.150	.15	.15	.16	.15	.10	.15	.15	.144	.141	41
17.50	.....	18.50	.....	18.00	d	.....	8.50	.....	8.13	.....	13.00	.....	.....	.....	.....	.....	13.80	12.90	42
10.75	8.50	10.00	10.50	10.22	d	6.50	8.50	6.50	6.88	6.25	10.50	10.80	10.75	10.15	9.75	*6.75	9.01	9.83	43
11.00	8.50	11.00	.....	10.17	d	c7.75	.....	.....	7.75	.....	c7.50	c7.50	.....	h	.....	.....	7.50	11.94	44
10.00	7.00	10.00	12.00	9.85	d	4.25	.....	.....	4.25	12.00	6.75	7.50	7.00	h	8.00	.....	8.25	8.90	45
.35	.30	.30	.35	32.5	.35	.30	.40	.30	.338	.40	.55	.40	.30	.35	.45	.30	.393	.281	46
35.00	45.00	35.00	22.50	25.25	22.50	22.00	35.00	25.00	24.88	20.00	15.00	30.00	18.00	25.00	20.00	20.00	20.29	19.61	47
10.00	.....	.....	.....	.....	.....	.....	15.00	.....	.....	.....	.....	.....	10.00	20.00	12.00	.....	.....	.....	.....
15.00	2.00	15.00	12.50	13.00	15.00	12.00	25.00	14.00	15.25	18.00	.....	20.00	12.00	22.00	.....	15.00	16.79	13.00	48

Slabs \$2.75 per single load; millwood, \$4.25 per single load; millwood, \$8.00 per double load or $\frac{3}{4}$ cord.

* Including \$1.00 for delivery.

Wholesale Prices

GRAINS AND FODDER.—Wheat was unchanged at the prices fixed in 1918. Barley had been upward during February and continued to rise during March, rising at Winnipeg from 85¾c at the end of February to \$1.05¼ at the end of March, as compared with 75½c in January. At Toronto the price similarly advanced to 98c-\$1.03. Oats advanced also, rising to 74c at Winnipeg and 70c at Toronto. Corn was also higher, rising from \$1.50 to \$1.73. Flaxseed advanced at Winnipeg from \$3.34 per bushel to \$3.61. Rice advanced from \$1.20 to \$1.60. Hay was steady, but straw was lower.

ANIMALS AND MEATS.—Best butcher cattle at Winnipeg rose from \$14.50 to \$15.00 per hundred. At Toronto, the best cattle were steady at the higher price reached in February. Dressed beef, hindquarters, advanced from 26c per pound to 30c, and forequarters from 18c to 19c per pound. Live hogs advanced from \$17.00 per hundred to \$18.75. Dressed hogs advanced from 23c per pound to 25½c per pound. Breakfast bacon rose from 40c per pound to 42c and medium ham from 34c to 36c. Lard rose from 27c per pound to 28½c. Sheep rose from \$11.50 per hundred to \$13.00. Dressed lamb was up from 28½c per pound to 30c. Fowl advanced at Montreal from 25c per pound to 31c.

DAIRY PRODUCTS.—Butter, finest creamery, rose at Montreal from 53c per pound to 60c, but creamery solids at Toronto rose from 53c to 56c. Dairy butter was steady. Fresh eggs fell from 45c to 43c at Montreal.

FISH.—Dried cod declined from 12c per pound to 11c. Dried haddock fell from 12c to 9c; salt mackerel from 15c to 12c; and salt herring from 5c to 4c. Frozen whitefish fell at Toronto to 10c per pound.

FRUITS AND VEGETABLES.—Winter apples advanced at Toronto to \$5.00-10.00

per barrel. Bananas were up from 7c to 7½c per pound. Lemons rose to \$5.00 per box and oranges to \$5.50-6.00. Potatoes at Toronto were higher at \$1.40 per bag. At Montreal, toward the end of the month potatoes fell to \$1.40 per bag. Beans were down to \$4.25 per bushel. Onions were higher at \$2.25 per bag. Canned corn was lower at \$2.35 per dozen and canned tomatoes were easier at \$1.65-1.75.

MISCELLANEOUS FOODS.—Bread advanced at Toronto from 4c per pound to 6c, the price having fallen in January and February owing to the price-cutting among bakers. Oatmeal fell to \$4.55 per bag. Rangoon rice was easier at 8½c per pound. Tapioca was down to 11-12½c per pound. Coffee was firmer. Sugar was slightly lower, but glucose was slightly higher.

TEXTILES.—Raw cotton advanced 2c per pound to 28.6c. Gray cottons and prints averaged slightly lower. Raw silk was slightly lower at \$6.22½c per pound.

HIDES, LEATHER, BOOTS AND SHOES.—No changes were reported.

METALS AND IMPLEMENTS.—The iron and steel markets were considerably lower. In the United States, prices for the principal lines were reduced \$5.00 per ton, while steel rails were lower by \$10.00 per ton. Other metals also showed considerable decreases, but there was a slight recovery in some cases. Common iron bar fell to \$4.30 per hundred at Toronto. Black sheets, galvanized sheets, and wrought iron scrap were lower. Aluminum, antimony, brass, copper, quicksilver, spelter and solder were lower. Tin and lead, however, recovered slightly. Soldering coppers declined.

FUEL AND LIGHTING.—Anthracite coal declined at Montreal from \$10.65 per ton to \$10.30. Connellsville coke was easier at the ovens. Coal oil was up 1c per gallon.

BUILDING MATERIALS.—New Brunswick spruce deals advanced again, reach-

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR MARCH, 1919, FEBRUARY, 1919, & MARCH, 1918, 1917, 1916, 1915, 1914 & 1913.

(Average price 1890-1899=100.)

		INDEX NUMBERS							
	Number of commodities	March* 1919	Feb.* 1919	March* 1918	March 1917	March 1916	March 1915	March 1914	March 1913
I.—GRAINS AND FODDERS—									
Grains, Ontario.....	6	281.9	273.9	443.4	297.3	176.5	230.0	144.3	137.2
Grains, Western.....	4	286.5	267.5	383.0	255.3	162.2	199.1	125.6	116.6
Fodder.....	5	249.9	246.7	215.3	201.4	176.1	192.6	163.8	144.8
All.....	15	272.5	263.1	353.4	254.1	172.5	209.3	145.8	134.2
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	368.4	362.2	325.5	272.1	207.0	207.7	221.0	181.7
Hogs and hog products.....	6	344.1	325.9	358.1	272.2	192.2	154.5	175.9	180.6
Sheep and mutton.....	3	290.5	273.2	321.1	236.3	211.0	167.5	170.4	157.1
Poultry.....	2	444.2	437.0	382.2	296.8	271.5	200.8	221.8	190.1
All.....	17	355.0	342.5	342.5	268.7	200.1	181.0	196.2	179.1
III.—DAIRY PRODUCTS.....									
	9	264.1	275.4	245.9	223.0	171.1	163.1	162.9	152.2
IV.—FISH—									
Prepared fish.....	6	246.6	264.9	241.6	186.4	151.8	153.9	153.6	160.5
Fresh fish.....	3	247.8	267.9	225.8	212.7	182.0	153.9	161.0	171.5
All.....	9	247.0	266.0	236.3	195.1	161.9	154.0	156.1	164.2
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	1	275.7	284.9	193.0	248.2	174.6	128.7	165.4	124.1
Fresh fruits, foreign.....	3	183.6	167.9	180.8	122.4	98.7	85.3	84.2	100.1
Dried fruits.....	4	249.0	249.0	272.0	198.6	150.3	121.9	119.1	113.2
Fresh vegetables.....	5	236.0	236.8	319.2	473.0	266.1	136.5	188.7	128.3
Canned vegetables.....	3	202.4	236.8	252.9	196.8	102.4	101.2	97.7	125.2
All.....	16	225.6	224.4	261.1	288.3	169.3	116.2	139.4	118.4
(b) Miscellaneous groceries—									
Breadstuffs.....	10	246.1	245.7	261.2	205.7	147.5	166.6	124.4	128.8
Tea, coffee, etc.....	4	196.4	193.9	151.6	140.0	125.4	113.3	107.7	118.2
Sugar, etc.....	6	305.4	304.9	250.0	179.4	158.6	142.6	102.8	108.8
Condiments.....	5	245.9	245.9	225.1	161.4	141.9	120.3	104.6	96.9
All.....	25	252.3	251.7	233.8	180.0	145.2	143.1	112.5	114.7
VI.—TEXTILES—									
Woolens.....	5	372.9	372.9	388.5	261.2	213.3	159.2	138.0	124.3
Cottons.....	4	360.4	351.8	300.5	190.5	143.6	121.5	144.7	141.6
Silks.....	3	140.6	140.8	133.4	112.9	108.8	79.7	95.5	86.2
Jutes.....	2	609.5	609.5	609.5	415.0	320.8	198.1	226.5	205.5
Flax products.....	4	471.8	471.8	388.4	280.7	203.4	153.7	114.7	120.4
Oilcloths.....	2	273.8	273.8	177.7	139.8	125.6	101.1	104.6	104.7
All.....	20	369.1	367.4	333.6	232.0	183.7	136.7	133.8	127.4
VII.—HIDES, LEATHER, BOOTS & SHOES									
Hides and tallow.....	4	294.5	294.5	263.6	291.9	233.2	221.2	198.9	174.0
Leather.....	4	265.0	265.0	263.3	268.5	187.7	172.2	151.4	152.3
Boots and shoes.....	3	224.2	224.2	230.9	221.1	180.6	158.3	155.7	153.9
All.....	11	264.6	264.6	254.6	264.1	202.1	186.2	169.9	160.6
VIII.—METAL AND IMPLEMENTS—									
Iron and steel.....	11	226.0	229.1	279.8	201.8	137.3	102.7	103.3	107.2
Other metals.....	12	185.8	203.7	261.6	276.4	299.6	158.6	125.4	133.8
Implements.....	10	241.4	241.4	221.6	166.0	127.9	108.2	106.6	105.6
All.....	33	198.0	211.3	255.5	218.1	193.5	124.6	112.7	116.9
IX.—FUEL AND LIGHTING—									
Fuel.....	6	232.5	240.6	236.7	248.5	158.3	119.4	128.5	137.8
Lighting.....	4	240.4	236.8	120.2	102.4	88.5	90.0	92.7	91.6
All.....	10	235.7	239.0	190.1	190.1	129.6	107.6	114.2	119.0
X.—BUILDING MATERIALS—									
Lumber.....	14	282.1	281.2	251.8	197.5	180.2	178.4	183.0	178.0
Miscellaneous materials.....	20	228.4	231.5	216.9	191.1	141.1	110.1	113.8	112.3
Paints, oils and glass.....	14	332.3	334.9	297.4	246.8	190.1	148.0	140.2	145.4
All.....	48	274.4	277.7	250.6	209.2	166.8	141.1	141.7	141.2
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	311.8	311.8	207.3	185.1	143.6	148.7	147.1	146.6
Crockery and glassware.....	4	367.7	367.7	279.8	224.7	183.8	155.1	133.9	127.9
Table cutlery.....	2	155.1	155.1	150.7	132.2	126.6	80.3	72.4	72.4
Kitchen furnishings.....	4	270.2	279.3	239.7	160.3	132.4	123.4	124.6	118.9
All.....	16	295.8	298.1	226.4	182.0	148.7	134.7	128.8	125.7
XII.—DRUGS AND CHEMICALS.....									
	16	240.4	263.6	290.5	269.6	261.4	157.7	111.1	112.7
XIII.—MISCELLANEOUS—									
Raw furs.....	4	887.4	799.0	535.4	412.4	287.4	133.8	236.0	353.9
Liquors and tobaccos.....	6	256.2	253.4	214.7	156.4	143.5	135.3	138.8	135.0
Sundries.....	7	211.8	213.9	217.2	167.5	139.2	116.1	108.2	114.7
All.....	17	386.5	365.5	291.2	212.2	175.2	127.0	149.1	178.1
All commodities.....	262†	277.6	279.8	269.2	224.9	177.9	145.4	137.0	136.0

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915

ing \$35.00 per thousand. Cut and wire nails were lower. Copper wire and iron wire also declined. Linseed oil and turpentine were higher. Paris green was down from 62c to 49c per pound.

HOUSE FURNISHINGS. — No changes were reported.

DRUGS AND CHEMICALS.—Carbolic acid was down from 70c to 50c per pound. Glycerine fell from 56c to 32c.

MISCELLANEOUS.—Malt advanced from \$1.40 to \$1.50 per bushel. In raw furs, mink and muskrat advanced. Hops were firmer. Manila rope was slightly easier at 34c per pound. Crude rubber was again lower at 48c per pound.

Prices in Other Countries

In the United Kingdom, the Ministry of Labour reported a considerable fall in the prices of meat, margarine, and eggs, with the result that at the beginning of March retail food prices were only 120 per cent higher than in July, 1914, whereas at the beginning of February the level had been 130 per cent higher. There was also a slight fall in the prices of fish but a slight rise in the price of potatoes.

In France, the Statistical Office has conducted investigations every three months since 1915 into the prices of commodities used in households in the larger cities, as well as in Paris. For the fourth quarter of 1918 the index number calculated from these prices was 2583 as compared with 2008 a year before and 1004 in the third quarter of 1914. In the city of Paris the index number for January, 1919, was 2665 as compared with 2056 in January, 1918, and 1075 in July, 1914. In wholesale prices, the index number of the Statistical Office was 412.6 for the fourth quarter of 1918 as compared with 369.6 for the first quarter of 1918 and 115.6 for the year 1913.

In Denmark, the Statistical Department makes periodic investigations into

the prices of necessities of life, and for January, 1919, the increase over July, 1914, appeared at 89.9 per cent, the rise in food being 86 per cent, and in clothing and other expenditure, 93.4 per cent.

In Norway, the Department of Social Affairs calculated the cost of living for a family in November, 1918, was 1.5 per cent lower than in October, but 155 per cent higher than in July, 1914. The increase in food being 175 per cent, clothing 281 per cent, and in fuel 298 per cent. In rent, the increase was only 16 per cent. These figures are based on the standard of living of an average urban family living on an income of about \$475.00 per year in 1914.

In Italy, the level of food prices in Rome in December, 1918, was 2.2 per cent higher than in November, and 154 per cent higher than in the first half of 1914, and the total of family expenditure was estimated to be 138 per cent above the pre-war level.

In India the Department of Statistics reported that the general level of retail prices of foods at the end of November in five large cities was 51 per cent higher than in July, 1914, the greatest rise occurring at Bombay, 82 per cent, and the least at Calcutta and Rangoon, 35 per cent, while at Karachi it was 56 per cent and at Madras 46 per cent.

In South Africa, the Cost of Living Commission reported the cost of living at Cape Town in December, 1918, to be 44 per cent higher than before the war for foods and 39 per cent for household expenditure including rent.

In the United States, the index numbers of wholesale prices of *Bradstreet* and *Dun* at the beginning of March were lower than a month before, lower levels appearing in breadstuffs, dairy produce, clothing, and metals, but there were increases in meats, livestock, fruits, and the miscellaneous group. The index numbers of wholesale prices of food calculated by *Gibson* and the *Annalist*, however, showed higher levels as compared with February.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	CANADA 29 foods 60 cities	UNITED KINGDOM 21 foods 600 towns	AUSTRALIA 46 foods & groceries 30 towns	NEW ZEALAND 59 foods 25 towns	AUSTRIA ^b 18 foods Vienna	GERMANY ^b 19 foods Berlin	ITALY 7 foods 40 cities	HOLLAND Amster- dame	NORWAY 24 articles 20 towns	SWEDEN 21 articles 44 towns	UNITED STATES ^c 17 foods 45 cities
1910....	\$6.95	.....	.....	991	.....	.....	.....	.....	.....	.....	93
1914....	7.73	.....	1155	1093	.....	.....	.....	.....	115	.....	102
1917....	11.42	.....	1294	1370	.....	.....	.....	.....	.....	.....	146
1914											
Jan....	7.73	.....	1099	.....	.....	.....	95.7	.....	112	.....	104
April....	7.50	.....	1162	.....	.....	.....	96.2	.....	111	.....	97
July....	7.42	100	1164	1070	100	100	94.3	.....	113	100	102
Oct....	7.99	112	1156	1096	104.2	116.4	97.6	.....	115	103	105
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.0	.....	123	113*	103
April....	7.79	124	1313	1212	165.5	165.4	106.5	.....	128	121*	99
July....	7.80	132½	1522	1200	178.6	169.5	113.6	.....	135	124*	100
Oct....	7.81	140	1551	1202	217.2	193.2	120.0	.....	140	128*	103
1916											
Jan....	8.28	145	1504	1236	.....	188.5	125.1	.....	159	130*	107
April....	8.34	149	1520	1258	221.5	219.3	124.9	.....	175	134*	109
July....	8.45	161	1516	1276	.....	217.6	124.6	.....	190d	142*	111
Oct....	9.30	168	1544	1289	.....	209.4	124.2	.....	206d	152*	121
1917											
Jan....	10.27	187	1453	1359	271.7	.....	136.0	.....	.....	100	123
April....	10.77	194	1473	1357	.....	.....	154.6	.....	210d	175	145
July....	11.62	204	1470	1357	296.1	.....	.....	.....	.....	177	146
Oct....	11.81	202	1506	1392	.....	.....	.....	.....	309d	192	157
1918											
Jan....	12.42	206	1505	1427	.....	.....	180.0	179.6	.....	221	100
April....	12.57	206	1528	1464	.....	.....	222.3	176.1	.....	247	154
July....	13.00	210	.....	1491	.....	.....	.....	175.6	.....	268	167
Aug....	13.41	218	.....	1507	.....	.....	.....	171.5	372d	284	171
Sept....	13.31	216	1489	1509	.....	.....	.....	197.8	.....	310	178
Oct....	13.54	220	1521	1515	.....	.....	.....	201.6	.....	320	181
Nov....	13.49	233	1547	1535	.....	.....	.....	203.1	.....	330	183
Dec....	13.65	229	1565	1603f	.....	.....	.....	203.1	.....	.....	187
1919											
Jan....	13.78	230	.....	1553	.....	.....	.....	.....	.....	.....	.....
Feb....	13.41	230	.....	.....	.....	.....	.....	.....	.....	.....	.....
March....	13.05	220	.....	.....	.....	.....	.....	.....	.....	.....	.....

a January-March, 1914. b British Labour Gazette. c January-July, '13: August-December, 121.

d Basis changed; calculated to previous basis. e 1913=100. f Increase due to potato prices. *Quarter beginning that month.

Wholesale Prices.

	CANADA	UNITED KINGDOM		UNITED STATES					AUSTRALIA	
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics	Annalist	Bradstreet	Dun	Gibson	New South Wales	Commonwealth
	172	44	45	294	25b	96	200	22b		92 92
1890...	110.3	102.2	72		100.252		91.56a	43.4		1053
1895...	95.6	87.6	62		94.604	6.4346	81.51	42.0		760
1900...	108.2	110.5	75		99.388	7.8889	91.41	44.2	1000c	894
1905...	113.3	103.2	72		110.652	8.0987	98.31	47.3		910
1910...	124.2	113.2	78		137.172	8.9881	119.11	59.3	1295	1003
1914...	136.1	120.3	86		146.069	8.9035	119.71	60.8	1303	1140
1917...	237.0	210.0	174	95	261.796	15.6381	204.12	110.3		1662
1914										
Jan...	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	1085
April...	136.7	117.5	82.3	98	141.120	8.7562	119.791	57.7	1389	1118
July...	134.6	116.6	82.4	99	144.879	8.6566	119.708	58.9	1378	1000 1185
Oct...	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1303	1229
1915										
Jan...	138.9	136.5	90.4	98	149.80	9.1431	124.168	64.7	1382	1162 1387*
April...	146.4	151.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362 1660*
July...	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1573	1640 1822*
Oct...	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494 1544*
1916										
Jan...	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300 1502*
April...	179.1	190.5	134.2	110	164.61	11.7550	145.690	71.3	1878	1297 1493*
July...	178.3	191.1	130.5	119	180.71	11.5294	145.142	71.9	1838	1331 1508*
Oct...	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330 1514*
1917										
Jan...	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330 1525*
April...	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361 1587*
July...	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483 1715*
Oct...	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	2014	1550 1804*
1918										
Jan...	258.1	262.9	186.2	185	278.696	17.9366	222.175	118.9	2201	1635 1877*
April...	269.4	270.0	189.8	191	291.404	18.4646	230.313	130.5	2114	.....
July...	284.0	278.5	193.1	198	285.744	19.1849	232.575	123.5	2185	.....
Aug...	284.3	284.9	195.9	202	287.376	19.1162	232.058	122.2	2330	.....
Sept...	285.3	283.5	197.1	207	294.276	19.0485	232.882	123.2	2247	.....
Oct...	289.6	282.6	197.8	204	284.213	19.0167	233.287	119.0	2192	..... 1969
Nov...	290.9	282.6	195.3	206	288.625	18.9110	230.529	118.8	.....	1959
Dec...	288.8	277.0	196.0	206	291.220	19.0376	230.375	.....	.....	1954
1919										
Jan...	286.5	265.9	190.7		299.142	18.5348	230.146	119.7		
Feb...	279.8	263.8	187.5		281.723	17.6344	220.050	116.7		
March...	277.6	260.1	184.7		297.961	17.2244	217.037	122.9		

a July of each year. b Foods. c 1901-1900— *Quarter beginning that month.

RESPONSIBILITY FOR INDUSTRIAL ACCIDENTS

Annual Report of the Factory Inspector for New Brunswick

FROM the 1918 report of the Factory Inspector for New Brunswick it would appear that the entire responsibility for accidents occurring in factories should not be placed solely upon employers. In many instances accidents may be attributed to carelessness, want of judgment and lack of interest on the part of the employees, such as the wearing of loose clothing, the removing of guards, "skylarking," looking around while engaged in operating machinery. All machinery can only be protected to a given point in order to permit of free operation, after which there is a certain percentage of danger ever present which can only be guarded against by the operators themselves.

The total number of accidents reported to the inspector during 1918 was greater than for several years, being 102, of which 12 proved fatal. From investigation as to the cause of these fatalities the inspector states he is convinced that seven of them would not have occurred if reasonable care and caution had been

exercised on the part of the deceased workers. He found that four were unavoidable, and that one only resulted through negligence on the part of the employer, the cause of the accident in this case being an unprotected belt.

Of the 90 non-fatal accidents the inspector is of the opinion that 23 were the result of carelessness or neglect on the part of employees, that 52 were purely and simply accidents in the course of work that could not be prevented, and that 15 only could be attributed in any way to neglect of inaction on the part of the employers.

Employers, however, are reminded in the report that it is contrary to Section 10 of the Factories Act to permit the cleaning of machinery, except steam engines, while the same is in motion, and that if the law were adhered to more strictly it would have resulted in a reduction of several injuries during the year, especially in connection with cotton mills, which were responsible for a large proportion of the accidents.

RECENT LABOUR LAWS IN MANITOBA, QUEBEC, AND SASKATCHEWAN

Text of the Industrial Conditions Act of Manitoba, the Women's Minimum Wage Act, and the Industrial Establishments (Amendment) Act Respecting Child Labour of Quebec, and the Minimum Wage Act, 1919, of Saskatchewan

THE article on proposed labour legislation published in the March issue of the LABOUR GAZETTE noted a number of bills under consideration by the legislatures of Manitoba and Quebec respectively. The Manitoba legislature was prorogued on March 14, and the Quebec legislature on March 17. The present article indicates the measures which were actually passed during the recent sessions in these two provinces, and also

contains the text of the Minimum Wage Act of Saskatchewan.

Manitoba

In Manitoba the legislature enacted the three measures previously noted, namely, the bills amending the Workmen's Compensation Act and the Minimum Wage Act, and the Industrial Conditions Bill. The amendment to the

Workmen's Compensation Act does not involve any change in the principle of the Act, but has in view improvement in its administration.

The Minimum Wage Act, which formerly applied to female employees in shops, mail order houses and factories only, is extended by the amendment to women workers in offices and places of amusement.

The Industrial Conditions Bill introduced by Premier Norris was amended in committee by striking out the clause empowering the proposed joint council of industry to fix conditions concerning strikes and lockouts. Minor changes of a technical nature were also made in the bill. The measure in its final form provides for the appointment of a joint council of industry consisting of two representatives of employers, two representatives of employees, and an impartial chairman. The council is empowered by the act to hold investigations into all matters relating to impending or existing industrial disputes and to report thereon; and to make investigations with respect to the cost of living, to conditions of employment and conditions under which employees live, to excessive profits resulting from unfair wage rates and to alleged breaches of individual contracts and violations of laws affecting employers and employees as such. The council is also empowered to investigate, by direction of the Lieutenant-Governor in Council, any existing or proposed law relating directly or indirectly to conditions of employment and to recommend to the legislature, of its own initiative, laws designed to better conditions of employment. It is further charged with the duty of calling attention to any instances of unemployment and recommending measures to prevent unemployment. At the request of the parties to any industrial dispute the council shall act as a board of arbitration. Finally, the council may by public notice bring into force the whole or part of Schedule "A," which consists of certain sections of the British trades disputes law. The Industrial

Conditions Act was brought into force by proclamation of the Lieutenant-Governor in Council on March 29. The text of the act is reproduced at the end of this article.

In addition to these three acts, other measures of interest to labour were passed by the Manitoba legislature. The Act respecting Housing in Urban Municipalities enables the province to take advantage of the federal housing scheme. The Lieutenant-Governor in Council is empowered by the statute to make rules providing for a housing scheme and to authorize the provincial treasurer to apply to the federal government for loans not exceeding in the aggregate the sum of \$2,000,000 and the provincial treasurer is empowered to lend the money so obtained to municipalities upon certain conditions. The act also provides that in making loans to applicants, preference should be given to returned soldiers. Four statutes relating to the examination and licensing of workmen were also enacted. The classes affected by these laws are barbers, electricians, operators of moving picture machines and operators of elevators and other hoisting appliances.

Quebec

In Quebec the eight labour bills summarized in the March issue of the LABOUR GAZETTE passed the legislature and have received the assent of the Lieutenant-Governor in Council. The text of the Women's Minimum Wage Act and of the Act amending the Industrial Establishments Act respecting child labour are reproduced below.

Saskatchewan

In an article on recent labour legislation in Saskatchewan which appeared in the March issue of the LABOUR GAZETTE, reference was made to the Minimum Wage Act which was assented to on February 5 last. The text of this act has since come to hand and is now reproduced at the end of this article.

The Manitoba Industrial Conditions Act

[Assented to March 14th, 1919]

WHEREAS, it has been made to appear that industrial development in Manitoba tends to be retarded by disputes between employers and employees respecting conditions of employment;

And whereas the public interest requires that such disputes be prevented whenever possible, and if they cannot be prevented, be settled speedily and as far as practicable without interruption to industry;

And whereas it has been made to appear that the public interest requires that certain trade regulations respecting conditions of employment shall be enacted to the end that unjust and unfair conditions of employment may be prevented;

And whereas it appears that the appointment of a permanent joint council of industry may aid in the accomplishment of the objects above set out;

Therefore His Majesty, by and with the advice and consent of the Legislative Assembly of Manitoba, enacts as follows:

1. This Act shall be known as "The Industrial Conditions Act."

INTERPRETATION.

2. In this Act unless the context otherwise requires:

(a) "Conditions of employment" includes all matters and circumstances in any way generally affecting employers and employees in respect of employment in any industry, and includes rates of pay, hours of labour, regulations, arrangements, practices and customs;

(b) "An individual contract of employment" means a contract of service made between an individual employee and some other person or persons who employ him;

(c) "An organization" means an association of employers or employees for the purpose of acting together to secure the establishment or alteration of conditions of employment;

(d) "Industry" includes any business or occupation giving rise to the relation of employer and employee, but shall not apply to agricultural pursuits, or railways operating under the Railway Act of Canada.

(e) "Industrial dispute" means any disagreement between any employer and any employees regarding conditions of employment;

THE JOINT COUNCIL OF INDUSTRY.

3. (a) The Lieutenant-Governor-in-Council may appoint a council to be called "The Joint Council of Industry," to consist of five persons; one shall be chairman and shall be an impartial person so far as employers and employees are concerned; two shall be selected as representatives of employers engaged in industry in Manitoba and two shall be selected as representatives of employees connected with industry in Manitoba; and organizations existing in the province may be invited to submit names of persons suitable in their opinion for such appointment. The members of the council shall hold office during the pleasure of the Lieutenant-Governor-in-Council. The members selected shall not be disqualified to act on the council by reason of their being interested in any matter dealt with by the council. If in the opinion of the Lieutenant-Governor-in-Council any member of the council is specially interested so that it is inadvisable for him to act in respect of any special matter which may come before the council, or if any member of the council is unable to act, any organization existing in the province may be invited to submit names of persons suitable in their opinion for such appointment, the Lieutenant-Governor-in-Council may appoint some other person to act in his stead until such matter is disposed of, and any person so appointed may complete any unfinished business in which he has taken part, even if the member whom he has replaced has become able to act. The members of the council shall receive such remuneration as the Lieutenant-Governor-in-Council may from time to time determine. Each member of the council shall, before entering upon his duties, take an oath that he will duly, faithfully and impartially and according to his best judgment deal with all matters coming before him.

(b) The Lieutenant-Governor-in-Council shall provide the council with offices, furniture and facilities for the purpose of holding its sittings and transacting its business, and the council may hold sittings at the offices so provided, or at any other place which the council may consider advisable. The Lieutenant-Governor-in-Council may, upon recommendation of

the council, from time to time appoint persons having technical or special knowledge of any matter which the council may have to deal with, for the purpose of enabling inquiries and reports to be made for its assistance, in respect of any matter which may come before it, and may appoint such other officers and employees as the council may deem necessary and recommend and generally may authorize and defray all expenditures necessary or advisable to enable the council properly to deal with any matter which may come before it.

JURISDICTION AND POWERS OF THE COUNCIL.

4. (a) Whenever it is made to appear to the council upon complaint of any person or organization, or wherever the council has reason to believe that an industrial dispute exists or seems likely to arise, the council shall have jurisdiction to hold such investigation into all matters relating thereto, and to make such report thereon as seems to be just and reasonable, having regard to all the interests involved in such dispute and the special circumstances existing or likely to come into existence in the industry affected.

5. The council shall, from time to time, make such investigation as to the cost of living to employees engaged in industry as it may deem necessary or advisable and may publish every month a report as to such cost of living for the preceding month.

6. Whenever an investigation by the council as to the cost of living indicates that any commodity or service necessary to maintain a fair standard of living costs more than seems fair and reasonable, having regard to all the interests involved, the council shall make a special investigation and report thereon.

7. The council shall make investigations from time to time into the numbers of persons employed in industry and the several rates of wages paid, and into the numbers of additional employees required, or likely to be required in industry, and the numbers likely to be dispensed with, and into the number of persons desiring employment in industry and unable to obtain the same, and into the number of persons in each trade who are members of organizations, and shall encourage the formation of organizations and shall within one month publish a report showing the result of the investigations into the above matters.

8. The council shall from time to time investigate the conditions of employment in industry, and the conditions under which employees live, having regard to housing, home conditions of women and children, sanitary conditions, use made of educational facilities, apprenticeship, opportunities for recreation, and as to what extent prevailing rates of wages enable employees to make provision for the future of themselves and their dependents or result in conditions of living below a fair standard of living.

9. Whenever the council has reason to believe that any employer or group of employers in any industry are making unfair profits by maintaining rates of wages which are not fair and reasonable as between them and their employees, having due regard to all the interests involved in or connected with the industry, the council shall forthwith investigate and make a report thereon.

10. Whenever any person complains that any employer has committed a breach of an individual contract of employment between the complainant and such employer, or has acted oppressively or unfairly to such employee or has unfairly discriminated against him, the council shall forthwith investigate all the circumstances connected with the subject matter of such complaint, and if in the opinion of the council such employee is entitled to relief, the council shall render such assistance as it may deem necessary to enable the employee to secure redress in a court of competent jurisdiction.

11. Whenever a complaint is made to the council by any person that any law has been violated which affects employers or employees as such, the council shall forthwith investigate the said complaint, and if the council is of the opinion that a violation of law exists, or has existed, it shall direct its officers to lay a formal complaint or complaints against the person or persons who appear to be guilty of such violation before a court of competent jurisdiction and shall endeavour to procure a conviction for such violation.

12. The council shall have power to investigate at the request of the Lieutenant-Governor-in-Council any existing law or proposed law which affects directly or indirectly the conditions of employment, and the council may on its own initiative recommend to the Legislature proposed laws designed to better conditions of employment, and it shall be the duty of the council to bring specially to the attention of the Lieutenant-Governor-in-Council any instances in which classes of persons desirous of securing employment are unable to do so, and to recommend measures designed to prevent unemployment.

13. The council shall have power to do generally all such things and take all such proceedings as shall be necessary in the performance of its duties under this Act.

14. Whenever a complaint is made to the council with respect to any matter within its jurisdiction, the council shall as soon as possible summon the complainant and require him to state the grounds on which his complaint is based, and may thereupon if deemed advisable further investigate the matter of such complaint.

15. The council shall make public all its reports and decisions, but in no case shall a decision be finally adopted by the council until after a duly advertised public hearing shall have been held at which any party interested in the matter or any citizen shall be free to appear. The council shall give due notice to employers and employees or their organizations of any hearing at which matters affecting such employers or employees are to be dealt with.

16. For the purpose of investigations under this Act, the council shall have in addition to the special powers herein provided, all such powers, rights and privileges as are vested in the Court of King's Bench of Manitoba, or in any judge thereof in civil cases, in respect of the following matters:

(a) Enforcing the attendance of witnesses and examining them on oath, affirmation or otherwise, and compelling them to answer questions.

(b) Compelling the production of such documents and things as are necessary to effectually complete any inquiry or investigation.

(c) Punishing persons guilty of contempt of said council.

17. A summons or subpoena signed by the chairman or acting chairman on the recommendation of the council may be substituted for and shall be equivalent to any form of process capable of being issued in any action for enforcing the attendance of witnesses or compelling the production of such documents and things as are necessary to effectually complete the said inquiries and investigations.

18. If any person who has been served with a summons or subpoena under this Act fails without reasonable excuse to appear according to the tenor thereof, the council or a majority thereof, shall have power to issue a warrant for the arrest of such person so as to have him brought before the council to give evidence or produce books, papers, documents and other things.

19. At the request of the parties to any industrial dispute the council shall act as a board of arbitration, and when so acting shall exercise all the powers conferred on them by sections 16, 17 and 18 of this Act.

20. The council may by public notice declare that all or any of the rules of law contained in Schedule "A" to this Act shall be in force and effect and apply to all acts done or committed during such period as the council may fix.

21. This Act shall come into force on a day to be fixed by proclamation of the Lieutenant-Governor-in-Council.

SCHEDULE "A."

1. An act done in pursuance of an agreement or combination by two or more persons shall, if done in contemplation or furtherance of an industrial dispute, not be actionable unless the act, if done without any such agreement or combination would be actionable.

2. An action against an organization or against any members or officials thereof on behalf of themselves and all other members of the organization, in respect of any tortious act alleged to have been committed by or on behalf of the organization shall not be entertained by any court.

3. An act done by a person in contemplation or furtherance of an industrial dispute shall not be actionable on the ground only that it induces some other person to break a contract of employment, or that it is an interference with the trade, business or employment of some other person or with the right of some other person to dispose of his capital or his labour as he wills.

4. It shall be lawful for one or more persons, acting either on their behalf or on behalf of an organization in contemplation or furtherance of an industrial dispute, to attend at or near a house or place where a person resides or works, or carries on business or happens to be, if they so attend merely for the purpose of peacefully obtaining or communicating information or of peacefully persuading any person to work or abstain from working.

The Quebec Women's Minimum Wage Act

[Assented to 17th of March, 1919]

HIS MAJESTY, with the advice and consent of the Legislative Council and of the Legislative Assembly of Quebec, enacts as follows:

1. This Act shall be known as "The Women's Minimum Wage Act."

2. The Lieutenant-Governor-in-Council may appoint, under the direction of the Minister of Public Works and Labour, a commission consisting of three members, one of whom shall be the Deputy Minister of Labour or any other person designated by the Minister, and who shall be the chairman thereof, and the two others shall be appointed by the Lieutenant-Governor-in-Council during good pleasure. One of such members may be a woman. Two members of the commission shall be a quorum.

3. No member of the commission shall receive any remuneration for his services; but the commission may, with the Minister's approval, employ a secretary and incur such other expenses as may be necessary, the amount whereof shall be paid out of the consolidated revenue fund of the Province.

4. The jurisdiction of the commission shall extend to all the industrial establishments of the Province as defined in articles 3829 and 3830 of the Revised Statutes, 1909. The commission is empowered, either itself through one of its members or by any person authorized by it, to investigate the conditions of the work done by women in industrial establishments and of the wages paid them.

It may also examine the employers' books and pay-lists and exact from them all information it may judge necessary in connection with the work done by the women employed by them.

5. The commission may hold its sittings at such places and times as it may fix, and summon to appear before it such persons as it deems to be in a position to give information either verbally or by producing books or documents.

The summons shall be given in writing, signed by the commissioners or one of them, or by the secretary if the commission so order, summoning the person whose presence is required to appear before the commission at the place and time specified, and, if need be, to produce before it all books, documents, papers and writings it deems of a nature to give it information. Such summons shall be served in the usual manner either upon the witness personally or by leaving a copy at his usual residence.

Every person who has been duly summoned and who refuses to appear, to reply to any question, or to produce any documents asked for, shall be liable to the penalties enacted by section 12 of this act.

6. If the commission is of opinion that the wages or salaries paid in an industrial establishment coming within the purview of this act, are insufficient, it may convene in conference a number of persons who shall be selected one-half by the employers, and one-half by the employees, and add a number of disinterested persons to it. One of the members of the commission shall form part of such conference and preside at the same.

After hearing the employers and employees, such conference shall, by the vote of the majority of the members constituting it, determine the minimum wage to be paid to the women employed in the special industry in question.

The commission may enact such rules as it may deem necessary regarding the selection of the members of the conference, and may determine the procedure to be followed thereat.

7. The decision of the conference shall be submitted to the commission, which may approve, reject or amend the same. It may order the holding of a new conference.

The decision of the commission fixing a minimum wage shall be binding upon employers and employees. It shall come into force sixty days after its publication in the *Quebec Official Gazette*; but the commission may extend such delay if circumstances so require.

The decision shall be sent by registered letter to the employer, who shall post up a copy of it in a place in his establishment where the women affected thereby are working.

8. The commission may, on the application of the employer or employees, revise its decision at any time by observing the same formalities.

9. The commission may issue special permits in favour of apprentices or of women whose physical condition does not allow of their doing the work of an ordinary workwoman, in order that they may be employed at lower wages than those fixed by any order.

10. The commission may fix a special scale of wages for girls under eighteen years of age.

11. When an employer pays an employee wages lower than those fixed by the commission, such employee may recover the difference by a suit before any court of competent jurisdiction, either during the course of her engagement or after the same has ended.

12. Every employer who employs a woman at wages lower than those fixed under the provisions of this act, after the decision of the commission has come into force, shall incur a penalty of not more than fifty dollars, recoverable on summary conviction before any court of competent jurisdiction.

13. This act shall come into force on the day of its sanction.

The Quebec Industrial Establishments (Amendment) Act respecting Child Labour

An Act to amend the Quebec Industrial Establishments Act respecting child labour.

[Assented to 17th of March, 1919]

HIS MAJESTY, with the advice and consent of the Legislative Council and of the Legislative Assembly of Quebec, enacts as follows:

1. Article 3835 of the Revised Statutes, 1909, as replaced by the act 1 George V (1st session), chapter 27, section 1, is again replaced by the following:

"3835. It is forbidden for any employer in any industrial establishment, for any person carrying on any industry, trade or business, or practising a profession, for any owner, tenant or manager of a theatre, moving-picture hall, hotel or restaurant, for any telegraph company employing messengers, or in the case of printers or agents who distribute advertisements or hand-bills, and for owners of department stores who employ boys or girls as messengers, to employ any boy or girl less than sixteen years of age, who is unable to read and write fluently and easily."

2. Article 3835a of the Revised Statutes, 1909, as enacted by the act 1 George V (1st session), chapter 27, section 1, is replaced by the following:

"3835a. It is likewise forbidden for any boy or girl less than sixteen years of age to sell papers or carry on any business in the streets or public places, unless able to read and write fluently and easily.

Such various occupations may not, however, be continued after eight o'clock in the evening.

"3835b. Every boy or girl less than sixteen years of age, employed as aforesaid, in addition to the examination to which he or she may be submitted by the inspector, must have a certificate of study to the inspector's satisfaction, and produce it whenever called upon so to do.

Parents and tutors of boys and young girls must, as far as possible, come before the inspector to have the age certificates or certificates of study required by law, verified.

The form of the certificates of study shall be drawn up by the chief inspector and be uniform in all parts of the Province.

"3835c. Boys and girls under sixteen years of age, enrolled as pupils of a night school, and who assiduously attend the classes of such school, may be authorized by the inspector to follow or continue their occupation.

"3835d. If an employer employs a boy or a girl who has not complied with the provisions of this Act, he cannot, in case of accident, plead contributory negligence on the part of the victim.

"3835e. Employers must carefully keep the copies of age certificates furnished by apprentices, and put them at the disposal of the male and female inspectors for the purposes of the service."

3. Article 3836 of the Revised Statutes, 1909, as enacted by the act 1 George V (1st session), chapter 27, section 2, is amended by replacing the words and figures: "article 3835 or article 3835a," in the second line thereof, by the words and figures: "articles 3835 to 3835e inclusive."

4. This act shall come into force on the day of its sanction.

The Saskatchewan Minimum Wage Act, 1919

[Assented to Feb. 5, 1919]

HIS MAJESTY, by and with the advice and consent of the Legislative Assembly of Saskatchewan, enacts as follows:

SHORT TITLE.

1. This Act may be cited as "*The Minimum Wage Act, 1919.*"

Short title

INTERPRETATION.

2. In this Act, unless the context otherwise requires, the expression:

Interpreta-
tion

1. "Board" means the minimum wage board hereby created;

"Board"

2. "Employee" includes every female worker employed in a shop or factory in any city in Saskatchewan who works for hire;

"Employee"

3. "Employer" includes every person, firm or corporation, agent, manager, representative, contractor, subcontractor or principal, or the person responsible directly or indirectly for the payment of the wages of one or more female workers in a shop or factory in any city in Saskatchewan;

"Employer"

4. "Factory" has the same meaning as in *The Factories Act*;

"Factory"

5. "Minister" means the member of the Executive Council to whom for the time being is assigned the administration of this Act;

"Minister"

6. "Shop" means a building or portion of a building, booth, stall or place where goods are exposed or offered for sale by retail, and includes a mail order house and a place where the trade or business carried on is that of a tobacconist or news agent, and sale by retail includes sale by auction;

"Shop"

7. "Wage" or "wages" means any compensation for the labour of an employee.

"Wage" and
"wages"

3. (1) There shall be a board, to be called the "minimum wage board," to be appointed by the Lieutenant-Governor-in-Council and to consist of five persons, two of whom shall be females.

Board
created

- (2) The members of the board shall hold office during pleasure and shall be paid such compensation for their services and expenses as may be determined by the Lieutenant-Governor-in-Council.

Compensation
of board

- (3) The Lieutenant-Governor-in-Council may appoint such clerical and other assistants as may be necessary to carry out the provisions of this Act.

4. (1) The board shall have authority:

Powers
of board

- (a) to ascertain and declare what wages are adequate to furnish the necessary cost of living to employees; and, subject to the provisions of *The Factory Act*, what are reasonable hours and proper sanitary conditions and requirements for those employed in any occupation to which this Act applies;

- (b) to establish standards of minimum wages and of hours of employment for such employees, and for the purposes of this section to make all necessary orders.

- (2) Orders made under this section shall be published in two successive issues of *The Saskatchewan Gazette* and shall become effective on the expiration of thirty days from the date of the first publication.

5. (1) The board may make all necessary inquiries and investigations respecting matters and things appertaining to or in any way connected with the subject matter of this Act, and shall for this purpose have all such powers, rights and privileges as are vested in the court of king's bench in civil cases, in respect of the following matters:

Powers
of board

- (a) enforcing the attendance of witnesses and examining them on oath, affirmation or otherwise;

- (b) compelling the production of such documents and things as are necessary to effectually prosecute an inquiry or investigation;

(c) punishing persons guilty of contempt.

(2) A summons signed by one or more of the members of the board shall be of the same force and effect as a subpoena in a civil action for compelling the attendance of witnesses and the production of documents.

Warrant
may be issued
to compel
appearance

6. If any person served with a summons fails without reasonable excuse to appear according to the tenor thereof, the board or a majority of the members may issue a warrant to bring such person at a time and place to be therein mentioned before the board to give evidence or produce documents, and such warrant shall be obeyed by all constables and peace officers into whose hands it may come.

Bureau of
labour

7. The bureau of labour shall, from time to time, when requested so to do, obtain and transmit to the board such data and statistics with regard to the matters with respect to which the board is empowered to deal, as the bureau is able to procure. The board may also obtain from any source such further or other information as it deems necessary.

Register of
employees
to be kept

8. Every employer shall keep a register of the names and addresses and the actual earnings of all his employees, and shall on request permit any member or representative of the board to inspect and examine the same.

Special license
to physical
defectives and
apprentices

9. The bureau of labour may, under the direction of the board, issue to a physically defective employee or to a female learner or apprentice a special license authorizing the employment of the licensee under such regulations as may be made under this Act.

Employee
may sue for
minimum
wage less
amount
actually paid

10. If any employee be paid by her employer less than the minimum wage to which she is entitled, she may recover in a civil action the full amount of such wage less any amount actually paid to her by the employer, with such costs as may be allowed by the court, and no agreement made by an employee to work for less than the fixed minimum wage shall avail as a defence to such action.

No discrimina-
tion to be
shown
employee
who may
testify in any
investigation

11. No employer shall discharge or threaten to discharge or in any other manner discriminate against an employee because such employee has testified or is about to testify in an investigation or proceedings relative to the enforcement of this Act.

Penalties and
punishments
for breaches

12. An employer who violates the provisions of this Act or of any order or regulation of the board, shall be guilty of an offence and liable upon summary conviction before a police magistrate to a fine of not less than \$10 nor more than \$100, and in default of payment to imprisonment for not less than ten days nor more than three months.

Bureau to
ascertain
whether Act
is being
observed

13. The bureau of labour shall from time to time ascertain and determine whether employers are obeying the provisions of this Act and of any order made by the board.

Board may
extend Act to
portions of
Saskatchewan
not in any city

14. This Act shall apply to the cities of Saskatchewan, but the board may at its discretion make an order extending its provisions to any portion of the province not contained within a city, and thereupon the Act shall apply to the prescribed area in all respect as if it were part of a city.

Rules and
Regulations
may be made
by board

15. (1) The Board may make regulations for carrying into effect the provisions of this Act, and such regulations, when published as hereafter mentioned, shall have the same force and effect as if incorporated herein.

(2) Regulations shall be published in two successive issues of *The Saskatchewan Gazette* and shall name a date subsequent to the second publication upon which they shall come into force.

Lieutenant-
Governor-in-
Council may
authorize
expenditure
of moneys

16. The Lieutenant-Governor-in-Council may from time to time authorize the expenditure of such of the moneys appropriated by the Legislature for the purposes of the bureau of labour, as may be required for the administration of this Act.

This Act to
prevail in case
of conflict

17. In case of conflict between this Act or any order made hereunder, and any other Act or any order or regulation made thereunder, the provisions of this Act and of the orders made hereunder, shall supersede and repeal the conflicting provisions.

Coming
into force

18. This Act shall come into force on the first day of May, 1919.

RECENT LEGAL DECISIONS AFFECTING LABOUR

A TEST case was heard in the Supreme Court of British Columbia with re-

**Jurisdiction of
B.C. Workmen's
Compensation
Board**

gard to claims under the British Columbia Workmen's Compensation Act of relatives of members of the crew of the steamship Princess Sophia

which was wrecked off the coast of Alaska last October. It was contended by the Canadian Pacific Railway Company, owner of the vessel, that (1) under the Imperial Shipping Act, 1894, the liabilities of the owners of a ship when both lives and ship are lost are limited to £15 per registered ton of the ship and that therefore the Workmen's Compensation Act cannot fix a greater liability; (2) shipping is within the exclusive jurisdiction of the federal government, and the Workmen's Compensation Act, being a provincial law, interferes with that jurisdiction and hence is *ultra vires*; (3) in any event the Workmen's Compensation Act is *ultra vires* because it purports to legislate in respect to an accident outside the territorial limits of the province.

On behalf of the Workmen's Compensation Board it was contended that the Merchant Shipping Act only limits the liability where a ship is lost through the negligence of the master or members of the crew, whereas the Workmen's Compensation Act does not depend upon negligence, but is in reality an insurance fund. It was further contended that shipping and navigation are only within the domain of the federal government when they are within the territorial limits of Canada, and as this accident occurred outside, there was no conflict between federal and provincial jurisdiction; and that the benefits of the Act must extend to all residents of the province like state insurance, whether the persons are injured within its boundaries or not.

Judgment was given in favour of the

company on the ground that the jurisdiction of the Act does not extend to the wreck. The judgment is being appealed. (*British Columbia — Canadian Pacific Railway Co. vs. Workmen's Compensation Board of British Columbia.*)

A deckhand jumped from the deck of his vessel to the embankment of the

**Damages
awarded
deckhand
injured when
obeying orders**

Lachine canal, a distance of ten feet, at the command of his superior officer, and broke his ankle. He sued the shipowners for \$10,000

damages alleging inexcusable fault and negligence on the part of those for whom the shipowners were responsible. He claimed that he had been ordered to make the jump in order to moor the ship at the locks, and said it was no part of his duty to do this, but it was the duty of those in charge of the ship to provide either a ladder or knotted rope for the descent. The defendants claimed that if the plaintiff made the jump he spoke of, he was himself guilty of imprudence and negligence and his injuries were due solely to his own fault.

It was held by the Court that the evidence established that the accident of the plaintiff occurred through the order of the first mate of the ship, which order the plaintiff was bound to obey, according to the Canada Shipping Act, and the defendants were responsible. There was inexcusable fault on the part of the mate in ordering the plaintiff to jump, and in not having provided a ladder or knotted rope to assist him to make the descent. The plaintiff's vocation as a deckhand had been completely destroyed as a result of the accident and his earning capacity had been reduced thereby to the extent of fifty per cent. Judgment was accordingly given in favour of the plaintiff for the amount of \$2,025 with interest from November 4, 1916, and costs. (*Quebec—McCarthy*)

vs. Matthews Steamship Company, Limited.)

A carter was shovelling coal from a dump, when the upper portion of the dump fell on him causing severe injuries. He sued the owners of the dump for damages in the Superior Court, but lost the action on the ground that he had no right to go to the dump in question, and that it was said he had been warned of the danger there owing to the crusted snow and ice. The case was appealed to the Court of Review, and by unanimous decision the judgment of the Superior Court was reversed and the plaintiff was awarded \$1,500 damages and costs. It was held by the Court that proof of disobedience to orders had not been produced and the burden of proof that the accident was unavoidable was upon the defendants, who had not fulfilled their obligation of rebutting the presumption of fault established by law. The open face of the dump, the absence of obstruction and of interference by the yard foreman, and the established custom of the carters to take coal at any open place all constituted an invitation to the plaintiff to take coal at the dump in question. (*Quebec — Meunier vs. Dominion Coal Company, Limited.*)

A cleaning establishment gave out a pair of curtains to a laundryman to be washed. When they were returned to the owner it was alleged by him that they were practically ruined, and he brought action against the cleaning establishment for damages. The firm admitted their responsibility to the amount of \$100 and costs, but sought to recover from the laundryman. The evidence showed according to the judgment of the court that the plaintiffs in the latter action had themselves worked on the curtains by putting them through the process of French cleaning before they were sent to the defendant's place where they were washed in a proper manner by an experienced laundress, without the use of any injurious substances. The court declared that in the case of a workman, furnishing only his labour and industry, damage to the article he worked upon before its delivery cannot fall upon the workman, unless the injury was proved to be the direct result of the workman's fault. It was held that in this case the damages for which the plaintiffs had admitted their responsibility were not due to the fault of the defendant. The action was, therefore, dismissed with costs. (*Quebec — Dutch Cleaners vs. Filiatreault.*)

**Workman
only liable for
damaged goods
if proved to be
his own fault**

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DEPUTY MINISTER—F. A. ACLAND.

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

At the beginning of April, the percentage of unemployed among the members of trade unions was 5.62 as compared with 5.61 at the beginning of March, and 1.68 at the beginning of April 1918.

During April there was some reduction in the amount of unemployment, which reduction would have been greater but for the numbers of returned soldiers seeking positions. There was depression in coal mining in the West. There was a strong demand throughout the country for farm labour for which high wages were being offered. In civic employment there was an increase in comparison with both March, 1919, and April, 1918.

The time lost on account of industrial disputes during April was much greater than during either March, 1919, or April, 1918. There were in existence during the month 37 strikes, involving 12,415 workpeople and resulting in a time loss of 111,083. Twenty-seven strikes were reported as having commenced during April. At the end of the month 14 strikes affecting approximately 1,812 workpeople remained un-terminated.

The cost of the weekly family budget of staple foods was slightly higher, being \$13.35 at the middle of April as compared with \$13.05 in March, \$12.57

in April 1917, and \$7.51 in April 1914. The index number of wholesale prices reached 279.6 for April as compared with 277.6 for March, 290.9 for November 1918, and 136.7 for April 1914.

Proceedings under the Industrial Disputes Investigation Act

During April the Department received reports from three Boards of Conciliation and Investigation established to deal with disputes between (1) the Sandwich, Windsor and Amherstburg Railway Company, and certain of its employees, being members of Division No. 616, Amalgamated Association of Street and Electric Railway Employees of America, (2) the Dominion Power and Transmission Company and certain of its employees, being linemen and operators, members of Local Union No. 105, International Brotherhood of Electrical Workers, and (3) the Brantford Municipal Railway Commission and certain of its employees, being members of Local Division No. 685, Amalgamated Association of Street and Electric Railway Employees of America. The Board established to deal with the dispute between the Montreal Light, Heat and Power Company, advised with regard to the situation at that point, and eight applications were received for the establishment of Boards.

Joint Industrial Council for Vancouver milk distributors Reference was made in last month's issue of the LABOUR GAZETTE to an organization meeting of the Joint Industrial Council of Milk Distributors of Vancouver, B.C. The draft constitution has now been approved and the council formally launched by the election of Mr. W. A. Knight, of the Valley Dairy, Limited, an employer, as president, and Mr. R. E. Evans, an employee of Turner's Dairy, Limited, as secretary. A council consisting of six representatives each of the employers and employees has also been elected to hold office for six months.

According to a report of evidence given before the Royal Commission on Industrial Relations at Vancouver on April 29, the scheme is proving very successful. More had been accomplished, according to the statement of an employee witness, in the improvement of working conditions in the past few weeks through the instrumentality of the council than in as many years previous to its creation.

Pension plan and Works Council of Massey-Harris Company The management of the Massey-Harris Company, of Toronto, recently announced their intention to introduce a non-contributory system

of old age pensions, and to provide an opportunity for all their employees to acquire shares in the company on easy terms. These advantages will be open also to employees of all subsidiary companies in various parts of Canada. It is also proposed to establish a Works Council for the purpose of dealing with matters affecting both employer and employees. One half of the members of the council will be elected by secret ballot by the employees, but foremen will

not be eligible, and the other members will be appointed by the company.

Pension fund authorized for Ontario Hydro-Electric Commission At the recent session of the Ontario legislature authority was given to the Hydro-Electric Power Commission to establish a fund for the provision of old age pensions and sick benefits for their permanent employees. The section of The Power Commission Amendment Act, 1919, which confers these powers, reads as follows: "The Commission, with the approval of the Lieutenant-Governor in Council, may establish a fund for the payment to permanent employees of the Commission, of superannuation and retiring allowances, or of a gratuity or annual allowance to the dependents of employees dying while in the service of the Commission, and a fund for providing sick benefits for permanent employees, and may provide for contributions to such fund by the Commission and by its employees, or for the establishment and support of such fund entirely at the cost of the Commission."

Sick-benefit society for Nova Scotia coal miners A mutual sick-benefit society, under the name of the Dominion Coal Workers' Relief Association, has been organized under a provincial charter by the employees of the Dominion Coal Company of Nova Scotia, after numerous conferences of representatives of the company, employees and the provincial government. The association is administered by a board of directors on which the men have two representatives to every one of the company. Reporting committees at each colliery where the claims will be first passed upon will be composed in the same way. Every

employee, including the general manager, is eligible for membership. The scale of payment for sick benefits is fixed at \$6.00 per week for the first twenty-six weeks, \$3.00 per week for the next twenty-six weeks, and \$2.00 per week for two years thereafter. The death benefits are \$100 from the company and \$50 from the government. The widow will receive \$8.00 a month for five years, and each child \$3.00 a month until the age of fourteen. The income of the association is derived from the payment of \$1.00 per month from each member, to which is added twenty-five cents per member given by the company, and a grant from the government based on the amount of coal mined, making in all about \$16.20 a year per member.

War Savings Stamps

A handbook issued by the Canadian Government in furtherance of the campaign for the sale of war savings stamps, contains a concise statement of this plan of investment, its attractive features, the methods of conducting the campaign and reasons why the money is needed. The attractive features of this form of investment are its absolute security, backed by the collective wealth of Canada, easy payments by means of small savings made at the investor's convenience, protection against loss by registration if desired, power of redemption with interest before maturity, and a fair rate of interest of five per cent on the investment. The government has authorized the issue of \$50,000,000 of war saving stamps during 1919, and it is expected that they will all be absorbed. This money, says the handbook, is required in order to meet the interest charges on the war debt and to furnish

funds for needed development in Canada, as it is probable that Canada will be thrown on her own financial resources for a considerable time to come. "Overseas in the devastated countries there is an immense demand for commodities such as we produce, but those lands devastated by war have not at the moment the cash with which to purchase. If we are to supply them with goods we must do so on credit and the banker of the situation is the Canadian Government."

Eight-hour day and higher wages in Holland

According to a report of the United States Consul at Amsterdam, the working day of municipal employees in Amsterdam and several other cities in Holland is being reduced from 9 hours or more to 8 hours. Simultaneously the wages of such employees in Amsterdam are being readjusted on a higher basis, the lowest annual pay for unskilled labour being equivalent to \$508. The 8-hour day, it is stated, has also been established in several Dutch factories during the past year. One of the factories reports that the experiment is successful and that more work is being done than was formerly the case with the longer day. The Consul states that no adverse reports with regard to the 8-hour day have yet appeared.

Legal restrictions on rent increases in Great Britain

The operation of the increase of Rent and Mortgage Interest (War Restrictions) Act of Great Britain has been extended for a period of one year from the termination of the war, during which period rent may be increased up to a maximum of 10 per cent and mortgage interest may be increased by one-half per cent provided that the total

payable does not exceed five per cent. These provisions apply to houses whose rateable value does not exceed \$268 in London, \$234 in Scotland, and \$204 in other parts of the United Kingdom. Rents may be increased above 10 per cent by county courts when (a) the rent is lower than that of similar houses in the locality, (b) the taking in of boarders has increased wear-and-tear, or (c) the house is sublet. The act does not apply to houses in course of erection or built after the passing of the act.

Official Housing Scheme for London

The British Minister of Reconstruction has organized a house-building scheme for London, the details of which have been taken up by the Local Government Board, and it is anticipated that building work will be commenced almost immediately and be developed as fast as the local schemes are approved. The Government scheme will be administered by a chief commissioner in London and eight district commissioners of housing, all men with wide knowledge and experience of housing. They will have adequate technical staffs and be vested with important discretionary powers in respect to building schemes. The Local Government Board is having prepared a manual for the use of local authorities and others as a guide to the way in which they should proceed with their proposed schemes. It will embody plans of several types of houses of the latest designs specially prepared by the Board to meet the necessity for planning a cottage of such aspect that its living and working rooms receive as much and its larders and stores as little of the sun as possible. The provisions aimed at will be 12 houses to the-acre in urban areas and 8 in the rural areas.

Prevention of illness among miners

How to prevent illness among miners was one of the main questions before the meeting of the American Institute of Mining Engineers held recently in New York. The principal speaker on the question was Dr. A. J. Lanza, chief of the United States Division of Industrial Hygiene. Of underground mining, he stated that there were more men engaged in the industry who were physically unfitted for the work than in any other industry in the United States. He advocated that miners applying for work should be required to show certificates from State authorities attesting that they are free from organic or other defects which would bar them from underground work. Such a system would require a basic standard of physical fitness. If miners were to remain healthy they must not work in places improperly ventilated and excessively hot. "Dry drilling" in hard rock mines was condemned as the cause of an inordinate amount of pulmonary disease. It was claimed that prevention of sickness among miners had not kept pace with the prevention of accidents.

Prevalence of eye accidents

The National Committee for the Prevention of Blindness, of the United States, has compiled statistics which show that out of 710,571 industrial accidents in seventeen states during twelve months 59,436 of these were accidents to the eyes. The committee concludes that of 2,000,000 non-fatal accidents, probably 200,000 are accidents to the eyes, and that there are to-day approximately 15,000 persons in the United States who are blind as the result of accidental injury in industrial

occupations. In a lecture given by the chief safety engineer of the New York State Insurance Fund before the Third Industrial Safety Congress, employers were urged to take special pains to protect the eyes of their employees. He said that it had been demonstrated in recent years that most of the industrial accidents to eyes can be prevented by wearing proper protection over the eyes or face. He also suggested the use of screens made of rubber, leather, metal, or heavy glass, and the use of coloured lenses where workmen are exposed to the ultra-violet light rays and infra-red heat rays.

Earning power of crippled workers

An examination of wage statistics as reported to the Massachusetts Industrial Accidents Board shows the remarkable fact that the average weekly wages for "handicapped" men, that is men crippled by industrial accident or disease, amount to \$4.30 per week or 24 per cent more than the average weekly wages covering all classes of industries as given by employers in March, 1918, the average wages being \$17.50 and \$21.80 respectively. This difference in favour of the handicapped men led to the following conclusions: (1) the handicapped man is usually steadier on the job; (2) he keeps better hours while off duty and indulges in practically no dissipation; (3) he reads more, and having less diversions or desire for such, gives more thought to the business of his employer; (4) while on duty he learns to use his brain more than his body.

The cripples of Massachusetts have been formed into an organization called the Rehabilitation Association of Massachusetts, with local unions in every city of the Commonwealth, having for its ob-

ject the advancement of its members through united efforts.

Joint Meeting of British Trade Unionists and Co-operators

A joint meeting of representatives of British trade unions and co-operative societies was recently held in London. About 800

delegates were present representing nearly 5,000,000 trade unionists and 3,750,000 co-operators. The object of the meeting, as stated by the chairman, Mr. G. H. Stuart-Bunning, chairman of the Parliamentary Committee of the Trade Union Congress, "was not to re-establish such prosperity as we had before, but to establish a new and more equal prosperity, which would bring the working classes closer together in a real co-operation." They had been working on parallel lines, he said, in an effort to get to the same goal. In neither case would they get the full results of their labour until they joined together in one common effort. From his experience on the Consumers' Council of the Ministry of Food, he declared that "the only way to prevent the working classes from being shamelessly robbed in regard to food and other things was by the co-operative movement." A resolution was passed welcoming the inauguration of the United Advisory Council of Trade Unionists and Co-operators, supporting the policy of mutual assistance, and pledging the meeting to further to the utmost the organizing of working-class opinion and activity against the reactionary efforts to obstruct and hinder the social and economic emancipation of the workers.

Jottings

The position of Deputy Minister of Labour of the province of Quebec, which was created by a law passed at the recent

session of the provincial legislature, has been filled by the appointment of Mr. Louis Guyon, of Montreal, chief inspector of industrial establishments.

The Alberta government has decided to appoint a commission with wide powers to investigate the coal mining industry in all its bearings. The provincial inspector of mines has been selected as chairman and the following organizations have been asked to choose one member each to serve on the commission: the United Mine Workers, the Western Coal Operators' Association, the Alberta Federation of Labour (not a miner), the Industrial Research Association (not a mine operator).

An electric storage battery locomotive has been successfully operated by the Scotia Coal Company in the Jubilee Colliery, Nova Scotia. It is to be used in hauling coal from the face to the bottom of the shaft.

The British Columbia Electric Railway Company has placed \$50,000 at the disposal of the British Columbia Electric Office Employees' Association, out of which sums will be loaned to their members at six per cent over a term of twelve years for the purpose of helping them to build or acquire homes. A joint committee of representatives of the management and the association was formed for the purpose of administering the funds, and early in April it was reported that all the money had already been allotted.

The Auto-Strop Safety Razor Company, of Toronto, has adopted a plan of insurance for all employees. The policies are to be graded in amounts from \$500 to \$2,500 in proportion to length of service. Each employee may choose his or her beneficiary, and thereafter the company will pay the premiums and assume all responsibility in relation to the various policies.

The National Union of Agricultural Labourers in Great Britain has called a conference to meet during May for the consideration of the following problems: forty-four hour week all the year around; minimum wage of 46 shillings per week; overtime only when absolutely necessary, apart from hay-making time and harvest; overtime paid at time and a half rates; double rates for Sunday work.

Compulsory unemployment insurance was opposed by British trade unionists representing over 700,000 workers, affiliated with the General Federation of Trade Unions, at a special council meeting recently held in London. This is the third time since December, 1916, that the unionists have taken this position.

A Co-operative Stores Company was recently organized at Victoria, B.C., under the British Columbia Co-operative Companies Act, by the Great War Veterans' Association, the Army and Navy Veterans, the Comrades of the Great War, the British Campaigners and the Provincial and Dominion Civil Service Associations. It is proposed to deal in meat, fish, groceries, etc. Arrangements are being made to handle the fish of a returned soldiers' cannery to be operated at Point Beale.

At a recent congress at Melbourne, the labour unions of Australia agreed to unite in one big union, although a large and powerful minority was opposed to it. It is proposed to place the power of organizing national strikes in the basis of a small national committee or grand council which will be linked up to every trade union in Australia by a chain of delegations and conferences. The constitution, however, will not come into effect until it has been confirmed by a referendum taken in each state.

INDUSTRIAL CONDITIONS DURING APRIL, 1919

I.—General Review

Despite the large number of returned soldiers that were absorbed by the various industries, there was an appreciable reduction in the amount of unemployment during

The Labour Market

April as compared with the previous month. There was considerable depression in the coal mining industry in the West, but there was a very strong demand for farm labour and high wages were being offered as an inducement for men to go on the farms. A considerable amount of municipal work was started in order to relieve the situation.

In the metals, machinery and conveyances group improved conditions were reported at the Sydney steel plants. Employment was good in the shipyards in the maritime provinces, at Sorel and Fort William, but elsewhere the shipyards were reducing their forces. In the rest of the group there was a slight drop in employment in the early part of the month. In foods, tobaccos and liquors there was activity. Bakers and confectioners were busy and breweries and soft drink plants and tobacco factories showed some improvement. The flour mills, abattoirs and packing houses generally were active in the East, but a little inclined to quietness in the West. In the textile and clothing groups there was a good demand for help, mostly female. Owing to the high price of clothing, the dyeing and cleaning establishments were very busy, but the number of returning soldiers needing civilian outfits kept the demand for new clothing

from falling. The pulp and paper mills were practically all actively engaged. Employment was good in the printing, publishing and paper goods, there being a noticeable demand for job printers. The woodworking and furniture group was inclined to be quiet, the seasonable activity in the sash, door and planing mills not being as pronounced as usual. Employment was good in the tanneries and boot and shoe factories, and very good in the rubber plants. Paint factories were busy, but cartridge and munition factories were very quiet. In the clay, glass and stone group, glass factories were well employed and there was some activity in the brickyards. In metalliferous mining, there was activity in the Cobalt region, and also in the gold camps in the Porcupine and Kirkland Lake districts. In coal mining there was an improvement over the previous month in Nova Scotia, but in the western coal fields there was considerable depression. In the transportation group there was seasonal activity in navigation and in longshore work. The steam railways were unusually active in the transportation of returned soldiers. Railway repair shops were well employed. Employment generally in the building trades showed a slight improvement, there being some activity at Halifax, Fredericton, Toronto, Hamilton and Winnipeg. In railroad construction there was a considerable increase in activity, several hundred men being taken on during the month. A considerable amount of municipal work was also

started. The lumbering industry was very active except that operations in the Fernie district and in other parts of British Columbia were restricted by the lack of orders. In agriculture there was a strong demand for farm labour throughout the country which was not being adequately met despite the high wages offered.

The loss of time on account of industrial disputes during April was much

Strikes

greater than during either March, 1919, or April, 1918. There were in existence at some time or other during the month 37 strikes, involving 12,415 workpeople, and resulting in a loss of 111,083 working days, compared with 19 strikes, 2,730 workpeople and 49,799 working days in March, 1919; and 15 strikes, 7,417 workpeople and 17,332 working days in April, 1918. On April 1, there were on record 10 strikes, affecting 1,751 workpeople. Twenty-seven strikes were reported as having commenced during April, compared with 16 in March. Seven of the strikes commencing prior to April and 16 of those commencing during April were reported terminated, leaving 14 unterminated strikes affecting approximately 1,812 workpeople on record at the end of April.

Slightly higher price levels for April appeared in the index number of wholesale prices and in the retail food budget, averaged for sixty cities. In

Prices

wholesale prices the index number fell slightly each month from November until March, the chief decreases being in metals and other industrial materials, with a sharp fall in coarse grains, cattle, hay and hogs, in each of which there was afterwards a recovery. During April the fall in prices of materials was arrested to some extent. Wool was higher,

and there was a recovery in some metals, although the decline in iron and steel became more pronounced and manufactured metal goods were lower. There were advances in grains, fodder, meats, butter, some vegetables, hides, boots, and house furnishings, due to seasonal conditions, demand for export, cost of production, etc. In retail food prices the chief increases were in butter and in meats, but eggs and beans were lower. Anthracite coal was slightly lower, but bituminous coal and wood were slightly higher. There were some increases in rent for April, but advances to take effect on May 1st were reported in many of the cities. The index number of wholesale prices reached 279.6 for April as compared with 277.6 for March, 290.9 for November, 1918, 269.4 for April, 1918, and 136.7 for April, 1914. In retail prices, the average cost of a family budget of staple foods in some sixty cities was higher, being \$13.35 at the middle of April as compared with \$13.05 at the middle of March, \$12.57 in April, 1917, and \$7.51 in April, 1914.

During the first quarter of 1919, sixty-three changes in rates of wages and

Changes in wages and hours of labour

hours of labour, affecting approximately 48,398 workers, were noted by the Department, as compared with 50 changes affecting approximately 29,983 workers in the quarter immediately preceding, and 26 changes affecting approximately 18,800 workers in the corresponding quarter of 1918. Of these 63 changes, 41 were in rates of wages only, 15 were changes in hours, and 7 were changes in both wages and hours. Of the changes in hours, eleven, affecting about 33,192 workers, were for a working day of eight hours or less. Of the wage changes, 46 were increases and 2 were decreases.

II.—The Industries and Trades

Sydney reported improved conditions in the steel plants during April as compared with the previous month, all departments being well employed. The output of the Dominion Steel Company's plant was in tons as follows: pig iron, 29,200; rails, 21,000; blooms, bars, etc., 5,500, as compared with 31,000 tons of pig iron; 20,000 tons of steel rails, 2,700 tons of blooms, bars, etc., in March. Four blast furnaces were in operation. The output of the Sydney Mines Steel plant was as follows: iron, 5,300 tons; steel, 8,100 tons. The output for this plant during March was nil. Halifax reported activity in the rolling mills and bolt and nut factories, and employment was good in the boat and ship repairing yards. Employment was good at the stove factories, and pipe fitters had a busy month. Metal roofers and machinists were also well employed. The Nova Scotia Steel plant at Westville was practically shut down, but the Eastern Car Co. engaged 100 additional men during the month. At Amherst the rolling mill and car company were very slack, due partly to shortage of material, about 200 men being laid off. Charlottetown reported employment good in the shipyard, and machinists, sheet-metal workers and blacksmiths had a good month. At St. John, the Portland rolling mill ran steadily. Sheet metal workers were busy and there was a demand for caulkers at the shipyards. Fredericton reported that in the machinery group employment generally was good. Montreal reported that the structural steel industry showed improvement and that engine and boiler makers were busy. Sheet metal plants were beginning to be active and the electrical trades were normal. Quebec reported that structural iron workers were active, also that employment was dull in the stationary and portable steam engine

plants, though very active in the automobile engine plants. Employment was very good in the shipbuilding and repairing yards, over 1,100 men being employed in the Davy Shipyard alone. Metal roofers were dull. Sherbrooke reported employment dull in this group but St. Hyacinthe reported the iron working establishments as busy. The foundries and machine shops at Three Rivers were busy and the Three Rivers and Tydewater shipyards employed over 1,700 men. A strike of five days' duration occurred at the Three Rivers shipyards. At the Sorel shipyards a number of men were laid off. The foundries and machine shops also reduced their staffs slightly. Ottawa reported normal conditions in this group. Toronto reported that the metal and machinery trades were active but that shipbuilding was quiet and would likely remain so for some time. Agricultural implement plants were busy working on large import orders. Automobile and sheet-metals plants were well employed. Hamilton reported activity in this group. Niagara Falls reported that metal-working concerns generally were busy and that labourers for foundry work, and core-makers were in demand. At St. Catharines, boiler makers were well employed and electrical workers continued to be active. At Brockville sheet-metal workers and tool-makers were well employed. At Kingston employment was fair in the foundry though the locomotive works laid off some men. Belleville reported some improvement in this group. Peterborough reported electrical workers rather quiet and machinists and fitters slack, some of the shops working their men in alternate weeks. Galt reported improvement in this group with some demand for tool-makers. The agricultural implement firms at Brantford were well employed although not quite so busy as in the previous month. Kitchener

reported that the automobile, bicycle and agricultural implement plants were well employed, that tool-makers were very busy and that tinsmiths were working overtime. Guelph reported that mechanics were well employed but that there was some slight unemployment among moulders. The Gillson Co. was very busy on a large European order for tractors. Stratford reported some unemployment among electrical workers. Woodstock reported some quietness in this group. The rolling mills at London were working four days a week only, but the threshing machines and portable engine firms were busy on orders for western Canada. Chatham reported a good demand for experienced hands at the Gray-Dort automobile plant. Windsor reported that the Canadian Bridge Co. was well employed and that the Trussed Concrete Steel Co. took on a number of extra men. The Maxwell Motor Co. commenced operations in their new plant, employing 50 men in the assembling department alone. The Kelsay Wheel and Dominion Stamping Co. took an additional help. Machine shops were well employed. Owen Sound reported quietness in this group except that some overtime was worked at the wire fence plant. The agricultural implement plant at Orillia reduced operations in some departments to four days a week. The electro-foundries were still closed down. Fort William reported that the shipyards were kept up to strength, averaging 1,200 workers. The rolling mills and metal trades at Winnipeg were well employed up to the time of the strike at the end of the month. Brandon reported that the implement works were busy and that machine shops were active. At Regina the automobile and implement plants were very active. The rolling mills at Medicine Hat and Redcliffe had reduced their operations to one shift. The pump and brass company was fairly active. In the Lethbridge Iron Works full time was worked. At the iron works

in Calgary some time was lost owing to industrial troubles. At the Ogden locomotive shops, 65 men were laid off during the month. Automobile and motor engine firms were fully employed and farm implement firms were active. The Edmonton Iron and Machinery Co. employed 56 hands. Vancouver reported that the shipyards were not so active as in previous months and that the wooden shipyards laid off a number of men. Sheet-metal workers were fairly active. New Westminster reported that many men were laid off at the shipyards and at the machine shops. Victoria also reported slackness in the iron shipyards and foundries. The Foundation Co. laid off about 700 men during the month but it was anticipated that a considerable number would be re-employed shortly.

Sydney reported the abattoirs and packing houses active. Halifax reported that the aerated water and soft drink establishments took on more help in preparation for the coming season. The bakery and confectionery establishments were very busy, the Easter trade having been better than in recent years. The flour mills at Westville were fairly active but the grinding mills were very quiet. Charlottetown reported that abattoirs and packing houses and bakers and confectioners were well employed. St. John reported the sugar refinery running full time and the flour and feed mills active. There was activity also in the breweries and soft drink establishments. Fredericton reported the bakers and confectioners active but the packing houses quiet. At Montreal the flour and feed plants, abattoirs and packing houses showed activity. Bakers and confectioners were normally employed and soft drink makers and brewers were active. Cigar makers had a busy month. At Quebec the abattoirs were quiet but the bakers and confectioners were busy. Tobacco factories

**Foods, liquors
and tobacco**

were quiet and breweries were dull. Sherbrooke reported the packing houses fairly busy but the breweries and soft drink houses quiet. At St. Hyacinthe the flour mill and butter factories worked full time. Cigar and tobacco factories were busy. Bakers and confectioners at Three Rivers were very busy. Sorel reported activity in the abattoirs. At Ottawa the abattoirs were exceedingly busy. Toronto reported the flour, feed and cereal industries active and the abattoirs and packing houses in steady operation. Cocoa and chocolate factories were very busy on large export orders. Soft drink establishments reported trade quiet though improving. Cigar makers were fairly well employed. St. Catharines reported employment steady in this group. At Kingston the flour and feed mills, creameries and dairies, and breweries were active. Belleville reported the flour and feed mills, creameries and dairies and bakeries all very busy. The flour, feed and cereal mills at Peterborough continued to be very dull. The creameries were very busy and the cheese factories were making preparations for a busy season. Galt reported considerable activity in all branches. At Brantford the flour mills were rather quiet. Kitchener reported the usual activity in this group with a demand for girls at the candy factory. There was a slight demand also for cigar makers. At Guelph the flour and feed mills continued running to capacity and the bakers, confectioners and creameries were active. There was some demand for help in the new cigar factory at Guelph. The cigar factories at London were all busy. St. Thomas reported the Empire flour mills busy. Chatham reported the flour mills running 18 hours daily. The Chatham branch of the Dominion Sugar Co. was quiet but the Wallaceburg branch was active. The abattoir and packing company was still idle. Windsor reported the flour mill very quiet but the cereal plant running to full capacity. The

bakeries and dairies were busy and the soft drink establishments were more active than during last month. At Owen Sound the flour mills were quiet but the oatmeal mills were active. Cigar workers were very well employed. The vegetable canners at Winnipeg reported business very good; they increased their staffs but found help rather hard to secure. The abattoirs and packing houses were active. There was a demand for candy makers. Brandon reported activity in this group except that cigar factories were dull. At Regina the flour mill remained closed down but the abattoir had a good month. Employment was good in the soft drink establishments and bakers and confectionery workers were in demand. Prince Albert reported that the flour mills were quiet but that the abattoir and packing plant gave employment to a good number of men. The flour mills at Medicine Hat worked full time and the bakers and confectioners were all very busy. Soft drink houses and breweries reported a slight improvement. At Lethbridge the flour mills and breweries were rather quiet. Calgary reported the flour mills running full time but the abattoir and packing houses very quiet. At Fernie the bakeries and confectionery establishments reported a very slight improvement over last month but there was a considerable improvement in the breweries and soft drink plants. Vancouver reported the milling companies, the sugar refinery, the abattoirs and packing houses all busy. Bakers were active and creameries and soft drink firms reported increased business. Cigar factories were fairly busy. No fruit or vegetable canning was started during the month. The packing plant at New Westminster continued to work full time. The breweries were working to full capacity with a large staff, and the cigar factories were very busy with all the workers in the district employed. At Victoria the flour and feed mills were active and the breweries were

busy mainly on export orders. Preparations were being made by the canneries for the coming season's operations.

St. John reported the cotton mills fairly active; one of the mills closed down for repairs. Montreal reported normal conditions in the wool-

**Textiles,
cordage and
carpets**

len and knitting factories while the tent and sail makers were becoming active. At Quebec the cotton mills were very busy and awning and sail makers were well employed. At Sherbrooke the cotton mills and textile works were busy. St. Hyacinthe reported the woollen factories, the knitting mills and underwear and hosiery factories very active, the Penman Co. working day and night. At Three Rivers the Wabasso Cotton Co. worked full time with 1,200 hands. Toronto reported the woollen and knitted goods manufacturers busy with large orders on hand. Tent and sail makers and carpet manufacturers were active. Hamilton reported activity in this group, with a demand for knitters and weavers and carpet and awning sewers. Niagara Falls reported that female employees were in demand in the knitting factories. St. Catharines reported the woollen goods and silk goods establishments busy. Kingston reported the cotton and woollen mills active. Textile workers at Peterborough had a busy month. At Galt, the cotton and woollen mills worked overtime in some departments and the silk mills were busy. The Brantford Cordage Co. was well employed and there was a demand for female help both skilled and unskilled in the woollen mills and blanket factories. At Kitchener the knitting works and felt factory ran full time and the twine factory needed help. At Guelph the cotton and linen factories were short of female help. The woollen and knitted goods factories and carpet mills were actively engaged. Stratford reported the woollen mills and knitting factory

steadily employed. Some overtime was worked in the hosiery plants at London. At St. Thomas the knitting company was normally employed. The woollen mill at Chatham worked full time with a full staff. The tent and awning company at Windsor was advertising for extra hands. At Owen Sound awning makers were well employed. Winnipeg reported that the bag companies and knitting companies were quiet although they had not reduced their staffs. Tent and awning firms slightly increased their staffs in preparation for the spring work. Vancouver reported an increase in activity in the knitting factories and in the tent and awning factories.

Sydney reported activity in the ready-made clothing firms and in steam laundries and cleaning establishments. Halifax reported employment conditions very satisfactory. Charlottetown reported that tailors, garment workers, steam laundries and dyeing and cleaning establishments had a busy month. St. John reported ready-made clothing houses busy. Steam laundries, dyeing and cleaning establishments were exceptionally busy, the high price of clothing having increased the business of dyeing and cleaning establishments very materially. At Fredericton there was a demand for female help in the clothing establishments. Montreal reported that ready-made clothing factories were very active, and that cap and whitewear workers were busy. Quebec reported that ready-made clothing firms and steam laundries were quiet but that the whitewear factories were active. Sherbrooke reported the ready-made clothing houses fairly busy. The steam laundries at St. Hyacinthe were very busy and at Three Rivers the laundries, dyeing and cleaning establishments had a good month. At Sorel the Popular Shirt Co. had a very active month. Ottawa and Hull reported some slackness in this group. Toronto reported that the ready-made clothing

**Clothing and
laundering**

trade showed much activity with female labour greatly in demand. White-wear manufacturers also reported trade good with a considerable shortage of help. Steam laundries were well employed and cleaning and dyeing establishments were very busy. Hamilton reported some demand for labour in the laundries and cleaning establishments, also for garment workers. At Niagara Falls there was a demand for female employees in the corset, hat and suspender factories. Belleville reported that the Deacon Shirt Co. was busy on an order for the Belgian government. Steam laundries and dyeing establishments were very active. Peterborough, Galt and Brantford reported activity. Kitchener reported a demand for female help in the shirt and collar factory and in the button and white-wear factories. Clothing factories were well employed at Guelph, but at Stratford they were only fairly busy. London reported the wholesale house very busy, due partly to the purchasing of civilian outfits by numbers of returned soldiers in the district. Chatham reported that the American Pad and Textile Co. and the Walker Pant and Overall Co. were only fairly active. Windsor reported that the shirt factory and laundries and dry cleaning establishments were very busy but that the button factory was quieter than usual. Winnipeg reported that the laundries found help hard to secure and that they were increasing the wages. The cleaners had a good month. Clothing firms were quiet though there was no reduction of employment. Shirt companies, however, were in need of experienced help. At Regina the laundries and cleaning establishments were short of help, but at Prince Albert the laundry workers were only fairly busy. The Great Western Garment Co. at Edmonton had 250 employees on their payroll. Vancouver reported that all branches of the clothing trades were exceptionally busy. Steam laundries and dyeing and cleaning establishments, however, were not so active. Victoria reported that the

shirt and overall factories were working constantly with a full staff. Steam laundries, dyeing and cleaning establishments were busy.

St. John reported that the pulp mill resumed work on April 14, and that most of the men had been re-employed. Sherbrooke reported slackness. Three Rivers reported that the pulp and paper companies were steadily employed with their usual staffs. Ottawa and Hull reported that the pulp and paper mills were running to capacity and that the cardboard mill was operating steadily. St. Catharines reported that the pulp and paper mills, beaver board and other pulp products mills were well employed. Windsor reported that the felt and tar paper company showed some activity. St. Catharines reported the felt roofing company well employed. The pulp and paper mill at Sault Ste. Marie operated with about 600 employees. Victoria reported that the pulp and paper industry continued to be active, the exportation business having assumed large proportions.

Halifax reported great activity in printing, publishing, bookbinding and lithographing, with a shortage of experienced compositors and pressmen. Charlottetown reported a good month in this group. St. John reported the job printing and newspaper houses very brisk and the binderies well employed. Paper box factories were also running steadily. At Montreal printers, bookbinders and lithographers were well employed, and at Quebec paper box and bag makers also were busy. The paper box factory at Three Rivers was active. Toronto reported that printers, bookbinders, engravers and lithographers had steady employment while paper box firms had a busy month. Newspaper and job print-

Pulp, paper and fibre

Printing, publishing and paper goods

ing houses at Kingston were busy. Belleville reported that the binderies had been very busy. Printers were well employed at Peterborough. At Galt the paper box and allied products factories were very busy. The Hempell Box factory at Brantford was very active. London reported that considerable overtime was worked in job printing houses and that the paper box factories were very busy. There were some openings for job printers at Chatham. Winnipeg reported a demand for experienced help in the book-binderies, also a slight demand for job printers. The paper box manufacturers, however, reported some slackness, although normal staffs were employed. There was some demand for printers at Regina. Printers were very active at Medicine Hat and Calgary. At Edmonton, there was some demand for skilled printers. At Fernie, the job printing houses were working to capacity. Vancouver reported the paper box firms were fairly busy. Printing offices at New Westminster were working normally. At Victoria job printing was particularly active.

Halifax reported that the sash, door and planing mills continued to be active with many orders on hand. The wood and furniture working factories at Amherst were fairly well employed except in the cabinet departments which were very slack. Charlottetown reported a slight improvement in this group. St. John reported that the sash and planing mills were active but that the box factory had closed down temporarily due to lack of orders. The broom and brush factories were active with girl apprentices in demand. Fredericton reported good employment in this group. Montreal reported that furniture workers were active and piano workers normally employed. Quebec reported that the box and broom factories were quiet and that the sash and planing mills were very

quiet. At Sherbrooke the sash and door factory and chair factory were fairly active. Planing mills at St. Hyacinthe had plenty of work. Three Rivers reported the door and planing mills active and woodworking factories very busy. Sorel and Richelieu reported a quiet month. Toronto reported some increase in employment in sash, door and planing mills while other classes of woodworkers, including piano and phonograph makers, were well employed. Broom and brush factories were fairly busy. Planing mills at Niagara Falls and St. Catharines were active. Kingston reported activity in this group. Brockville reported sash, door and planing mills only fairly active, but Belleville reported them exceptionally busy. The box factories at Peterborough were very dull. The planing mills and cooperage plant at Galt were very active. The piano-case company at Brantford was very busy. Kitchener reported considerable activity throughout the whole group with a demand for machine hands in the furniture factories. Guelph reported the sewing machine and piano firms active. At Stratford the planing mills and furniture and chair factories worked full time. Woodstock reported a constant demand for skilled workers in the furniture factories. The planing mills and piano factory at London were very busy. The sash and planing mills at Chatham were rather quiet. Windsor reported increased activity in the planing mills. Owen Sound reported the sash and planing mills rather quiet, the broom factories quiet, the cooperage firms very dull, but the furniture and chair factories well employed. At Winnipeg the sash, door and planing mills were active. At Regina the sash, door and planing mills were only fairly active and at Medicine Hat they were quiet. Lethbridge reported the sash and door factory rather quiet. Edmonton reported the sash and door factories active with some demand for good bench hands. Fernie reported a slight improvement, planing mills in a few

cases working full time. Vancouver reported sash, door and planing mills quiet but wooden box factories slightly more active. New Westminster reported that sash and door factories were busy with plenty of orders ahead and that the wooden box factories were working to full capacity on single shifts. Victoria reported that sash and door factories and wooden box factories were fairly active. Nanaimo reported the sash and door factories working steadily.

Charlottetown reported employment very good in this group. St. John re-

**Leather,
boots, shoes
and rubber**

ported that the tannery was advertising for help. At Fredericton the shoe factories, largans and tanneries were all working full time. Montreal reported the boot and shoe workers and tanneries active, the trunk and harness firms well employed, and the rubber factories busy. Quebec reported dullness in this group. St. Hyacinthe reported that the boot and shoe factories had a quiet month on account of stock-taking. The shoe factories at Three Rivers were active. Toronto reported that shoe factories generally were active except where work was retarded by scarcity of material. Trunk, bag and harness makers had plenty of employment and the rubber industry was active. There was some demand for shoe workers at Hamilton. The shoe-parts factory at Niagara Falls was advertising for expert sewing machine operators. St. Catharines reported that employment was good at the rubber footwear factories. Brockville reported activity in this group. The tannery at Kingston was active. The shoe factories at Galt were very busy and at Brantford they were well employed. Kitchener reported that the Dominion Tire Co. continued to be busy with

about 1,000 employees, while the rubber companies ran full time and were in need of help. Guelph reported that the rubber tire company was running night and day shifts. Tannery and harness makers were busy at Stratford. London reported great activity in the tannery and shoe firms. Shoe workers at St. Thomas were well employed. At Winnipeg, harness and horse goods workers were busy. At Brandon the tanneries were fairly active and the trunk and harness makers were busy. The trunk and harness firms at Calgary reported a dull month. The tannery at New Westminster continued to be active.

St. John reported dullness in this group. Montreal reported that the

**Clay, glass
and stone**

glass factories were in steady operation. Quebec reported dullness in this group, brick and tile-making for the season not having commenced. The granite quarries at Sherbrooke were quiet, but the brick yards were advertising for 50 men. The standard Clay Products Co. at St. John's reported a better month. Toronto reported that brick-makers were steadily employed with prospects of a very brisk season. Glass factories also had a good month. Brockville reported that cut stone and granite work was fairly active but that brick-making was quiet. Kingston reported that cut stone and granite work was dull. The pottery at Belleville was steadily engaged. Kitchener reported that the Braun Marble Works was busy and that brick and sewer pipe workers were busier than during last month. Regina reported that cut stone and granite workers were fairly employed. Prince Albert reported that brick yards would open up shortly if help could be obtained. Medicine Hat reported that the brick and tile plants were rather quiet but that the stoneware industry was fairly active.

Sydney reported lubricating oils and greases active. The paint and varnish

**Paints, oils,
chemicals,
explosives**

works at Halifax were operating to capacity. Montreal reported that the paint and varnish industry was normal

with a tendency to improve. Chemical, drug and medicine plants were fairly active. Quebec reported that cartridge and ammunition factories were very dull, over 200 employees being laid off during the month. The powder factories at Sherbrooke were quiet. Toronto reported that the paint and varnish industries were busy, that the chemical and drug firms were active but that the soap factories were rather quiet. Hamilton reported cartridge and ammunition factories quiet. The electrochemical plants at Niagara Falls were active. The Scarfe Varnish Co. at Brantford ran with a full staff. The oil companies at Kitchener were busy. The acid, drug and medicine plants were in need of female help and the Canadian Salt Co. was very busy. Winnipeg reported the soap factories working normally. The Imperial Oil Works at Regina ran full time with a full staff, but the soap works were only fairly active. Vancouver reported that the paint works and soap works were busy. Victoria reported that the soap factories were busy, also the paint factories, there being an increasing demand for paint as compared with other years.

The earnings of the Canadian Pacific Railway Co. during March were \$12,374,182 as compared with \$12,427,914 for

**Railways,
shipping and
'longshore work**

March 1918. Sydney reported that 'longshore work was more active

during April than in the preceding month. Halifax reported that steam and street railway employees were very active. The street railway company added several new cars and dispensed with the services of all women conductors, their places being taken by

returned men. 'Longshore work fell off during the month. Charlottetown reported that the railway had a busy month, large quantities of potatoes and other products being shipped to the Provinces. St. John reported the steam railways exceptionally busy in the transportation of troops and passengers. 'Longshore work was good. Transfers, liveries and garages reported an increase in business. Montreal harbour showed signs of activity. Quebec reported steam railways busy on freight. The railway repair shops were busy and garages were very active. The street railways were quiet. Three Rivers Traction Co. was very active. Toronto reported that the railways were busy transporting troops and freight. The repair shops were fairly active. The street railway traffic was normal and navigation was increasingly active. Hamilton reported that both steam and electric railways were busy on freight and passenger business, and that the steamships and motor transports were busy with freight. Inland navigation was resumed at Niagara Falls giving employment to men at lake and canal ports. On the railways passenger traffic was good but freight movements were light. Brockville reported that 'longshore work was not very active. Kingston reported the steam railways and railway repair shops were active and that 'longshore work was beginning to look up. Belleville reported that 'longshore work was opening up. Galt reported that steam and electric railways were very busy. Kitchener reported activity. Stratford reported that steam railway workers were dull but that the railway repair shops were active. Liveries and garages were busy. London reported that the steam railways were more active and that some of the crews laid off in the winter had been re-employed. The railway repair shops were busy. St. Thomas reported that regular men were well employed on local railroads but that employment among spare men was

fair only. Repair shops were busy. Chatham reported that the steam railroads showed considerable increase in the freight department while on electric railroads both passenger and freight traffic was very light. The street railway at Windsor was very busy. A number of longshoremen were employed and liveries and garages had a good month. Owen Sound reported that navigation had opened but that business so far was quiet. Fort William reported that navigation opened about the 22nd with a call for car checkers, truckers and other workers. The grain elevators also issued a call for weighmen and inspectors and grain shovellers. Brandon reported the steam railways and railway repair shops busy and street railways and transfers active until the strike. Regina reported the steam railway passenger business very good and the freight business very fair. Street and electric railways were very active and the railway repair shops were very busy. Railway traffic was good at Prince Albert. The railway repair shops at Calgary were fully employed. Vancouver reported navigation and longshore work active and transfers and garages busy. New Westminster reported that railway repair shops were absorbing much of the labour available. The street railway business continued to be very active.

Quebec reported that the stone quarries were dull. Sherbrooke reported

that the copper mines were closed down but that the asbestos mines were fairly busy. During April the Cobalt mines operated at full capacity. A small surplus of labour was reported in the district, which, however, the gold camps farther north appeared to be absorbing. A total of 24 cars containing approximately 1,809,681 pounds of ore were shipped in April as compared with 24 cars containing 1,781,063 pounds in March. Bullion shipments amounted to 499

bars containing 649,400 fine ounces of silver as compared with 527 bars containing 669,521 fine ounces in March. Activity in the gold camps of Porcupine and Kirkland Lake continued to increase. The mill of the Dome Mines did not resume production during the last half of the month, though it was anticipated that the mill would be open early in May. Fernie reported that there were indications that some of the closed-down metalliferous mines would re-open shortly. Nelson reported a reduction in wages of 25 cents per day at the smelter, and 50 cents at the mines operated by the Consolidated Mining and Smelting Co. which affected about 2,000 men. This reduction was made in accordance with a previous agreement. The Granby Consolidated Mining and Smelter Co. at Anyox, which closed down during March, resumed operations and took on about 1,200 men. Nanaimo reported that the quartz mines on the Island were very quiet.

Sydney reported the output of the Dominion Collieries as 258,000 tons of coal and 48,000 tons of coke with 452 ovens in operation, as compared with 275,000 tons of coal and 50,000 tons of coke with 515 ovens in February. It was claimed that the decrease in the output of coal was due to the 8-hour day also to the fewer working days in the month. The output of the Sydney Mines was 45,000 tons of coal and 7,600 tons of coke and 148 ovens in operation, as compared with 37,000 tons of coal and 6,800 tons of coke with 146 ovens in operation in February. All the collieries were active except the Jubilee Mine which worked half time only. Westville reported that the coal mines of the district worked part time during the first half and full time during the latter half of the month. Mine operations at Minto remained comparatively quiet. Lethbridge reported a falling off in the mines of the district, some of the mines working only four days a week: this was due to there being large stocks of coal on hand. Calgary re-

Mining and quarrying

ported that the mines of the district were working part time with a large surplus of miners. Fernie reported that the mines worked on an average only three days a week and that the manufacture of coke fell behind. The Fernie ovens were closed down. Nanaimo reported that the mines of the district were rather dull and that a few days were lost and that the number of men out of work was gradually increasing.

Halifax reported that there was plenty of employment for all workers

Building and construction

in the building trade.

Westville reported that the building trades continued to be very dull.

Charlottetown reported that the stone cutters and bricklayers had a better month than during March, and that painters, plumbers, steam-fitters and carpenters had a good month. St. John reported a small amount of repair work. Fredericton reported that employment was good in the building trades and that carpenters, masons and painters were in demand. Montreal reported the building trades quiet. Quebec reported some dullness. Sherbrooke reported a fair amount of building going on. Building trades at Three Rivers were fairly active. St. John's reported dullness. Sorel reported that the building trades were quiet and that about 50 men were out of work as a result. Ottawa and Hull reported no increase in building operations during April. Toronto reported that building trades opened up actively during the month and that the season promised to be a very busy one as regards small dwelling houses. At Niagara Falls the building trades showed some increased activity, and at St. Catharines and Brockville they continued to be fair. Kingston reported that a few residences were under construction and that some large contracts had lately been awarded. Peterborough reported considerable activity and that carpenters, bricklayers, painters and plumbers were well

employed. Hamilton reported the building trades well employed, about 500 dwellings and other buildings being in course of construction. Kitchener reported that bricklayers and carpenters were well employed, also painters and decorators. Guelph reported that building and construction showed considerable improvement over the previous month. Stratford reported dullness but with a promising outlook. Woodstock reported that there was not much unemployment in the building trades. London reported quietness. St. Thomas reported that the building trades were better employed than in the previous month. Chatham reported that dullness still prevailed. Windsor reported considerable improvement with a demand for carpenters. The building trades at Owen Sound were very quiet. Winnipeg reported considerable activity, it being impossible to find skilled mechanics to fill the demand. At the end of the month the strike affected employment. Brandon and Prince Albert reported dullness, but at Regina and Medicine Hat, a fair number of dwelling houses were being erected. Lethbridge and Calgary reported some improvement mainly in dwelling houses. At Edmonton carpenters were well employed. The building trades continued to show improvement at New Westminster, but at Vancouver and Nanaimo general dullness prevailed.

Westville reported that the lumber mills and logging camps were running

at full capacity. Charlottetown reported fair activity in the saw-

Lumbering

mills to which the operations of the industry were confined. St. John reported that river-driving and rafting was being carried on and that the various saw and shingle mills were in active operation. Fredericton reported that considerable numbers of men were engaged in river-driving and that the sawmills had

commenced operations. Quebec reported that river-driving in the district was in full swing under ideal conditions, though the sawmills were not yet started. Sherbrooke reported the sawmills fairly busy. The sawmills in Ottawa and Hull had not begun operations. At Peterborough the industry was active and the sawmills were preparing for the big cut. Sault Ste. Marie reported activity at the sawmills. Fort William reported that river-driving had commenced, but that as yet no great call for labour had been made. Prince Albert reported that the Prince Albert Lumber mill was not expected to open up this season, but that other mills in the district would continue operations and that many of the local men had gone to these mills. Calgary reported that there was still a demand for men in the sawmills and lumber camps. Fernie reported some improvement in this industry over previous months but that the demand for lumber products fell very short of normal for the season of the year. It was anticipated that there would be an improvement later on. Vancouver reported that the lumber camps were slowly opening up though not in such numbers as last year, the demand for spruce having fallen off. The saw and shingle mills were fairly busy. New Westminster reported that sawmill work was not very active although all the mills were running; shingle mills, however, were running steadily. Nanaimo reported that the logging camps were still running steadily and that the shortage of men was disappearing. Saw mills were also running steadily but the shingle mills were

not doing quite as well. Victoria reported that the lumbering industry was fairly active with prospects of a good season ahead.

Toronto reported an urgent demand for farm labour, both male and female, but that comparative-
Agriculture ly few persons were willing to leave the city for farm work. Hamilton reported a big demand for farm help with \$50 per month with board for single farm hands and \$500 to \$600 with free house, wood, milk, etc., to married men. Woodstock reported many applications for farm labour. London reported that the situation with regard to farm labour was quite serious; numerous jobs were being offered, but there were no applications for work of this kind. Chatham reported a demand for farm help that was not being filled. It was the experience of the labour bureaus that returned men in general would not take up farm work. Brandon reported that farmers were unable to obtain the necessary help notwithstanding the high wages offered. Regina reported a shortage of farm labour. Prince Albert reported that an increasing number of men were being engaged in dairy and stock farming. Saskatchewan reported the demand for farm labour continued to be brisk and that a large number of men were receiving wages varying from \$70 to \$80 per month. Medicine Hat and Lethbridge reported a shortage of farm help although farmers are offering from \$60 to \$65 a month, with board. Edmonton reported farm labour in general demand.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907**PROCEEDINGS FOR THE MONTH OF APRIL, 1919, WITH TEXT OF BOARD REPORTS.**

DURING the month of April the Department received reports from three Boards of Conciliation and Investigation established to deal with disputes between (1) the Sandwich, Windsor and Amherstburg Railway Company and certain of its employees, being members of Division No. 616, Amalgamated Association of Street and Electric Railway Employees of America, (2) the Dominion Power and Transmission Company and certain of its employees, being linemen and operators, members of Local Union No. 105, International Brotherhood of Electrical Workers, and (3) the Brantford Municipal Railway Commission and certain of its employees, being members of Local Division No. 685, Amalgamated Association of Street and Electric Railway Employees of America. The Board established to deal with the dispute between the Montreal Light, Heat and Power Company advised with regard to the situation at that point, and eight applications were received for the establishment of Boards.

During the month of April certain changes were made in the membership of the Labour Appeal Board, and early in May an order in council was adopted providing for the repeal of a portion of the order which related to the establishment of the Board.

Applications Received

During April applications for Boards were received as follows:

1. From the employees of the Dominion Power and Transmission Company, being linemen and operators, members of Local Union No. 105, International Brotherhood of Electrical Workers.

2. From the employees of the Brantford Municipal Railway Commission, members of Local Division No. 685, Amalgamated Association of Street and Electric Railway Employees of America.

The personnel of the Boards established in the foregoing cases and the text of the Boards' reports appears in the present chapter.

3. From the employees of the Hull Electric Railway Company, members of Division No. 591, Amalgamated Association of Street and Electric Railway Employees of America. A Board was established composed as follows: Mr. D'Arcy Scott, K.C., Ottawa, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. G. D. Kelley, Ottawa, and Fred. Bancroft, Toronto, nominees of the company and employees respectively.

4. From the Winnipeg Street Railway Company in connection with a dispute with its motormen and conductors. A Board was established, Mr. Isaac Pitblado being appointed on the company's nomination. The employees decided not to name a person for appointment to the Board and Mr. R. S. Ward, general manager of the Co-operative Stores, Winnipeg, was thereupon appointed by the Minister as on behalf of the employees. It developed that Mr. Pitblado was absent from Winnipeg and would not return for some days. The Company thereupon named Mr. J. Bowes

Coyne, K.C., Winnipeg, in substitution for Mr. Pitblado, and Mr. Coyne was appointed accordingly. The chairman had not been appointed at the time of going to press. Considerable unrest prevailed among the employees and there was some danger of the men ceasing work. It was, however, decided to continue work for the present pending inquiry by the Board to be established.

5. From the civic employees of the Corporation of the City of Brandon, Manitoba, members of Civil Employees' Federal Labour Union No. 69. The employer being a municipality a Board could be established only by the consent of both parties. This consent was granted by the City and a Board was established accordingly, Mr. Geo. R. Coldwell, K.C., Brandon, being appointed a member thereof on the recommendation of the company. Almost simultaneously with the receipt by the Minister of the application for a Board, a brief strike occurred on the part of the employees concerned. Direct negotiations were then resumed and a working agreement effected.

6. From the employees of the Grand Trunk Pacific Railway Company, Canadian National Railways and Canadian Pacific Railway Company, members of the Brotherhood of Railway Clerks, Freight Handlers and Station Employees. This dispute was, by arrangement between the parties concerned, and effected through the Minister of Labour, transferred to the Canadian Railway Board of Adjustment No. 1, and word was received that it had been satisfactorily adjusted.

7. From the employees of the Corporation of the City of Hull, Quebec, being firemen and members of the International Association of Fire Fighters, Local Union No. 174. The employer in this case being a municipality a Board could be established only by the consent of both parties. The Corporation of Hull consenting a Board was established, Dr. Archambault, Mayor of Hull,

and Mr. Patrick Green, Ottawa, being appointed members, on the recommendation of the Corporation and employees respectively.

8. From the employees of the Edmonton Municipal Street Railway. The employer in this case being a municipality a Board could be established only by the joint consent of both parties. While correspondence on this point was being carried on an officer of the Department, who visited the locality, intervened and it is understood that the matters in dispute have been adjusted.

Other Proceedings under Act

During April other proceedings under the Act took place as follows:

The Board established to deal with the dispute between the Montreal Light, Heat and Power Company advised that the inquiry was nearing conclusion, and there was ground for hoping that a working agreement would result. Unfortunately the employees, not realizing the precise situation, ceased work for two or three days, but the Board intervened in the dispute and better relations were secured.

Mr. William Rutherford, of the William Rutherford and Sons Company, Limited, Montreal, and Mr. B. W. Coughlin, of the B. J. Coughlin Company, Limited, Montreal, were appointed members of the Labour Appeal Board, to fill the respective places of Messrs. H. I. Thomas and S. R. Parsons, who had resigned, Messrs. Rutherford and Coughlin being named by the Canadian Manufacturers' Association. Mr. Gus Franeg; who had withdrawn from the Board, resumed membership in the place of Mr. J. A. McClelland, who had been temporarily appointed.

On May 1 the order in council, dated July 11, 1918 (P.C. 1743), under which this Board was created, was amended by cancellation of that portion of the order under which the Board of Appeal was constituted, and the Board of Appeal ceased, therefore, to exist as from May 1.

Report of Board in Dispute between the Sandwich, Windsor and Amherstburg Railway Company and certain of its employees

A REPORT was received from the

Board established to deal with the dispute between the Sandwich, Windsor and Amherstburg Railway Company and certain of its employees, being members of Division No. 616, Amalgamated Association of Street and Electric Railway Employees of America. The Board was composed as follows: His Honour Judge J. G. Wallace, Woodstock, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members; Messrs. F. H. McGuigan, Toronto, and A. Hooper, Windsor, nominees of the company and employees respectively. His Honour Judge A. T. Boles, Simcoe, who had formerly accepted the chairmanship of this Board, was forced to resign on account of ill-health. The report was signed by all three members and was accompanied by a proposed schedule of rates and rules. Mr. Hooper did not concur as to two of the articles included in the agreement and expressed his intention to submit a minority report.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Sandwich, Windsor & Amherstburg Railway Company, employer, and certain of its employees, being members of Division No. 616, Amalgamated Association of Street and Electric Railway Employees of America, employees.

The Board of Conciliation and Investigation to enquire into the above dispute was appointed by the Honour-

able the Minister of Labour on the 27th day of March, 1919. His Honour J. G. Wallace, of Woodstock, Ont., was appointed Chairman of the Board on the 10th of April, 1919, the other members of the Board being Mr. F. H. McGuigan, of Toronto, representing the company, and Mr. Archie Hooper, of Windsor, representing the employees.

The meetings of the Board were held at Windsor on the 16th, 17th, 18th, 19th, 21st, 22nd and 23rd days of April, 1919.

The representatives of the men were Mr. R. L. Reeves, of Detroit, Mr. Ernest Thorn and Mr. Richard Burgess, of Windsor. The company was represented by Mr. Sidney Anderson, general manager; Mr. Frederick Hayes, superintendent; Mr. Harry Ferguson, Mr. John Goulet.

The representatives of the company and employees failing to agree on work hours and rates of pay, these matters were left to the Board to decide.

The Board is pleased to report that, after hearing and carefully considering all evidence and matters submitted fully discussed by the representatives of the men and the company, they have agreed upon the schedule of rules and regulations covering working conditions and wages, a copy of which is herewith submitted, with the exception that Mr. Hooper, representing the men, does not agree to Articles 21 and 22—except as to the rate for overtime, in which he concurs—and the general substitution of the word "employees" for "Association." His objections will be covered in a minority report.

The Chairman and Mr. McGuigan have agreed that the claims of Renaud, Higgins, O'Brien and Jos. Reaume should be dismissed. Mr. Hooper does not agree with this recommendation.

The Board unanimously agrees that Joseph Ballestina should be allowed two days' pay.

The Board recommends that Knox and Loop should be reinstated immediately, provided that they admit they should have made a prompt report of the accident.

Windsor, Ont., April 24th, 1919.

(Sgd.) J. G. WALLACE,
Chairman of the Board.

(Sgd.) F. H. MCGUIGAN,
Member of the Board.

(Sgd.) A. E. HOOPER,
Member of the Board.

**SANDWICH, WINDSOR & AMHERSTBURG
RAILWAY.**

**Regulations Governing the Service and Rates
of Pay of Conductors and Motormen of
the Sandwich, Windsor & Am-
herstburg Railway.**

ARTICLE No. 1.—The Book of Rules and instructions issued from time to time by Company's officers will govern all employees.

ARTICLE No. 2.—Employees will not be discriminated against for being members of a Union or Brotherhood nor for serving on Committees representing employees, and, upon written request a reasonable time in advance by their Chairman or Secretary, will be relieved for Committee work when it can be done without interfering with the service.

ARTICLE No. 3.—Bulletin orders and special instructions issued from time to time will be posted in the Car House office at Windsor and in the Amherstburg station. All bulletin orders and instructions must be signed for as provided in Rule No. 1 of the Book of Rules.

ARTICLE No. 4.—All employees included in this schedule will be provided with coupon pass books good on all city lines and, on application at the superintendent's office, a reasonable amount of free transportation will be issued over the interurban lines of the Company.

ARTICLE No. 5.—Tickets, change, transfers and other supplies may be obtained at the Car House office where all conductors and motormen will procure necessary supplies. Conductors whose runs do not pass the Car House can procure change, tickets and other necessary supplies at the Main Office during the hours it is open.

ARTICLE No. 6.—(a) Conductors and motormen will be entitled to choice of, and will select their runs in accordance with seniority in the service. Selections to be made about January 1st of each year and at each change of time card, of which notice will be posted five (5) days before taking effect.

(b) In the event of a vacancy the first extra man will be entitled to the run for a period not to exceed five (5) days, after which conductors or motormen ranking next below in seniority will have the right to re-select their runs.

(c) The Company will provide the Employees' Committee with a copy of each new schedule four (4) days before the signing up takes place, and it will be the duty of the Employees' Committee to see that runs are selected within the four days in accordance with seniority. Different schedules will be posted for week days and Sundays and a separate sign-up will be made for each schedule.

(d) Freight cars that run daily shall be posted as regular runs when summer schedule becomes effective. Conductors or motormen selecting a freight run shall hold the run until the next yearly sign-up.

ARTICLE No. 7.—Regular conductors and motormen will not be required to do extra work after finishing their regular runs if competent extra men are available. The Company will, when possible, provide extra men to protect the service.

ARTICLE No. 8.—Men performing tripper work shall receive not less than one (1) hour's pay for each tripper run. Actual time will be paid for all time in excess of one (1) hour.

ARTICLE No. 9.—Conductors and motormen required to instruct new men will be paid fifty (50) cents a day or over half a day they perform such service.

ARTICLE No. 10.—Men required to go to either terminal of the interurban division for relief work shall be paid for dead-heading both ways, and if held more than one day shall in addition be paid for dead-heading one way.

ARTICLE No. 11.—Men who have been notified and report for duty at 5.45 a.m., 11.00 a.m. and 4.00 p.m., and who fail to procure work, shall be paid not less than one (1) hour's time for each such attendance.

ARTICLE No. 12.—Any regular employee entering the Military or Naval service of his country between August 4, 1914, and November 11, 1918, shall retain his full seniority rights (including all time in his country's service) and be reinstated by making application personally or in writing to the proper officer of the Company within ninety (90) days after his discharge.

ARTICLE No. 13.—Any conductor or motorman against whom charges are made will report when off duty to the superintendent and be given a hearing within forty-eight (48) hours. If satisfactory adjustment is not thus obtained he may appeal to the general manager or vice-president and be accompanied by the Employees' Committee, and if exonerated will at once be reinstated and receive full regular pay for all time lost.

ARTICLE No. 14.—Claims for shortage against conductors shall be made within seven (7) days and shall be accompanied by the trip sheet.

Conductors of cars equipped with Ohmer register will on request be shown the register reporting sheet for the day of shortage.

ARTICLE No. 15.—A book shall be provided in the Car House office in which employees can register the day or days they desire to be off duty. Those registering first shall be given preference, provided, however, that in case of members of the Employees' Committee having business for the employees, a special effort shall be made to relieve them.

ARTICLE No. 16.—Conductors shall not be used as motormen, or vice versa, except in case of necessity.

ARTICLE No. 17.—In case of schedule on interurban lines becoming irregular, the dispatcher shall remain in the office until the schedule is readjusted.

ARTICLE No. 18.—All new headlights installed shall have modern adjustable dimmers.

ARTICLE No. 19.—Provision will be made at the Car House for the convenience of conductors and motormen in making out reports.

ARTICLE No. 20.—Cars to be properly equipped with brakes, fenders and modern sanders, and before being put in service cars shall be properly cleaned, oiled and equipped and fires laid by barn men at Windsor barns.

ARTICLE No. 21.—Ten (10) hours with a minimum of nine (9) hours to be completed within twelve (12) consecutive hours shall constitute a day's work for conductors and motormen. Any time worked after twelve (12) hours will be paid for at the rate of twenty (20) cents per hour in addition to the regular rate.

ARTICLE No. 22.—The rate of wages shall be:

First six months	35c per hour
Second six months	37c per hour
Second year	38c per hour
Third year and after	40c per hour

plus one (1) cent an hour, exclusive of overtime, in lieu of uniforms. Caps and badges will be provided by the Company.

This schedule to become effective April 1st, 1919, and to continue for one year, and from year to year thereafter except upon thirty (30) days' notice in writing from either party of their desire for change.

(Sgd.) J. G. WALLACE,
Chairman.

(Sgd.) F. H. MCGUIGAN,

(Sgd.) A. E. HOOPER.

Report of Board in Dispute between the Dominion Power and Transmission Company, Hamilton, Ontario, and its linemen and operators

A REPORT was received from the

Board established to deal with the dispute between the Dominion Power and Transmission Company and certain of its employees, being linemen and operators, members of Local Union No. 105, International Brotherhood of Electrical Workers. The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. Geo. S. Kerr, K.C., Hamilton, and Fred. Bancroft, Toronto, nominees of the company and employees respectively. The Board presented a unanimous report, which was accompanied by an agreement, signed by representatives of both parties to the dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between Dominion Power and Transmission Company, employer, and certain of its employees, being linemen and operators, members of Local Union 105, International Brotherhood of Electrical Workers, employees.

To the Honourable,
the Minister of Labour,
Ottawa, Ont.

Sir,

The Board of Conciliation appointed by you in connection with the dispute in this matter have the honour to report that pursuant to appointment they met at the Court House in Hamilton on the 21st day of April, 1919, and proceeded to hear the parties to the dispute.

The Board was attended by three representatives for the employer and three representatives for the employees.

After proceeding a certain distance in the investigation and discussion on the recommendation of the Board, the employer and employees adjourned for the purpose of conference to see if some settlement could be arrived at.

The result of the meeting was submitted to the employees at a meeting on the evening of the 22nd inst. A report of the employees having been received and seeming favourable to a settlement in the case of the linemen, we proceeded to consider the case of the operators, and again, after some discussion, upon the suggestion of the Board, it was decided that there should be a conference over the dispute as to the operators, the result of which was that it was again agreed to submit to a meeting of the men in the evening the statements made by the representatives of the employer.

The result of this conference was that at our meeting on Wednesday morning, the 23rd day of April, the employer and employees reported that an agreement had been arrived at between them covering all the matters in dispute.

This agreement has been signed by the representatives and we have the honour to enclose one copy thereof with our report.

We have the honour to be,

Your obedient servants,

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) FRED BANCROFT,
For Employees.

(Sgd.) GEO. S. KERR,
For Employer.

Hamilton, April 23rd, 1919.

Agreement between Dominion Power and Transmission Company, Limited, and its employees, being operators and linemen, members of the L. U. 105, I. B. of E. W., Hamilton, Ontario.

This agreement entered into on April 1st, 1919, is to remain in force and effect until April 1st, 1920, and thereafter until thirty thirty days' notice in writing terminating it is given by one party to the other.

OPERATORS AT SUB-STATIONS B, C, D, E,
F, G, H, I, J, K AND S.

1. Present hours of work to continue and relief operators to be increased to four for the purpose of providing one day's rest in seven with pay for each operator as near as practicable.

2. Each operator shall be allowed one week's holidays each year with pay.

3. Dominion Power and Transmission Company will not discriminate against any of its employees because of their membership in L. U. 105, I. B. of E. W., of Hamilton, Ontario.

4. The rate of pay shall be the following:

First operator to receive \$110.00 per month.

Second operator to receive \$105.00 per month.

Helpers at power stations, \$75.00 per month.

5. All overtime shall be paid at the rate of time and a half.

6. Nothing in this agreement shall be construed so as to lower the pay of any employee now receiving a higher rate.

OPERATORS AT SUB-STATION A AND EAST
END POWER STATION.

7. Operators at Sub-station A and East End Power Station shall receive an increase of \$5.00 per month over their present rate of pay.

LINEMEN.

8. Present hours of work to continue.

9. A first-class lineman shall be one who handles primary wires or patrols high tension lines.

A second-class lineman shall be one who handles secondary wires only.

10. The rate of wages shall be the following:

First-class linemen, 55c per hour.
Second-class linemen, 50c per hour.

11. Time and a half for overtime.

Double time after 10 p.m. and on Sundays and all legal holidays.

12. Dominion Power and Transmission Company will not discriminate against any of its employees because of their membership in the L. U. 105, I. B. of E. W., of Hamilton.

In the event of a difference arising over the interpretation of this agreement, a committee of the organization shall meet with the Company's officials and adjust the matter. In case of failure to adjust the difference, no cessation of labour shall take place until the highest officials of both parties have met in an endeavour to arrive at a settlement.

Dated at Hamilton, this 23rd day of April, A.D. 1919.

Signed on behalf of Dominion Power and Transmission Company:

(Sgd.) EDW. P. COLEMAN,
General Manager.

(Sgd.) M. E. ANGUS,
General Supt.

(Sgd.) GEO. E. WALLER,
General Supt.

Signed on behalf of Local 105, I. B. of E. W.:

(Sgd.) CHARLES OSIER,
President, L. U. 105.

(Sgd.) STANLEY BOOND,
Secretary, L. U. 105.

(Sgd.) JOHN NOBLE,
Representing
International Office.

Report of Board of Dispute between the Brantford Municipal Railway Commission and certain of its employees

A REPORT was received from the Board established to deal with the dispute between the Brantford Municipal Railway Commission and certain of its employees, being members of Local Division No. 685, Amalgamated Association of Street and Electric Railway Employees of America. The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, appointed on the joint recommendation of the other two Board members, His Honour Judge J. G. Wallace, Woodstock, and Mr. John McGrattan, Brantford, nominees of the company and employees respectively. A unanimous report was presented by the Board and was accompanied by a proposed schedule of rates and rules.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between: The Brantford Municipal Railway Com-

mission, employer, and its employees, being members of Local Division No. 685, Amalgamated Association of Street and Electric Railway Employees of America,

To the Honourable
The Minister of Labour,
Ottawa.

Sir:

The Board of Conciliation herein has the honour to report as follows:

On Friday, the 25th day of April, 1919, at 10 a.m., the Board established by you in this dispute met at the City Council Chamber in Brantford; the members, Colin G. Snider, James G. Wallace and John McGrattan, were all in attendance.

The members of the employer commission, F. F. Calbeck, W. R. Turnbull and C. H. Hartman, were in attendance throughout the hearing and Joseph Gibbons, Frank S. Vinall, H. Clemenhausen

and J. Arthur Huson, representing the employees, also attended. The Board continued in session on the 25th, 26th and 28th days of April, 1919.

After hearing the parties and the evidence adduced and considering the schedules, statements and documentary evidence laid before us, and having failed to bring about complete agreement between the parties, the Board took the matter into consideration and recommend for acceptance by the employer and employees the schedule of rules and rates of wages returned herewith as part of our report as being in the opinion of the Board, just and fair, having regard to the local and general conditions prevailing at this time.

All of which we have the honour to submit.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) J. G. WALLACE,
For Employer.

(Sgd.) JOHN McGRATTAN,
For Employees.

Dated at Brantford this 28th day of April, 1919.

BRANTFORD MUNICIPAL RAILWAY.

Schedule of Rules and Rate of Pay recommended by the Board.

PART I.

CLAUSE 1.—This Schedule of rules and rate of pay shall come into force and effect on the 1st day of May, 1919, and continue until the 1st day of June, 1920, and from year to year thereafter until changed by agreement of the parties thereto. Either party may ask for variation or change in any clause or clauses in this Schedule by giving the other party thirty days' notice in writing prior to the 1st day of June, 1920,

or prior to the 1st day of June in any year thereafter.

CLAUSE 2.—That 9 hours shall constitute a day's work for all employees, to be served within twelve consecutive hours. That time and one-half shall be paid for all overtime, not to include overtime served in replacing a sick man.

CLAUSE 3.—That the Municipal Railway will pay half costs of one uniform for each motorman and conductor for each year for the first two years of service, and after that supply one standard uniform each year for each conductor and motorman.

CLAUSE 4.—That conductors receive \$25.00 (Twenty-five Dollars) for change and tickets.

CLAUSE 5.—That a stool shall be placed on each end of the Market Street car for the use of the motorman and conductor.

CLAUSE 6.—That seniority in the service shall be recognized at all times. That no discrimination on account of employees belonging to labour organizations shall be shown. That all privileges now enjoyed by employees shall be continued.

CLAUSE 7.—That any motorman or conductor against whom charges have been received shall have the right to appeal in person to the Municipal Railway Commission, and bring with him representatives from Local Division 685 and he shall be given notice of the decision of the Commissioners within forty-eight hours after hearing his appeal, and he shall have the right to have such hearing before any penalty is imposed.

CLAUSE 8.—The scale of wages shall be as follows:

First year men, 37 cents per hour.

Second year men, 39 cents per hour.

Third year men and thereafter, 41 cents per hour.

That Frank Gould's wages as store-keeper, etc., be 41 cents per hour.

That the Inspector's pay shall be not less than \$100.00 per month.

PART 2.

That for section and switch men nine hours shall constitute a day's work and

the rate of wages shall be 38 cents per hour. Overtime, if any, at same rate.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) J. G. WALLACE,
For Employer.

(Sgd.) JOHN McGRATTAN,
For Employees.

DECISION OF CANADIAN RAILWAY BOARD OF ADJUSTMENT No.1 AFFECTING EMPLOYEES OF CANADIAN EXPRESS COMPANY

Special Session of the Board

DURING March a dispute between the Canadian Express Company and certain of its employees, being clerks, drivers, porters, messengers, etc., members of the Canadian Brotherhood of Railroad Employees, was referred to a Board of Conciliation under the chairmanship of His Honour Judge R. D. Gunn, Ottawa, with Messrs. F. H. McGuigan and Fred Bancroft representing the company and the employees respectively. The Board presented a report which was signed by the chairman and by Mr. Bancroft. Mr. Bancroft, however, differed from the chairman at some points and on those points submitted an independent report; Mr. McGuigan presented a minority report. The Company appealed the dispute to the Labour Board of Appeal. This Board presented a report on April 8, a minority report being presented by Messrs. Bruce and Francq, the labour representatives. These reports were printed in last month's issue of the LABOUR GAZETTE. Both Conciliation Board and Appeal Board recommended that the question of the mileage basis with the accompanying question of rates of pay for train messengers and helpers should be referred to the Canadian Railway Board of Adjustment No. 1 for settlement.

Following the delivery of the Board of Appeal judgment the employees ceased work. Direct negotiations were in a day or two resumed, the Minister of Labour acting as mediator, and the men resumed work after a few days' strike with the understanding that all points not settled as a result of the enquiry before the Conciliation Board should go for adjustment to the Canadian Railway Board of Adjustment No. 1. A special session of the Board of Adjustment was held in Montreal on April 17, 18 and 19, and an agreement was reached, a schedule of rules and wage rates being signed by representatives of both parties. The complete text of the report of the Board of Adjustment embodying the schedule of wages follows:

Report of Canadian Railway Board of Adjustment No. 1

Montreal, April 19th, 1919.

Concerning the Canadian Express Company and its employees, being members of the Canadian Brotherhood of Railway Employees.

Dispute relative to schedule revision, including the adoption of wage rates and conditions of employment governing messengers, helpers, clerks, drivers, porters and others in the employ of the Express Company.

GENERAL STATEMENT.

On April 10th, 1919, the organization specified above authorized a strike of employees of the Canadian Express Company, and when this dispute came to the Board for consideration, the strike, which affected a considerable number of the employees of the Company, had been in effect for one week.

Canadian Railway Board of Adjustment No. 1 completed its monthly sittings for April at 4.30 p.m. on April 17th, and some of the members of the Board had left the Board Room, for their respective offices, when the Honourable G. D. Robertson, Minister of Labour, called the Secretary by telephone to ascertain if the Board could take under advisement and give prompt consideration to the matter of arranging a settlement of the dispute, with the understanding that the strike would be immediately called off, if the Board would consent to promptly deal with the questions involved.

The Board was at once convened and the Minister of Labour was invited to meet with and to arrange to bring before it the representatives of the Company and of the employees concerned, which he did shortly after 5 p.m.

After some discussion relative to the general questions involved, the parties to the dispute prepared and submitted to the Board the following letter:

"Montreal, April 17th, 1919.

"Mr. R. Chapple,

"Secretary, Canadian Railway

"Board of Adjustment No. 1,

"Montreal, Que.

"Dear Sir,

"Referring to the dispute between the Canadian Express Company and its employees, and the strike of the employees concerned which has been in effect for some days;

"The undersigned, on behalf of the Canadian Express Company, and on behalf of the General Committee representing the employees, hereby request Canadian Railway Board of Adjustment No. 1 to take under consideration all questions in controversy between the Canadian Express Company and its employees, and we hereby agree on behalf of the Canadian Express Company and on behalf of the employees affected to abide by

"the decision rendered by Canadian Railway Board of Adjustment No. 1 on all questions involved and to be considered by the Board.
 "The undersigned General Chairman, representing the employees, agrees that in consideration of your Board deciding and agreeing to take the questions of difference under prompt advisement, and to render decisions thereon, to at once issue instructions calling off the strike, with the understanding that such employees shall be reinstated without prejudice.

"Yours truly,

"(Sgd.) A. SCHOLEY,

"Chairman, General Committee

"Representing the Employees.

"(Sgd.) JOHN PULLEN,

"President,

"Canadian Express Company."

On receipt of the letter the Board unanimously agreed that the questions involved were of such importance as to warrant it in undertaking to deal therewith promptly, and the various members of the Board at once arranged to change their personal and individual plans for the purpose of continuing in session to handle this case.

On the morning of Good Friday, April 18th, the parties to the controversy appeared before the Board, and the entire day was spent in a general analysis of the various points in dispute in an effort to reconcile, in so far as possible, the differences between the parties on the outstanding points, and by evening considerable progress had been made in this direction.

At nine a.m. April 19th, further hearings were held in connection with these questions, such hearings continuing until after noon of that date, when, after the parties to the dispute had withdrawn, and all evidence in connection with the points of difference had been placed before the Board, decision on the matters still unsettled was reached.

The Board found in connection with this dispute certain somewhat embarrassing features, as follows:

All questions involved in the controversy between the Canadian Express Company and its employees had been the subject of consideration by a Board of Conciliation appointed under the pro-

visions of the Industrial Disputes Investigation Act, and as a result of a majority and minority report having been filed by said Board of Conciliation, the questions in dispute had later been referred to the Board of Appeal appointed under P.C. 1743. Again the controversy was embarrassed by the fact that the Board of Appeal did not file a unanimous decision in connection with the dispute, and once more parties to the controversy declined to accept the decisions rendered, and the organization authorized a strike to become effective at 6 p.m. April 10th, 1919.

On the afternoon of April 10th, in a letter addressed to the President of the Company and the President of the Organization, Canadian Railway Board of Adjustment No. 1 extended its friendly offices with a view of undertaking to promptly reconcile existing differences, this action being taken on the suggestion of the Minister of Labour. Efforts made in this connection, however, were unsuccessful, with the result that the strike became effective.

In connection with the Board's final decision or award, it is believed proper to refer to certain essential features of the decision, and to deal briefly with the reasons which actuated the Board in deciding as outlined in the awarded schedule.

The Board in considering the questions involved, and in preparing and awarding the completed schedule, believed it to be necessary to carefully review the majority and minority reports rendered by the Board of Conciliation, which had dealt with these matters, and whose reports to the Minister of Labour, dealing therewith, had been placed before it.

Careful consideration was also given to the recommendations of the majority and minority report of the Board of Appeal, which Board also heard this dispute after the Board of Conciliation had failed to effect settlement.

Canadian Railway Board of Adjustment No. 1 also had before it Supple-

ment No. 19 to General Order No. 27, issued April 14th, 1919, which Supplement dealt with the wage rates and conditions of employment of the employees of the American Railway Express Companies, under the United States Railroad Administration.

All of the above documents were given full consideration by the Board, in addition to the originally proposed schedule of the employees, and the oral arguments presented by the parties to the dispute.

The Board in rendering its decision followed, in so far as it appeared consistent and proper, the provisions and intent of the recently issued Supplement No. 19 to General Order No. 27, for Express Employees on United States Railroads, but on certain questions the Board deemed it advisable to vary slightly from the provisions of this Supplement in order to deal equitably with the contentions of these employees, having regard to comparisons with similar classes of employees in Canada, and some of the variations are as follows:

1st. Supplement No. 19 to General Order No. 27 affecting express employees in the United States, provided that the increased compensation awarded therein should become effective as of January 1st, 1919.

In the case of the employees of the Canadian Express Company, the Board awarded that the increases would become effective as of February 1st, 1919, and such decision was made for the reason that negotiations had not been commenced by the Committee representing the Canadian Express Company's employees until January 8th, 1919, and the majority report of the Board of Conciliation, also the Board of Appeal, which dealt with the matter, recommended that the increases awarded should be made effective as of February 1st, 1919, and such portion of the majority award had been accepted by the employees some time prior to the date that the case was presented to Board of Adjustment No. 1.

2nd. Supplement No. 19 to General Order No. 27 for American Railway Express Company's Employees awarded for Express Messengers that "8,000 miles or less" should be the monthly mileage of express messengers.

In the opinion of this Board 8,000 miles appeared to be exceptionally high mileage for express messenger service, and it was believed that such high mileage had been ordered by the United States Railroad Administration on account of a considerable amount of the express business in the United States being fast, high mileage service, therefore not altogether applicable to Canadian conditions.

The Board further found that the Canadian Northern Express Company had 5,000 miles for express messengers, while the Dominion Express Company had a 6,000 mile basis for these employees, after which express messengers employed by both of the above specified companies would receive extra compensation for mileage in excess of 5,000 or 6,000 miles respectively.

The Board, therefore, awarded to express messengers employed by the Canadian Express Company 6,000 miles or less for the month's work.

3rd. Supplement No. 19, referred to above, also provided that express messengers would not receive final terminal delay time until one hour after arrival at final terminal had elapsed, but the Board believed it consistent to award the employees of this Company final terminal delay time 30 minutes after the arrival of the train at terminal, excepting at Toronto and Montreal, where the final delay time for express messengers is to commence one hour after arrival at the terminal.

In connection with many of the rules included and awarded in the schedule, the Board was able to secure the agreement of the parties to the controversy to the language finally adopted in such rules.

In connection with the letter dated April 17th, quoted above, wherein Canadian Railway Board of Adjustment No.

1 had been requested by the parties to the controversy to consider and dispose of the questions at issue, it should be noted that the concluding paragraph of that letter provides that the employees who had been on strike were to be reinstated without prejudice.

The Board accepted consideration and prompt disposal of the Schedule questions at issue with the understanding that the strike would be promptly terminated and that all employees who had left the service would be at once reinstated and it expects that such undertakings have been carried out in good faith.

The Schedule awarded in this case follows herewith:

SCHEDULE OF RULES AND RATES OF PAY

Governing the Employment of Train Messengers and other Employees in the Service of the Canadian Express Company.

The rates and rules specified hereunder have been determined and are ordered effective as outlined by Canadian Railway Board of Adjustment No. 1, as a result of Joint Request made on April 17th by the President of the Company and the Chairman of the General Committee representing the Employees, for the Board to determine and establish schedule rates and rules governing the employees above referred to.

The rates specified hereunder are to be made effective as of February 1st, 1919, and retroactive pay from that date is to be paid as early as possible.

The rules governing payments for overtime and other working conditions specified hereunder are to be made effective as of May 1st, 1919.

ARTICLE 1.—*Rates of Pay.*

For all express employees paid on a monthly, weekly or daily basis, the following rates of pay are established:

(a) To the monthly rate of pay of position as of January 1st, 1918, add twenty-five (25) dollars per month; weekly and daily rated positions to be increased proportionately.

(b) For positions (or messenger runs) created since January 1st, 1918, or where the duties of existing positions have been changed since that date, the rate of pay as of January 1st, 1918, for analogous positions of similar scope and responsibilities, shall be the rate to which the increase specified in Section (a) of this Article is to be added.

(c) If the increases in Section (a) and (b) of this Article fail to establish the minimum salaries as hereinafter specified, the following minimum salaries shall apply:

(1) Office boys, errand boys and chore boys, forty-five (45) dollars per month.

(2) Janitors, elevator and telephone switch-board operators, office, station and warehouse watchmen, seventy (70) dollars per month.

(3) Employees (except those named in Paragraphs 1 and 2 of this Section) entering the service, who lack the necessary experience to perform the work of their assignment, shall receive sixty (60) dollars per month for the first six months of service; seventy (70) dollars per month for the second six months of service, and thereafter the rate of the job to which assigned. The period of experience in their line of work shall be cumulative, and similar experience in other employment shall count the same as if performed for the Canadian Express Company. Nothing in this paragraph shall be construed to mean that former employees may not be re-employed and paid the established rate of the position to which assigned.

(d) The wages for new positions, as created, shall be in conformity with the wages for positions of similar kind or class:

(1) at the agency where created, if there is a position of similar kind or class, or

(2) if none, the seniority department or district established under the provisions of section (b), Article 13 of this schedule shall govern.

(e) Rates of pay established by this schedule shall apply to employees paid on the hourly basis. Their pay shall not be less per hour than that established by this schedule for monthly, weekly or daily rated employees performing the same class or kind of labour; nor shall their conditions of service be less favourable.

ARTICLE 2.—*Preservation of Rates.*

Minimum rates, and all rates in excess thereof, as herein established, or higher rates which have been made effective since January 1st, 1918, shall be preserved.

ARTICLE 3.—*Hours of Service.*

(a) Except as hereinafter provided and excluding employees assigned to train messenger service, eight (8) consecutive hours, exclusive of the meal period, shall constitute a day's work.

(b) Excluding employees assigned to train messenger service, and for employees assigned to the smaller class of agencies where not in excess of five employees are regularly employed (including clerks, transfer employees and drivers) overtime shall be paid for the time actually on duty in excess of eight hours within twelve consecutive hours; and also for all

time in excess of twelve consecutive hours computed continuously from the time required to report for duty to the end of the day's work. Time shall be counted as continuous service in all cases where the interval of release from service does not exceed one hour.

ARTICLE 4.—*Overtime and Calls.*

(a) Excluding employees assigned to train messenger service, the first two hours of overtime accruing after eight hours of service within the spread of twelve hours shall be computed pro rata and thereafter (including overtime after twelve hours) at the rate of time and one-half time, on the actual minute basis.

(b) When notified or called to work outside of established hours, employees coming under the provisions of Article 3 shall be paid a minimum allowance of three hours at hourly rates.

(c) When notified or called to work outside of established hours, employees coming under the provisions of Article 5 shall be paid a minimum allowance of three hours at the rates provided in Section (b) of said Article, or, if mileage is made, at the mileage rates established in Section (a) of Article 5, provided that if the mileage rate produces a less amount than the three hours at terminal rates the greater amount will be applicable.

(d) Employees will not be required to suspend work during regular hours to absorb overtime.

ARTICLE 5.—*Maximum Mileage; Excess Mileage Rates; Terminal Time and Rates.*

(a) Employees assigned to train service and who perform only such terminal work as is in connection with their run will be paid the monthly wage provided in Section (a) of Article (1), for six thousand (6,000) miles or less; mileage made in excess of six thousand (6,000) miles per month will be paid for at the following rates per mile:

Express messenger	1.25c
Messenger helper	1c

Deadhead mileage properly authorized to be counted as service mileage. Mileage for trips, when schedule leaving time is prior to twelve o'clock midnight on the last day of the month, will be credited to the month in which the train handling the car is scheduled to arrive.

(b) Except where total number of hours from time scheduled to leave terminal on first trip to scheduled arriving time at terminal (or set-out point) on last trip, for trips constituting an assigned calendar month's work, is less than two hundred and forty hours or the employees have at least six full twenty-four hour periods off duty at home terminal, employees included in Section (a) of this Article will be paid initial terminal time beginning one hour after the time they are required to report and do

report for duty until schedule leaving time of train in which car is handled, and final terminal delay time beginning thirty minutes after the time train which car is handled arrives at terminal or set-out point, excepting at Toronto or Montreal where terminal delay time shall not commence until after one hour. Terminal time shall be computed on the actual minute basis at the following rates per hour: Express messengers, 50c; messenger helpers, 40c.

ARTICLE 6.—*Combination Service.*

Employees assigned to a combination of train messenger and station service will be paid overtime under the provisions of Section (b), Article 4 of this Schedule.

ARTICLE 7.—*Relief Period.*

Not less than ninety-six hours off duty, each calendar month, in twenty-four consecutive hour periods, or multiples thereof, will be allowed at designated home terminal for employees specified in Article 5, whose assignment and service do not permit of at least twelve (12) hours off duty period at their designated home terminals each forty-eight (48) hours. Employees required to work on assigned lay-over days will be paid extra therefor as per Section (5), Article 4.

ARTICLE 8.

(a) The Book of Rules and Instructions issued from time to time by the Canadian Express Company will govern all employees.

(b) The word "employee" appearing in this schedule applies to messengers, messengers' helpers, and employees (male or female) at local offices subordinate to that of agent, or depot agent at designated points.

ARTICLE 9.

Guarantee bonds in such amount as will fully protect the Company's interests shall be furnished by employees covered by this schedule, the Company to pay the bond premiums.

ARTICLE 10.—*Discipline and Grievance.*

No employee shall be disciplined or dismissed without cause. Employees charged with any offence justifying dismissal may be immediately suspended by proper authority for a period of five days, during which time the alleged offence shall be investigated. If desired, the employee may have the assistance of two fellow employees at the investigation and full notice will be given of the evidence and charge against the employee. The decision made as a result of the investigation shall be given to the employee within ten days and if the employee should be dissatisfied with such decision he may, within ten days, appeal to higher officers of the company. If, as a result of investi-

gation, the employee is found blameless he will be returned to service and paid for time lost.

ARTICLE 11.

(a) Employees will not be discriminated against on account of membership in a labour organization, nor for serving on committees representing the employees. Upon written request, a reasonable time in advance, the Chairman or Secretary of a Committee will be relieved for committee work and furnished with transportation, subject to the regulations of the railway over which this company operates.

(b) The Chairman, Secretary or other members of the Committee representing the employees must be employed by the Company in order to take up with the proper officers any question which may arise as to the interpretation of this schedule or other dispute, and they may, if necessary, appeal to the higher officers of the Company.

ARTICLE 12.

Employees attending court or investigations by order of the Company will be paid their regular daily rates, granted transportation, and allowed reasonable expenses while away from home for which receipted vouchers will be required.

ARTICLE 13.—*Promotion and Seniority.*

(a) Promotion shall be based on ability, merit and seniority; ability and merit being sufficient, seniority shall govern.

(b) Seniority will be restricted to each superintendent's division, but this shall not interfere with or change the existing practice relative to the promotion of employees in local offices to positions vacated therein.

(c) Seniority rights of employees referred to herein apply to:

- (1) New positions;
- (2) Vacancies governed by paragraphs (a) and (b) of this Article.

(d) Employees declining promotion shall not lose their seniority.

(e) Employees accepting promotion will be allowed thirty (30) days in which to qualify, and failing, will be returned to former positions without loss of seniority.

(f) New positions or vacancies will be promptly bulletined for a period of five (5) days in the departments where they occur. Employees desiring such positions will file their applications with the designated official within that time, and an appointment will be made within ten (10) days thereafter. Such position or vacancy may be filled temporarily pending an assignment. The name of the appointee will immediately thereafter be posted where the position or vacancy was bulletined.

(g) When vacancies for messengers occur, or new runs are created, bulletin notice will immediately be posted at terminals, and written application for the position must be filed on or before the tenth day from day of bulletined notice. The seniority of messengers or helpers appointed to other positions or other employees appointed to the position of messenger or helper will stand on the basis of fifty per cent of the time they have been in the service.

(h) In reducing forces seniority shall govern. When forces are increased, employees will be returned to the service and positions formerly occupied, in the order of their seniority. Employees desiring to avail themselves of this rule must file their names and addresses with the proper official. Employees failing to report for duty or give satisfactory reason for not doing so within seven days from date of notification will be considered out of the service.

(i) A seniority roster of all employees (on each superintendent's division) who have been in the service six months or more, showing name and date of entering the service, will be posted in a place accessible to all those affected.

(j) The roster will be revised and posted in January of each year, and shall be open to correction for a period of sixty days from the date of posting, on presentation by an employee or his representative of proof of error. The duly accredited representative of employees shall be furnished with a copy of the roster on written request.

ARTICLE 14.

(a) Employees covered by this schedule shall be paid not less than the established salary of the position occupied.

(b) Should an increase of business necessitate additional force at any office, the employee appointed will receive the same rate as paid for similar service at offices of like character and importance.

ARTICLE 15.

Any employee leaving the service for any cause shall be paid promptly all monies due and upon request given certificate of service showing capacity in which employed and reason for leaving the service.

ARTICLE 16.

(a) Employees' seniority will date from time of entering the service, except in case of dismissal or resignation; if laid off through reduction in force, credit will be allowed for time of previous service if re-employed within six months.

(b) Employees off duty on leave, or on account of sickness for a reasonable length of time, will not lose their seniority rights; the company will decide as to their standing after six months' absence.

(c) Employees who have been in continuous service for one or more years will be granted two weeks' leave of absence each year without pay by making written application to their local agents. Application for leave by messengers will be made to their superintendent. An extended leave for any employee, if requested, will be granted if practicable.

ARTICLE 17.

(a) Any employee performing relief work (other than relief messengers paid a salary which includes travelling expenses) will be paid the minimum rate for the position, but in no case less than his regular rate, and if away from home, allowed reasonable expenses.

(b) An employee transferred by order of the proper official shall receive free transportation for himself, family and household effects (subject to the regulations of the Railway Company) and paid during the time necessary to effect transfer at the same rate as for the position vacated.

(c) Messengers or messengers' helpers held to fill a position at other than messengers' work, between trips, will be paid fifty (50) cents per hour for time worked with minimum of one hour. If called to come on duty for such service they will be paid as provided for other employees in Article 4, paragraph (b).

ARTICLE 18.

(a) Employees—except messengers—will not be expected to work more than six days per week. If required to work a seventh day or seventh night they shall be paid at schedule overtime rate, with minimum of three hours, at hourly rates.

(b) If called upon to work either on Christmas or New Year's, employees will be paid one-half day's pay in addition to the monthly rate.

(c) Messengers or messengers' helpers on assigned runs and other employees on monthly salary working less than a full month will be paid pro rata for the time worked on the basis of the working days in that month, less Sundays.

ARTICLE 19.

All employees will be paid semi-monthly on the 1st and 15th days of each month, as nearly as possible.

ARTICLE 20.

Nothing in this schedule shall be construed as reducing the rate of pay of any employee while filling his present position.

ARTICLE 21.

This schedule, as to rates, to become effective as from February 1st, 1919, and as to rules, including overtime provisions, from May 1st,

1919, and shall continue in effect for three months from May 1st, 1919, and thereafter, unless and until thirty (30) days' notice is given in writing by either party desiring a change.

For the Canadian Express Company:

(Sgd.) JOHN PULLEN,
President.

For the Employees:

(Sgd.) A. SCHOLEY,
General Chairman.

Awarded to be made effective in accordance with the above terms by Canadian Railway Board of Adjustment No. 1.

(Sgd.) S. N. BERRY,
Chairman.

(Sgd.) GEO. HODGE,
Vice-Chairman.

REPORT OF COMMISSION ON COST OF LIVING FOR VANCOUVER ISLAND COAL MINERS

THE Commission appointed to ascertain the changes in the cost of living for coal miners in the Vancouver Island district in accordance with the agreement entered into in October, 1918, by the operators and the miners concerned, made its second report on April 10, namely that covering the period between Dec. 31, 1918, and March 31, 1919. In October, 1918, Mr. D. T. Bulger, Fair Wages Officer of the Department of Labour, after an enquiry into the situation, reported that the cost of living had increased since the last adjustment some months previously by 75 cents per day. In Jan., 1919, a Royal Commission was appointed to make a similar enquiry every three months. The Commission was composed as follows: Mr. Tully Boyce, of Nanaimo, B.C., coal operator; Mr. John McAllister, of Cumberland, B.C., local officer of the United Mine Workers of America; and Mr. Bulger, the last being chairman. In February the first report of the Commission was made, covering the period from Sept. 30 to Dec. 31, 1918, giving an increase in wages of $2\frac{3}{4}$ cents per day. The second report covering the first three months of the current year gave an increase of $2\frac{1}{2}$ cents per day in cases where the base

rate of pay is \$3.00 per day, and $2\frac{3}{4}$ cents per day when the base rate is \$3.15 per day, the increase to become effective on May 1, 1919.

The list of foodstuffs, meats, etc., used in the calculation of the increase was that supplied by the miners and used in previous adjustments. As before, the Commission adopted the method of taking the percentage of increase or decrease in prices of foods between Dec. 31, 1918, and March 31, 1919, and allowing two-fifths of this increase to cover the increase in the cost of clothing, boots, etc., for the same period. Retail price lists were secured from eighteen general merchants and ten meat dealers, trading with the miners, in the towns of Nanaimo, Cumberland, Ladysmith, South Welling-ton, Bevan, Cassidys, Courtney, and Union Bay. Sessions were held at Nanaimo and report forms were sent out to the various merchants with a request to furnish the desired information as to retail prices on March 31, and these were promptly returned, filled in and certified, by all the dealers. Slight increases were found in sugar, syrups, canned meats, butter, tea, coffee, bacon, ham, mutton, pork, beans, and evaporated milk, and slight decreases in barley, rice, sago, tapioca, all cereals, flour, canned vegetables, evaporated fruits, soaps, and beef.

AWARD OF WAGES ADJUSTER FOR VANCOUVER GAS WORKERS

Periodic Award Based on Cost of Living

IN accordance with the agreement as to working rules and rates of pay for the employees of the Vancouver Gas Company in effect since July, 1918, a report on the change in the cost of living between December, 1918, and March, 1919, was made on April 26 by W. L. Macdonald, Adjuster. A decrease was reported in the costs of foods, fuel, light and rent as shown by figures in the LABOUR GAZETTE, of 54 cents per week

or 1.2 cents per hour on the basis of a 44-hour week. As in previous awards family expenditure on these items was allowed at 60 per cent of the total, the remaining 40 per cent being allowed for clothing and miscellaneous items. The decrease in the cost of these items was calculated to be .8 cents per hour, making a total reduction in wages of 2 cents per hour, effective as from April 1, 1919.

PROCEEDINGS OF THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

TEN new decisions of the Canadian Railway Board of Adjustment No. 1, issued during April, have been received by the department. A Supplement to Case No. 16 refers to the interpretation of the decision of the Board. Case No. 20 refers to the re-employment of a discharged employee. Numbers 21, 22 and 23 relate to the dismissal of conductors on various lines, and Nos. 24 and 25 to the disciplining of other conductors. Case No. 26 refers to the Grand Trunk Railway Company and telegraphers. Case No. 27 concerns wage adjustments on the Sydney and Louisburg Railway, and Case No. 28 relates to the wage schedule governing employees of the Canadian Express Company.

Supplement No. 1 to Case No. 16—The Kettle Valley Railway Company and its Employees in Train and Engine Service

Four questions were submitted to the Board by the Kettle Valley Railway Company and employees engaged in train and engine service. Question No. 1 had to do with the interpretation of the decision given by the Board to question No. 1, Case No. 16. This decision

declared that the basic rates on which to apply the increase authorized by Order No. 27 should be the rates in effect for similar service on the Canadian Pacific Railway in adjacent territory as of December 31, 1915. It was contended by the employees that the basic rates for enginemen should be the same as were used for the Canadian Pacific, namely, those quoted in the amended schedule of February 1, 1916. It was further contended that for passenger conductors and brakemen the company had established a rate per hundred miles instead of the monthly rate in effect on the Canadian Pacific. The company on the other hand stated that it was unwilling to depart from the judgment of the Board which was quite specific in stating that the rates of pay in effect on the Canadian Pacific Railway in 1915 should be the basis on which to apply the increases.

The decision of the Board was as follows:

Supplement No. 1 to General Order No. 27 of the Director General, United States Railroad Administration, reads in part as follows: "(15) Where wages were increased through arbitration or other general regulations, which cases were definitely closed out prior to De-

cember 1, 1915, but which for any reason were not put into effect until January 1, 1916, the increases fixed by General Order No. 27 will be applied to such basis of wages as if they were in effect in December, 1915." The Board finds that the Canadian Pacific Railway, in accordance therewith, adopted the rates as set forth in the engineers' and firemen's schedules effective February 1, 1916, as the base rates to which the increases provided for in General Order No. 27 should be applied, and, therefore, decides that pursuant to its original decision the increases in this case shall also be applied to these rates.

Question No. 2 was: "What regulations will be used in regard to the following questions in computing the retroactive time? (a) Monthly guarantee rate for train crews in passenger service. (b) Terminal detention and road overtime for engine and train crews in passenger and freight service. (c) Way freight rates for trains that have worked way freight. (d) Way freight on snow service for engine crews. (e) Through freight rates for engine and train crews on work train service. (f) Engine inspection time for engine crews."

On this question the Board gave the following rulings:

(a) Since December, 1918, regular daily passenger train service (on the Kettle Valley Railway) has been discontinued, and it would appear to be impossible to recognize the application of minimum monthly guarantees (as in effect on the C.P.R.) for passenger train crews on the Kettle Valley Railway. The Board, therefore, decides that in computing retroactive pay from August 1, 1918, for passenger trainmen on the Kettle Valley Railway, they shall be paid a rate per mile not less than the rates paid to passenger trainmen in adjacent territory (between Revelstoke and Vancouver) on the British Columbia Division of the Canadian Pacific Railway.

(b) Payments for terminal detention on the British Columbia division of the Canadian Pacific Railway are conceded to train and engine men as an arbitrary allowance in addition to payment made for road time or mileage. The payment of an arbitrary allowance for terminal detention is the exception in the average schedule rather than the rule, being also a condition rather than a rate, and it was not intended in the Board's decision in Case No. 16 to inaugurate any schedule conditions for arbitrary rules to determine retroactive pay due.

The Board, therefore, decides that the question of arbitrary terminal detention allowance is one for negotiation between the Company

and the Committees, but that in the computation of retroactive pay due the men from August 1st, 1918, the only consideration that should be given to terminal detention is in connection with the computation of road overtime.

The Board decides that road overtime for all engine and train crews in other than passenger service shall be computed on a speed basis of 12½ miles per hour, and in passenger service according to the rules in effect on the Canadian Pacific Railway in adjacent territory, excepting that road overtime and terminal detention shall be considered and computed jointly on the Kettle Valley Railway, i.e., road overtime for train and engine men should be computed from the time men are required to come on duty until they are released from duty at the end of the trip.

(c) The Board decides that for the retroactive period way freight rates shall be paid to train and engine crews employed on bona fide way freight trains, that is trains performing the customary station switching and the handling of "less than carload" freight, usually recognized as the work of way freight trains, but this shall not apply (if at all) to more than one train in each direction in any one day.

(d) The Board is of the opinion that snow plow service is referred to, and decides that for the retroactive period way freight rates shall be paid to engine crews employed in snow plow and flanger service.

(e) The Board decides that for the retroactive period not less than through freight rates shall be paid to engine and train crews in work and snow train (other than snow plow) service.

(f) The Board decides that this is a condition and not a rate, and is not, therefore, to be considered for retroactive pay purposes, except as per answer to Question 2 (b) with respect to road overtime.

Question No. 3 was: "What portion of the road should pay the differential for mountain rates?"

The decision of the Board on this question was as follows:

The representatives of the Railway and the Organizations indicated a willingness to have this question determined for them on the basis of an equitable recognition of conditions prevailing on the C.P.R. in respect to certain mountain mileage, and the Board had placed before it a table showing the miles of mountain grades and the miles of valley grades on the respective districts of the Kettle Valley Railway, which table was confirmed by a pencil sketch given to the Board by the representative of the Company.

The Board finds that on Districts 1, 2 and 3 there are 103 mountain grade miles out of a total of 298 miles for these districts, and, therefore, decides that for the retroactive pay

period the men in train and engine service employed on the above three districts shall be paid 35 per cent of the mountain rate differential in effect for similar service on the C.P.R. between Lake Louise and Revelstoke, and that such 35 per cent of the mountain rate differential shall be added to the valley rates on the C.P.R. between Revelstoke and Vancouver, and that such valley rate increased by the 35 per cent shall be made effective on the entire mileage of districts 1, 2 and 3. District No. 4 will be paid on the basis of valley rates. The parties interested are commended in connection with the suggested adoption of a schedule of working condition to negotiate, if necessary, a revised arrangement which will be mutually acceptable, and in the meantime the decision outlined above shall apply.

Question No. 4 was: "The Committee representing the men in engine and train service each presented a schedule of working conditions to be used in conjunction with the rates that are being fixed. The Chief Operating officer of the Road refused to put the schedule into effect. He offered to put some of the working conditions outlined in effect, but stated that he did not have the authority to put these rules into the form of a schedule to be signed by the Company and the Committee representing the men."

The decision of the Board on this question was as follows:

The adoption of general schedules of working conditions was not involved in the questions in dispute as originally dealt with, and the Board, therefore, decides that it cannot properly deal with this question now, particularly so as the points of difference in this respect have not been developed between the Company and the Employees.

The Board, however, believes it to be consistent and necessary that an agreement covering general working conditions for the classes of employees concerned should be reached between the parties. The Company's President, Mr. Warren, stated his willingness that such an agreement should be negotiated, and the Board, therefore, recommends that this should be undertaken with as little delay as possible, with the understanding that the points of difference, if any, when they have been developed, shall then be submitted to the Board for decision.

It is also to be understood that the decisions herein rendered shall not in any way prejudice the position of either of the parties on the points involved in negotiating an agreement which shall govern in future.

Case No. 20—The Canadian Pacific Railway Company (Western Lines) and the Order of Railroad Telegraphers

A member of the Order of Railroad Telegraphers entered the service of the Canadian Pacific Railway as assistant agent at Strassburg on October 18, 1916. On May 8, 1918, he was transferred to the position of checker in a Saskatoon freight shed. On August 20, 1918, he was released from the service on account of reduction in the staff. On August 5, he made application for the position of assistant agent at Strassburg, which had become vacant, but the superintendent did not employ him. It was contended by the Telegraphers' Union that this employee went to Saskatoon as checker solely because of the higher salary, and that in doing so he did not forfeit any seniority rights under the Telegraphers' schedule and was warranted in believing that his seniority rights would be protected. It was alleged that on his application on August 5, 1918, he was entitled to the position of assistant agent at Strassburg, and the refusal of the superintendent to grant him that appointment amounted to wrongful dismissal. It was, therefore, claimed that he should be reinstated without loss of seniority as assistant agent at Strassburg and paid at the schedule rating of that position from August 20, 1918, to at least January 16, 1919. The company contended that when the employee left the position of assistant agent at Strassburg to enter the freight shed he forfeited his rights as assistant agent. It was further submitted that this employee had not been satisfactory as a freight checker and that it was not under any obligation or claim to take into its employ a man who would not give and had not been giving satisfactory service. It was stated that an error in judgment was made in giving a certificate releasing this man on account of reduction in staff, but that this error was committed with humane intentions.

The Board declared that from evidence submitted and statements made

before the Board this dispute appeared to be the result of a difference of understanding on certain articles of the schedule in connection with telegraphers holding positions which are not incorporated in their schedule. Article 2, Clause "i," reads in part as follows: "Telegraphers will also be eligible and considered in line of promotion to the position of agent at any of the stations not incorporated in the attached wage schedule." While this clause provided for promotion into a position not incorporated in the wage schedule, it did not provide for the employee's subsequent standing in the ranks of the telegraphers, and as Mr. H— accepted a position in Saskatoon freight sheds he, therefore, worked within the jurisdiction of another schedule agreement. It was conceded by the Board that it was create an undesirable condition for employees to hold rights under the jurisdiction of more than one schedule agreement at the same time.

The decision of the Board was as follows:

Inasmuch as the Railway Officials and the Telegraphers' representatives placed a different interpretation on the Article of the Schedule in connection with this case, it is the decision of the Board that Mr. H— should be reinstated at Strassburg as assistant agent with full seniority rights, but without pay for time lost; he to determine and advise the superintendent of the Canadian Pacific Railway at Saskatoon not later than May 31, 1919, as to whether or not he accepts that position. It is considered desirable by the Board that the officials of the Railway Company and the representatives of the telegraphers should get together and arrive at an understanding as to the interpretation of the Articles referring to such cases.

Case No. 21—The Canadian National Railways (Eastern Lines) and the Brotherhood of Railroad Trainmen

A conductor on the Canadian National Railways (Eastern Lines) was discharged on account of a railway collision for which he was held responsible. While his train was standing on a siding at a station in New Brunswick, someone unknown, with criminal neglect or intent, threw the switch at the front of

the train causing another train for which he was waiting to run into the siding instead of continuing on the main track and to strike the front end of the waiting train, killing two postal clerks, injuring other employees, and causing great damage to rolling stock. About half an hour earlier another train had passed through safely, the switch being properly set at that time. From the time of the departure of the first train to the arrival of the second it appears that no effort had been made by either the conductor, engineer or head brakeman to observe outside conditions which might affect their train. It was the opinion of the Board that the conductor could not be held blameless in the matter, believing that he should have gone out on the station platform before the arrival of No. 4 and made necessary observations to see that switches were properly set and that the track was clear to permit it to pass through safely, particularly so in view of the fact that the evidence showed that other members of the crew were, and had been, in the station for some time prior to the arrival of No. 4. The Board declared that it could not too strongly emphasize the necessity for the exercise of the utmost care and alertness on the part of those placed in charge of trains, over which they are required at all times to maintain proper and timely supervision. The record of the conductor, however, showed him to have been a careful and efficient employee in the past, and the statement was made by representatives of the Company that they still had confidence in his ability to properly perform the duties of a conductor.

The decision of the Board was that the conductor be reinstated, and that the time off duty be charged against his record as suspension.

Case No. 22—The Canadian National Railways (Eastern Lines) and the Order of Railway Conductors

The conductor of a train was dismissed on account of a side collision of two engines for which he and his engi-

neer were held responsible. His train was standing waiting for another one coming from the opposite direction when a special overtook it, carrying instructions to pass it. These instructions were handed to the conductor and engineer of the waiting train, but notwithstanding this the train was set in motion and the two engines collided near the frog. It was held on behalf of the conductor that a proper investigation as required by rule 35 of the schedule had never been held in this case; that if the instructions of the conductor had been followed with regard to not fouling the main track unless and until the extra was stopped, the accident would not have occurred; that the order giving the right to the second train to run ahead should not have been "completed" until the signatures of the conductor and engineer had been sent to the despatcher; that statements contained in the notice of dismissal were not borne out by the facts; and that there was nothing in the evidence taken in connection with this case which showed the conductor had violated any rule or was a party to the commission of any act, which in any way contributed to the accident on account of which he was dismissed. The Order of Railway Conductors, therefore, claimed that he should be reinstated with all his former rights and seniority and be paid for time lost. The company contended that the only defence offered by the conductor in his evidence was (1) "I told engineer not to foul the main track unless he was sure extra was stopped." (2) "I certainly made every preparation to stop the extra." The company declared the first defence, even if true, was of no avail, as he should never have authorized the engineer to make a race for the main track switch over which he had no right to move. In the second defence he completely failed, no attempt having been made to stop the extra on its approach.

The decision of the Board was as follows:

The Board believes that Conductor M— did actually undertake to make arrangements with the remainder of the crew to prevent, by physical

interference if necessary, extra No. 2452 passing his (Conductor M—'s) train, No. 107, at Grafton. It is admitted in Conductor M—'s statement that he authorized two torpedoes to be placed on the main line east of the east switch at Grafton for the purpose of stopping extra No. 2452 when it arrived, and that the tail lights of train No. 107 were turned red to the rear, even although that train was standing on the side track into clear, evidently for the purpose only of stopping the extra when it arrived.

The statement of the Engineer and of the Head Brakeman on train No. 107 indicate that a tacit understanding was reached on the platform at Grafton between Conductor M— and his Engineer that they would pull out and foul extra No. 2452 on arrival, if that were necessary to prevent the extra going ahead of No. 107.

The Board cannot sustain the attitude of an employee who appears disposed in advance to take the position that orders given by proper authority will not be carried out as given, and in this case it appears that Conductor M— had determined to go ahead of extra No. 2452, even though the extra on arrival at Grafton might have orders to pass and run ahead of train No. 107.

Many kindly references were made by the representatives of the Railway to the former work and capabilities of Conductor M—, and it was stated by them that they did not desire to lose the services of such a capable and diligent employee. It was brought to the attention of the Board that an offer to reinstate Conductor M— had been made by the Railway, but was declined by the Organization unless pay for time lost was also conceded.

The Board finds that Conductor M— was not by any means blameless in connection with the accident of December 8th, 1918, but, for the reasons referred to in the preceding paragraph, decides that he should now be reinstated, the time lost to be regarded as suspension.

Case No. 23—The Canadian National Railways (Eastern Lines) and the Brotherhood of Railroad Trainmen

This case, which also had reference to the dismissal of a conductor on the Canadian National Railways, was withdrawn upon the request of officers of the Brotherhood of Railroad Trainmen.

Case No. 24—The Canadian Pacific Railway Company (Western Lines) and the Order of Railway Conductors

On November 20, a train of the Canadian Pacific Railway Company was stopped by the explosion of a torpedo.

The conductor proceeded to the engine, and, after asking the engineer the usual questions as to why he had stopped, he went toward the rear of his train and called to his flagman to return. The flagman did so and the conductor gave the signal to proceed, and the train proceeded on its way without leaving any protection. The conductor was disciplined. The torpedo had been placed by the trainmaster for an efficiency test. It was contended by the Order of Railway Conductors "(1) that the company was not warranted in stopping the train as an efficiency test and then making use of the alleged failure to comply with Rule 99 to impose discipline on the men; (2) that the train was not stopped under conditions requiring protection under Rule 99, as it was not possible for it to be overtaken by another train." The company contended that the train should have been protected as per Rule 99; that the train stopped on the main track under circumstances in which it might have been overtaken by another train, and required to be properly protected as per Rule 99.

The decision of the Board was as follows:

The Board cannot support the contention that the company was not warranted in stopping the train in question as an efficiency test, or that it is not justified in imposing discipline for failure, under any circumstances to observe the train operating rules. In this case, however, with the evidence submitted, both written and oral, the Board finds that the discipline imposed was excessive, that a censure would have been adequate, and that the discipline assessed shall be amended accordingly.

Case No. 25—The Canadian Pacific Railway (Western Lines) and the Order of Railway Conductors

A conductor was disciplined for having passed a train order signal at stop at a Canadian Pacific Railway station without observing the position of the board. The train did not stop at the station and was not scheduled to stop there. The order board was placed at danger and the light was out as an efficiency test. It was claimed by the Or-

der of Railway Conductors "(1) that it was improper to administer discipline on account of alleged failure in an efficiency test, even though the failure was proven; (2) that the condition shown by the evidence submitted would not warrant the company in holding Conductor F— accountable for passing the signal." The contention of the Railway Company was "that the rules hold the conductor equally responsible for the observation of train order signals, and that it was his duty to observe and obey such signals. See Rule 27, General Train and Interlocking Rules, also Rule 221. The company also submits that there was no extra hazardous condition created in the efficiency test, and that so far as the train crew was concerned or aware there may have been an order for that train at the station."

The decision of the Board was as follows:

The Board cannot support the contention that the company is not justified in applying discipline for failure to carry out the train operating rules, under any circumstances, in connection with efficiency tests. However, with the evidence submitted in this case, both written and oral, the Board decides that the discipline assessed against Conductor F— was not justified and that it should, therefore, be cancelled.

Case No. 26—The Grand Trunk Railway Company and the Order of Railroad Telegraphers

A dispute arose between the Grand Trunk Railway and the Order of Railroad Telegraphers regarding the inclusion of train despatchers in the revised agreement with telegraphers. The contention of the company was as follows: "That train despatchers occupy an official position, and one which carries with it more supervision of other employees than any other position on the railroad, and, therefore, it seems inadvisable to obstruct the full exercise of their authority by being affiliated with any organization." The Order of Railroad Telegraphers requested that train despatchers be included in the telegraphers' schedule, and that rules and rates

of pay governing their position be granted to them. They claimed that train despatchers on other trunk lines in Canada had been granted this consideration, and that train despatchers are telegraphers holding preferred positions in the telegraph service and are entitled to a voice in all questions affecting their rates of pay and working conditions. In oral evidence given before the Board, while it was conceded by both parties that railways in the United States generally do not include train despatchers in telegraphers' schedules, it was admitted that they are included on railways in Canada having approximately 90 per cent of the existing mileage.

The decision of the Board was as follows:

Inasmuch as conditions prevailing on the Grand Trunk Railway are similar to conditions on other Canadian railways respecting train despatchers, the Board decides that train despatchers shall be included in the telegraphers' schedule covering that company's lines in Canada.

Case No. 27—The Sydney and Louisburg Railway and the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, the Brotherhood of Railroad Trainmen, and the Order of Railroad Telegraphers

A dispute arose between the Sydney and Louisburg Railway and its employees relative to the adjustment of wages under the application of General Order No. 27. The employees submitted the following contentions: (1) "On October 31, 1918, our joint committee filed with the management copies of 'Rates and Hours of Service' to become effective on January 1, 1919, for employees in train service, and notified them that as soon as the finding of the Director General was made in connection with the telegraphers and applied to railways in Canada, the same would be filed with them; which was done, basing the rate on the minimum paid the Canadian Government Railway employees in this class of work, and adding fifteen cents per hour as provided in supplement No.

13 to General Order No. 27. The rates of pay and the hours of service asked for by engine and train men are the same as have been in effect on the Canadian Government Railways for some time: (2) Our committee also asked that the basic eight-hour day as contained in Order No. 27, that became effective on Canadian Railways on August 1, 1918, to the men in engine and train service—and October 1, 1918, to the men in telegraph service—be applied to our present schedules and the men to be paid the difference that the application of these orders would allow them. The Company has absolutely refused to grant either of these requests."

No written statement of the company's position was submitted to the Board, but in oral evidence its representative contended that this railway was one portion of an industrial concern and that the railroad operation in connection with the other portions of the property should not be regarded and placed on the same basis as trunk line railroads in the application of rates and conditions of employment for men in train, engine, and telegraph service, in accordance with the terms of General Order No. 27. He further contended that the wage rates of the classes of employees involved in this hearing had been increased since December 31, 1915, to an extent almost equal to the rates provided for by General Order No. 27, and that it had been considered very inadvisable to make effective the provisions of said Order with respect to the adoption of the eight hour day. It was further pointed out that the men concerned also enjoyed concessions in the way of cheap fuel, house rent, lighting, etc.

The decision of the Board was as follows:

The Board considered all available evidence in connection with this case, and the claim of the employees that the eight-hour day should have been made effective on the Sydney and Louisburg Railway as of August 1st, 1918.

Paragraph 7 of the Memorandum of Agreement creating this Board states in part as follows:

"7. Wages and hours established by General Order No. 27 of the Director General of the United States Railroad Administration and amendments thereto shall be incorporated into existing agreements on the several railways, etc."

The above referred-to General Order No. 27 in its preamble, and dealing with the question of the application of the eight-hour day, states in part as follows: "No further enquiry is needed to demonstrate that the principle of the basic eight-hour day is reasonable and just, and all further contentions about it should be set at rest by a recognition of that principle as a part of this decision. Recognition of the principle of the basic eight-hour day in railroad service is, therefore, hereby made."

The Board believes that the above quotation refers more especially to classes of railroad labour other than in train and engine service, for the reason that the eight-hour day had been recognized and made applicable for engine and train men on practically all of the principal railways both in the United States and Canada in 1917.

The Board, therefore, decides that the eight-hour day shall be made applicable to engine-men and trainmen on the Sydney and Louisburg Railway as from August 1st, 1918, and that the men of these classes receiving compensation on an hourly basis shall be paid for the period August 1st, 1918, to December 31st, 1918, rates per hour at least equal to the rates produced by the increases to which they are entitled by the application of Section C, Article 2, General Order No. 27 of the Director General, United States Railroad Administration, the base rate of December, 1915, to be the hourly rate then in effect, multiplied by 10 and divided by 8, and subject to the condition provided in Clause 7, Section F, Article 2, of the said General Order No. 27.

Example 1:

The rate for third year brakemen in December, 1915, was 23 cents per hour.

23 cents multiplied by 10 equals \$2.30.

\$2.30 divided by 8 gives a rate of 28¾ cents per hours.

28¾ cents per hour, therefore, becomes the base rate in this case, and this base rate becomes a rate of 40½ cents per hour by the application of Section C, Article 2, General Order No. 27, being an increase of 2½ cents per hour over the rate that has been paid by the Company to third-year brakemen between August 1st and December 31st, 1918.

Example 2:

The rate for third-year Engineers in Freight Service in December, 1915, was 38 cents per hour.

38 cents multiplied by 10 equals \$3.80.

\$3.80 divided by 8 gives a rate of 47½ cents per hour.

47½ cents per hour, therefore, becomes the base rate in this case, and this base rate becomes a rate of 63 cents per hour by the application of Section C, Article 2, General Order No. 27, being an increase of three cents per hour over the rate that has been paid by the Company to third-year Engineers between August 1st and December 31st, 1918.

Passenger Trainmen shall be paid for the period August to December, 1918, inclusive, not less than the rates produced by the application of Section A, Article 2, General Order No. 27. Telegraphers shall be paid for the months of August and September, 1918, rates not less than the rates produced by the application of Section A, Article 2, General Order No. 27. As to the rates that should be effective for Telegraphers on and after October 1st, 1918, and for Enginemen and Trainmen on and after January 1st, 1919: The Board learned from evidence submitted by the parties, that the above referred-to classes of employees received from the Company in many cases certain allowances in the way of cheaper fuel, house rent, and lighting, than is the case in respect to employees in similar service on other lines.

The Board, therefore, decides that on and after October 1st, 1918, for Telegraphers, and on and after January 1st, 1919, for Enginemen and Trainmen, the rates of pay for these classes shall be equal to the standard rates generally in effect on the Canadian Government Railways in adjacent territory without prejudice to any claim for any further increases to which the employees in these classes may be properly entitled under the application of any additional supplement to General Order No. 27 of the United States Railroad Administration. In determining standard compensation for the employees specified, however, the Board commends to the parties the necessity of giving proper consideration to any or all of the above referred-to privileges enjoyed by any or all of such employees, and if such privileges are to be continued proper allowance should be made therefor.

The Board has dealt with and decided as above in the hope that the parties may be able, by mutual agreement, to reach a satisfactory settlement as to the various wage rates that should be adopted, but if, as a result of failure to reach agreement on any of the points involved, the parties desire to submit a stated case on any point or points for the specific decision of the Board, the Board will undertake to promptly deal therewith.

Case No. 28—The Canadian Express Company and its Employees, being members of the Canadian Brotherhood of Railway Employees

This case which came before a special session of the Board had reference to

a dispute between the Canadian Express Company and its employees, which resulted in a strike. An account of the settlement of this dispute, with the decision of the Board, appears on another page of this issue.

RECOMMENDATIONS OF WAGE COMMITTEE OF THE CITY OF WINNIPEG ADOPTED

New Agreements between the Corporation of Winnipeg and its Employees

IN May, 1918, following the strike of the civic employees of Winnipeg, an agreement with regard to wages and hours was made between the employees and the Corporation of Winnipeg, to be effective from May 1 for one year or until such time as a revision of its terms was desired by either party.

During February of this year many of the civic employees through their unions demanded new wage scales to come into effect on May 1. On March 3 the City Council appointed a special wage committee to consider these demands and to make recommendations with regard to wage schedules for the fiscal year beginning May 1, 1919. This committee after negotiations arrived at a basis of settlement with the unions concerned, and on April 10 presented its report to the City Council. Attached to this report were draft agreements with the respective organizations embodying the working conditions and schedule of wages which had been agreed to and which the committee recommended for approval and formal execution on the part of the city. On April 14 the City Council adopted the report and approved the new wage schedules, etc., embodied in the draft agreements.

The complete text of the report of the special wage committee, together with a summary of the various agreements, is given below.

Report of Wage Committee

Committee Room, Winnipeg,
April 10th, 1919.

His Worship the Mayor and Council:

Your Special Wage Committee appointed by Council on March 3rd, 1919, to consider the wage schedules for Civic Employees for the ensuing fiscal year begs leave to submit the following report for consideration of Council;

The Committee has had submitted to it agreements respecting working conditions and schedule of wages for the fiscal year 1919-1920, commencing May 1st, 1919, and ending April 30th, 1920, from the following organizations:

- (1) *Local No. 435 of the International Brotherhood of Electrical Workers.*

This organization embraces about 100 employees of the Light and Power Department, and 12 employees of the City Electrician's Department, the latter including the Fire Alarm Operators.

- (2) *The Winnipeg Firemen's Federal Union, Local No. 14.*

This organization embraces the Firemen.

- (3) *Civic Employees Federation, No. 4.*

This comprises the organized clerical staff and miscellaneous services.

(4) *Winnipeg Water Works Operating Department, Local Union No. 10.*

This organization embraces turnkeys, metermen, hydrant repairers, service installers, etc., in the Operating Superintendent of Water Works Department.

(5) *International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers of America, Local Union No. 119.*

This covers teamsters, drivers, stablemen, etc., and auto truck drivers in the various Civic Departments, principally affecting the Health, Light and Power, Water Works Operating and Street Commissioner's Departments.

Your Committee finds that these agreements embody not only very material increases in wages, but also considerable reduction in hours and changes in working conditions. Certain restrictions are also sought to be imposed upon the City in relation to the class of workers it shall employ which have not heretofore been applied to the Civic service, and are contrary to the accepted principles of public employment.

Several conferences have been held with the representatives of these organizations and the various matters and conditions contained in the agreements have been discussed at considerable length. These meetings and negotiations have been conducted in a friendly spirit on both sides. The Committee has put forth every effort to arrange a basis of settlement which it could reasonably recommend Council to adopt and is pleased to be able to report that an agreement has been reached on all points.

The following statement sets forth the most contentious matters in the various agreements, all of which have been negotiated to a satisfactory conclusion.

1. ELECTRICAL WORKERS.

(a) *Closed Shop.*

The Union seeks an agreement on the part of the City to employ none but members of their organization.

Your Committee has expressed the opinion that no discrimination should be made as between union and non-union employees. It is, however, opposed to any limitations or restrictions in the nature of a "closed shop," and has made clear to the Union what the Committee believes to be the position and policy of the Council. This clause has been deleted.

(b) *Hours.*

The Union is asking a reduction in working hours from 50 hours per week to 44 hours per week in the case of linemen, metermen, etc., and from 56 hours to 44 hours for the Operating Staff.

The Committee is favourable to the reduction of hours in the case of the first mentioned class of workers, but with respect to the Operating Staff it is found to be impracticable to reduce to a 44-hour week. The Committee recommends a reduction in the working hours from 56 to 48 per week.

(c) *Overtime.*

The Union asks that double time be allowed for all overtime. The present rate is time and a half up to 12 o'clock midnight and double time from 12 midnight to 7 a.m., and on Sundays and holidays. The Committee has declined to concede the double time rate and the Union Committee has agreed to accept the present basis for overtime.

In the case of an employee being called out for emergency work after 9 o'clock p.m., the Committee recommends that he receive not less than 4 hours' pay at the regular day rate.

In case an operator is required to work over the 8 hour shift, it is recommended that he receive time and a half for the first four hours of overtime and double time for overtime in excess of four hours.

(d) *Period of Apprenticeship.*

The period of apprenticeship for journeymen in all branches has been fixed at four years.

(e) *Promotions.*

The Union has embodied a clause in the agreement to the effect that in case of vacancies on the Operating Staff and no apprentice eligible to fill same, preference shall be given to competent journeymen at present employed in Department. The Committee is in accord with the principle expressed herein, provided of course that determination of the fitness of the person for such promotion is left to the discretion of the manager of the Department.

(f) *Wages.*

An analysis made by the Light and Power Department of the wage schedule asked by the Union shows percentage increases ranging from 9.7 per cent to 124 per cent. The percentage increase on the present annual payroll would involve the addition of \$58,851.90, or 43.06 per cent. Taking also into consideration the material reduction in hours it is quite evident that an increase anywhere approaching the amount applied for by the schedule is beyond possibilities.

The Committee has submitted to the Union a proposal of 10 per cent increase on the wages earned last year to be apportioned on the schedule on a basis satisfactory to the Union and the Manager of the Light and Power Department, the lower paid men to receive a higher proportion of the percentage. In arriving at this percentage of increase the Committee has taken cognizance of the fact based on statistics published in the Dominion LABOUR GAZETTE, that the advance in the cost of living in January, 1919, compared with January, 1918, is 9.75 per cent. The increase offered has been accepted by the representatives of the Union.

1.

2. FIREMEN'S UNION.

(a) *Scale of Pay.*

The monthly rate of pay for firemen, under the present agreement, is:

1st year	\$ 92.00 per month
2nd year	100.00 per month
3rd year	106.00 per month
4th year	112.00 per month
5th year	114.00 per month
6th year	121.00 per month

The rates asked under the agreement proposed by the Union are:

1st 6 months	\$100.00 per month
2nd 6 months	110.00 per month
2nd year	120.00 per month
3rd year	133.33 per month

In the opinion of the Committee the question of wages should be considered in conjunction with the establishment of the two-platoon system, referred to in the next clause hereof. Provided this change in system is brought into effect, the recommendation of the Committee in respect to rate of pay is as follows:

1st year	\$100.00 per month
2nd year	110.00 per month
3rd year	117.00 per month
4th year and over ...	125.00 per month

(b) *Two-Platoon System.*

The Union asks that the two-platoon system be established in the Department not later than May 1st, 1919. Under this system the hours of work to be a day shift of 10 hours, from 8 a.m. to 6 p.m., and a night shift of 14 hours, from 6 p.m. to 8 a.m. The Committee has taken into consideration the present working conditions whereby a fireman is on duty for 72 hours at a stretch, which means an average of 18 hours per day. It appreciates the fact that a change to the double-platoon system means a very material increase in the cost of the operation of the Fire Department, but in view of the general demand for reduction in hours which is being universally adopted, it is only a question of time when such a change will come into effect. All other conditions in the agreement having been satisfactorily adjusted, the Committee recommends that Council agree to the establishment of the two-platoon system in the Fire Department, to go into effect as soon as

the strength of the force has been brought up to 250 men, and not later than June 1st, 1919. The Committee is informed that this change can be brought about with the addition of about 65 men. There are 58 men, formerly in the Department, returning from military service. These men will be reinstated in any event, and a few additional men is considered sufficient to establish a double-platoon system, and maintain the Department at its present standard. The additional cost, with necessary equipment, is estimated at \$105,000 per annum based on the wages appearing on preceding page. The Committee at the same time recommends to Council a thorough investigation into the question of re-organization of the Fire Department with a view to greater efficiency. This should not be taken to mean that any reflection is being cast upon the present efficiency of the Department. It is recognized that during the war a policy of strict economy has been in vogue. However, if a change in system is proposed it would afford an opportunity of investigation as to what, if any, improvements can be made.

(c) *Pay during Sickness, Holidays, and for Overtime.*

Application is made by the Union for full pay during sickness and holidays and also payment for overtime. The Committee takes the stand that when pay is continued during sickness and holidays the City should not be expected to pay for overtime. Should occasion arise for extended overtime the special circumstances of the case would receive consideration.

(d) *Officers in the Union.*

Section 8 of the proposed agreement provides as follows:

"8. The City shall not discriminate against any man, up to and including Captains, for being a member of the Union."

It was agreed last year that officers should not be members of the Union. The recent Board of Enquiry, presided over by Chief Justice Mathers, is unani-

mous in the decision that it is a violation of the present agreement for officers to be members of the Union. It has been stated to the Committee that since this finding was made withdrawal cards had been issued to the officers who had joined the Union, but that some of them have declined to sever their membership. The Committee was of the opinion that this matter had been definitely settled last year, but the representatives of the Union contend that in proposing a new agreement they have the right to seek any changes and conditions they desire. A majority of the members of Council having expressed themselves in favour of granting the request of the Union in the connection, the clause remains in the agreement.

(e) *Working Conditions.*

Certain changes are asked for in respect to working conditions, the hearing of a Grievance Committee in appeal from the Chief, the display of the Union button, and supply of uniforms, etc. These matters will permit of adjustment without difficulty.

3. CIVIC EMPLOYEES' FEDERATION.

(a) *Wages.*

This organization requests an increase of \$15.00 per month for all civic employees receiving up to and including \$200.00 per month.

*The Committee has suggested an increase averaging 10 per cent to be apportioned by the Committee on the basis of a greater percentage to the lower paid employees and a lesser percentage to those receiving higher remuneration, or as an alternative, a flat increase of \$10.00 per month to each employee. A compromise has been effected on the basis of a flat increase of \$11.00 per month up to and including \$200.00 per month.

The Committee is prepared to agree that able-bodied married men, with dependants, shall receive not less than \$100.00 per month, except in the case of employees dealt with separately by the hour.

(b) *Equalization.*

The Federation has requested that certain equalizations be made before the proposed monthly increase is applied. This equalization schedule has not been reported on by the Head of the Department concerned and the Committee is prepared to adopt in each case the report and recommendation of the Department Head. The Federation, however, has appealed against the recommendation of some of the Heads of Departments. These appeals have been heard by the Committee and its decision thereon embodied in the schedule attached to this report.

(c) *Hours.*

The schedule proposes to fix definite hours for inside and outside workers. In the main these conditions are acceptable, but the City must reserve the right to fix the hours to suit each particular service and the season of the year. It is the opinion of the Committee that the principle of an 8-hour day and Saturday half-holiday should be applied as far as practicable. It is agreed that every employee shall have one day off in seven.

(d) *Holidays.*

Your Committee is unable to recommend the granting of three weeks' holidays each year to employees having over four years' service. As to reducing the hours on Saturdays from 1 p.m. to 12 noon, the Committee is prepared to concede this during the months of June, July, August and September only.

Certain conditions are contained in the draft agreement proposed by the Federation which, in the opinion of your Committee, are entirely unnecessary and should not be entertained.

(e) *Time of issue of salary cheques on last day of the month.*

The request is made that salary cheques be payable at 10.30 a.m. on the last day of the month, and as this involves but little extra expense to the City, has been agreed to.

4. WATER WORKS OPERATORS' UNION.

(a) *Hours.*

This Union has requested a reduction in hours from 54 to 44 per week for all men except teamsters, chauffeurs and emergency staff. Your Committee recommends a reduction to 48 hours per week, which will permit of Saturday afternoons off.

It is proposed to place the emergency turnkeys and chauffeurs on an 8-hour shift, 7 days per week, making 56 hours per week. Under the present system these men are on duty 11 hours per day for 6 days and are also required to be within call of the telephone on Sundays in case of emergency. This change meets the request of the Union.

The hours for chauffeurs and drivers are proposed to be reduced from 60 to 50 hours per week. The request of the Union is for 48 hours, but in view of the hours proposed to be fixed by the first paragraph it is necessary that the chauffeurs and drivers work the extra time. The hours for Saturdays will be from 7.20 a.m. to 12.20 noon.

(b) *Holidays.*

Your Committee would recommend that these employees be granted the same treatment in respect to holidays as other regular employees, that is, two weeks each year with pay after one year's continuous service, and also pay for all statutory holidays.

(c) *Overtime.*

That the overtime rates at present in force be continued with the addition of time and a half for Saturday afternoons.

(d) *Wages.*

The wage schedule embodied in the agreement, on the basis of the reduced hours applied for by the Union, would mean increased cost to the Department of over \$24,000.00 on the annual payroll, or 30.7 per cent. The Committee has taken into consideration the fact that a large number of the men involved in the schedule are receiving the

minimum wage. For this reason it recommends certain adjustments on the lower rates and that there be applied on them and the balance of the schedule an average increase of 10 per cent. This with the reduction in hours would represent an increase of approximately 23 per cent.

5. TEAMSTERS, CHAUFFEURS AND STABLEMEN.

(a) *Holidays.*

The Committee is favourable to the request for one week's holidays with pay for teamsters and auto truck drivers after one year's service, and also pay for all statutory holidays.

(b) *Hours.*

The Union asks that 48 hours shall constitute a week's work. The Committee recommends a 50 hour week which gives Saturday afternoons off.

(c) *Wages.*

The schedule of wages at present in force and rates asked under this agreement are as follows:

	Present rate, Per week.	Rate asked Per week.
Teamsters	\$23.00	\$26.40
Singles	22.00	25.92
Night soil teamsters ..	24.00	27.40
Helpers	22.00	25.92
Chauffeurs:		
Auto truck, 3 tons and over	25.00	28.00
Auto truck, under 3 tons	23.00	26.00
Garage assistant	per hr. .45	per hr. .50
Assist. stable foreman.	26.25	29.50
Stablemen	23.00	26.40
Stablemen (plant)	per mth. 90.00	per mth. 105.00

The recommendation of your Committee is to grant these employees the same percentage of increase as other classes, namely, 10 per cent.

This would bring the rate up to the following figures:

Teamsters ..	\$25.30 per wk.
Singles ..	24.20 per wk.
Night soil teamsters ..	26.40 per wk.
Helpers ..	24.20 per wk.

Chauffeurs:

Auto truck, 3 tons and over ..	27.50 per wk.
Auto truck, under 3 tons	25.30 per wk.
Garage assistant ..	.50 per hr.
Assistant stable foreman	28.85 per wk.
Stablemen ..	25.30 per wk.
Stablemen (L. & P.) ..	100.00 per mth.

(d) *Payment of Wages.*

The Union asks that employees on an hourly rate be paid weekly, and those on monthly rate, bi-monthly. Complaint is made that too long a time elapses between the end of the fortnight and the date of pay-day. The Committee has inquired into this matter and has been assured by the Timekeeping Department that this time can be reduced to one week. On this understanding the men on hourly rate will continue to be paid fortnightly.

(e) *Rate for Hired Teams.*

The agreement contains a clause attempting to fix the rate for hired teams at \$1.00 per hour, and pay for an extra hour to cover the time spent going to and returning from work. The Committee has pointed out to the representatives of the Union that this is a matter of bargain between the City and the Team Owners, and should not be embodied in this agreement.

(f) *Employment of None but Union Men.*

Clause 9 of the proposed agreement provides:

"Any employee who fails to obtain and carry the regular working card of the Union within thirty (30) days from his entering the employ of the City shall not be retained in the service."

The Committee has already declared its stand on the matter of "closed shop" and has asked that the clause be eliminated.

BOARD OF ENQUIRY.

All five organizations have agreed to accept the following arbitration clause, and the same is recommended by your Committee, viz.:

Sec. A. On or before the 1st day of March, 1920, there shall be submitted to the City by the Union a draft agreement and schedule for the City's fiscal year. Immediately upon such submission the City and the Union shall proceed to jointly consider said draft agreement and schedule and endeavour to arrive at an agreement thereon. Should the City and the Union fail to reach an agreement by April 1st, 1920, the differences shall be submitted to an arbitration, to be called a Board of Enquiry, composed of five persons—two representatives to be appointed by the City, two representatives by the Union, and the fifth member, who shall be the Chairman, to be agreed upon by the other four members, or failing such agreement, shall be the Chief Justice of the Court of King's Bench of Manitoba, or one whom he shall appoint. Each party to the arbitration shall pay the fees and expenses of its own representatives, but the City shall in addition to the fees and expenses of its own representatives pay all other costs and expenses, including the fees of the Chairman of said Board. Such Board of Enquiry shall immediately upon its formation proceed to enquire into the matters in dispute, shall endeavour to adjust the same, and shall complete the enquiry and make its report not later than the 29th day of April, 1920, and up to the 1st day of May, 1920, no strike shall take place.

If within five days after it has become necessary to submit any matters to arbitration either party elects to have the differences determined under the Dominion legislation in that behalf, the said matter shall so be referred upon notice in writing being given to the other party.

Sec. B. The same procedure as to enquiry and report shall be followed in case of every unadjusted dispute arising at any time in any matter between the City and the Union, and there shall be no strike pending the report upon such enquiry.

Sec. C. Sections A and B of this article suitably adapted shall be inserted in the schedule from year to year.

As to wages it will be seen from the foregoing that the Committee has proposed to each organization, with the exception of the Fire Department, an increase averaging 10 per cent on salaries up to and including \$200.00 per month. This is based on the advance in the cost of living compared with last year, and your Committee contends that this forms the logical basis for determining the question of increase in wages for the present year.

The Committee desires to point out that it has met, as far as could reasonably be expected, the requests made for reduction in hours and improvements in working conditions. These are matters of no less importance to the workers than the question of wages, and the Committee feels that the City, as an employer, is advancing what will in the near future be established as the standard of working conditions.

Attached to this report will be found draft agreements with the respective organizations, embodying the working conditions and schedule of wages for the ensuing fiscal year. These are recommended to your Council for approval and formal execution on the part of the City.

FIRE DEPARTMENT OFFICERS.

In view of the early establishment of the two-platoon system in the Fire Department and the consequent change in system, your Committee recommends that the rank of Lieutenant be abolished on May 1st, 1919, and the rank of Junior Captain substituted. The following schedule of pay to apply to this position, viz.:

Per month.

Junior captains, 1st year.....	\$155.00
Junior captains, 2nd year	165.00
Captains, 3rd year and over ...	175.00

The salaries of the senior officers of the Fire Department, *i.e.*, Chief, Assistant Chief, District Chiefs and Secretary, have not been dealt with by your Committee in view of the investigation recommended to be made in connection with this Department. The Committee

is of the opinion that these salaries can best be adjusted after completion of said investigation, and it is so recommended on the understanding that any increases made shall date from May 1st, 1919.

HEADS OF DEPARTMENTS AND EMPLOYEES UNATTACHED.

The Committee has prepared a complete list of all regular employees of the

City showing the salaries proposed for the fiscal year 1919-1920. Except in the case of some of the Heads of Departments, the salaries of which have been under consideration by Council for some time, the same adjustments and increases have been recommended for the unattached employees as in the case of the organized staffs. The Committee recommends the adoption of the salary schedules hereto attached.

SUMMARY OF SALARIES, 1919-1920

No.	Department.	Number of employees	Total present monthly	1919 total monthly	1919 monthly increase
1.—City Clerk's.....		11	\$ 1,714.29	\$1,845.79	\$ 131.50
2.—Treasurer.....		7	1,181.43	1,294.00	112.57
3.—Treasurer, W.W. Financial Branch.....		20	2,050.68	2,276.60	225.92
4.—Comptroller.....		30	3,634.85	3,946.00	311.15
5.—City Engineer.....		21	2,752.91	3,009.91	257.00
6.—City Engineer, FSWW.....		25	2,916.18	3,190.18	274.00
7.—City Engineer, W.W. Operating.....		27	3,221.42	3,520.76	299.34
8.—Assessment Commissioner.....		22	2,854.72	3,145.99	291.27
9.—Tax Collector.....		17	2,120.15	2,327.83	207.68
10.—Law Department.....		7	1,474.03	1,684.53	210.50
11.—Wood Camp.....		1	240.75	250.00	9.25
12.—City Electrician.....		13	1,791.65	2,006.36	214.71
13.—Building Inspector.....		7	1,056.64	1,155.34	98.70
14.—Health Department.....		73	8,626.21	9,446.91	820.70
15.—Health Department, Teamsters, etc.....		59	5,763.58	6,340.75	577.17
16.—Market Superintendent.....		10	1,017.66	1,127.40	109.74
17.—License and relief.....		14	1,701.27	1,845.60	144.33
18.—Operating Superintendent, W.W.....		14	1,619.36	1,826.69	207.23
19.—Operating Superintendent, W.W., Fortnightly.....		50	4,721.55	5,452.99	731.44
20.—Library.....		33	2,767.31	3,162.22	394.91
21.—Street Commissioner.....		26	3,168.40	3,468.40	300.00
22.—Street Commissioner, truck drivers.....		2	216.66	238.33	21.67
23.—Survey.....		4	598.20	646.20	48.00
24.—Plumbing and sewers.....		14	1,605.04	1,762.74	157.70
25.—Plumbing and sewers, labourers.....		17	1,392.30	1,591.20	198.90
26.—Chemical laboratory.....		4	472.00	505.00	33.00
27.—Storekeepers.....		14	1,662.33	1,819.33	157.00
28.—Baths.....		15	1,305.00	1,484.25	179.25
29.—Comfort Stations.....		16	1,092.60	1,268.60	176.00
30.—Repair shops.....		3	392.48	425.48	33.00
31.—Fire department.....		211	26,017.11	27,648.70	1,631.59
32.—Light and Power office, etc.....		103	10,602.42	11,969.37	1,366.95
33.—Light and power, Electrical workers.....		102	12,131.17	13,538.18	1,407.01
34.—Light and power, truck drivers, etc.....		5	502.23	551.41	49.18
35.—Miscellaneous.....		7	622.13	695.50	73.37
36.—Caretakers.....		7	616.40	701.60	85.20
37.—Social Welfare.....		18	1,510.00	1,700.00	190.00
		1,029	\$117,134.11	\$128,870.04	\$11,736.93
Total for the year.....			\$1,405,597.32	\$1,546,440.48	\$140,843.16 10 per cent.
DISTRIBUTION:—					
Taxation Departments.....		675	\$942,303.84	\$1,027,511.16	\$85,207.32
Hydro-Electric System.....		214	283,638.24	317,977.92	34,339.68
Water Works System.....		113	141,410.04	159,175.20	17,765.16
Non-Tax.....		27	38,245.20	41,776.20	3,531.00
		1,029	\$1,405,597.32	\$1,546,440.48	\$140,843.16

Summaries of Agreements

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, No. 435.

Article 1 of the above agreement stipulates that except in the case of troublemen, eight hours shall constitute a day's work, with four hours on Saturdays. Before reducing the hours of work, men considered temporary, who have not been in the City's employ six months, shall be laid off. Before there is any reduction in the permanent staff the hours shall be reduced to 8 hours of 5 days per week. No extra men are to be hired until schedule hours are resumed, when men with previous service shall be given preference.

Article 2 provides that overtime shall be paid for at the rate of time and a half, except that for work between 12 o'clock midnight and 7 a.m., and on Sundays and legal holidays, double time shall be paid. The Operating Staff and Trouble Department will not be paid at the overtime rate when working Saturday afternoon, Sundays or legal holidays, when such time comes in their regular shift.

Any employee called out in case of emergency after 9 o'clock p.m. shall receive not less than four hours' pay at regular day rate.

Article 3 states that all men sent to do out-of-town work lasting less than one month shall be provided with transportation and board, with no loss of time till their return.

Article 13 stipulates that the City line patrolmen outside of Winnipeg shall be furnished with a house at a reasonable rental, to be kept in repair by the City.

Article 15 deals with the hours, duties, etc., of the Station Operating Staff. It stipulates that 8 consecutive hours shall constitute a day's work and forty-eight hours shall be considered a week's work, except for spare operators when it shall be 44 hours per week. Any operating

employee at the Power House may, if he so desires, by working twenty-four successive 8-hour shifts, be allowed to take his four days off at one time providing that he shall not interfere with the operating of the plant and that no two men of one classification shall be absent at one time. All men in the service one year, working on a monthly salary, shall receive two weeks' holidays each year with pay. Holidays to be taken between May 1st and November 1st.

Article 18 defines a Journeyman Operator as an employee having not less than four years' experience in electrical work, whose duties shall be the operation of station during shift; and an Apprentice Operator as an employee not having four years' experience in electrical work. The latter shall be considered as a temporary employee for the first six months.

Article 24 provides that 48 hours shall constitute a week's work for the Fire Alarm Operating Staff, and that a shift shall consist of 8 hours.

Article 25 is as follows:

SCHEDULE OF WAGES.

LINEMEN: Per hour—Foremen, 83 cents; Sub-foremen and Troublemen, 79 cents; Linemen, 1st 12 months, 50 cents; Linemen, 2nd 12 months, 58 cents; Linemen, 3rd 12 months, 66 cents; Journeymen Linemen, 77 cents.

Linemen hired to work out of town on Transmission Line, 65 cents and board; Foremen hired to work out of town on Transmission Line, 70 cents and board.

STATION MAINTENANCE WIREMEN: Per hour—Wiremen, Journeymen, 75 cents; Wiremen, Helpers, 60 cents; Wiremen, Apprentices—1st six months, 30 cents; 2nd six months, 35 cents; 3rd six months, 40 cents; 4th six months, 47 cents; 3rd year, 52½ cents; 4th year, 60 cents; Spare Operator, 76 cents.

CABLEMEN: Per hour—Cablemen, Journeymen, 83 cents; Cablemen, Helpers, 75 cents.

LAMP TRIMMERS: Per hour—Chief, 70 cents; 1st six months, 45 cents; 2nd six months, 55 cents; 2nd year, 65 cents; Arc Lamp Repairers, 77 cents.

METER INSTALLERS: Per hour—Chief, 76 cents; Journeymen, 75 cents; 1st six months, 45 cents; 2nd six months, 55 cents; 2nd year, 65 cents.

METER AND INSTRUMENT REPAIRERS: Per hour—Foremen, 83 cents; Chief, 79 cents; Journeymen, 75 cents; Apprentices, 1st six months, 30 cents; second six months, 35 cents; 3rd six months, 40 cents; 4th six months, 47 cents; 3rd year, 52½ cents; 4th year, 60 cents.

METER READERS: Per month—1st six months, \$100.00; 2nd six months, \$105.00; 2nd year, \$110.00; Chief, \$134.20.

PATROLMEN: Per month—Winnipeg men, \$136.00 and \$130.00; other Patrolmen, \$125.00.

ELECTRIC STOVE INST. AND REPAIRERS: Per hour—Journeymen, 75 cents; Helper, 60 cents; Warehousemen, 50 cents.

FIRE ALARM OPERATORS: Per month—Asst. Chief Operator, \$150.00; 2 Operators, \$135.00; 1 Operator, 1st year, \$110.00; 1 Operator, 2nd year, \$125.00; 1 Operator, 3rd year, \$135.00; Fire and Police Instrument Troublemens, 77 cents per hour.

POWER HOUSE OPERATORS: Operators, \$140.80 per month; Wheelmen, \$125.00 per month; Oilers, \$115.00 per month; Sweepers, 58 cents per hour.

TERMINAL STATION: Operators, \$134.00 per month; 1st Assts., \$110.00 per month; 2nd Assts., \$107.00 per month.

KING STREET: Operators, \$125.00 per month; Assistants, \$107.00 per month.

MAY STREET: Operators, \$120.00 per month; Assistants, \$107.00 per month.

MCPHILLIPS STREET: Operators, \$117.00 per month; Assistants, \$107.00 per month.

TRANSCONA: Operators, \$125.00 per month.

WINNIPEG FIREMEN'S FEDERAL UNION, No. 14.

Article 1 of the above agreement stipulates that the following monthly rate of pay shall prevail for Firemen:

First year, \$100.00; second year, \$110.00; third year, \$117.00; fourth year, \$125.00.

Article 2 provides for the establishment of the "two-platoon" or two-shift system in the Fire Department as soon as the strength of the force is up to 250 men and not later than June 1st, 1919. The hours of work under this system are to be: A day shift of ten hours, starting at 8 a.m. and finishing at 6 p.m., and a night shift of fourteen hours, starting at 6 p.m. and finishing at 8 a.m., with a change of shifts every four days. It is specially noted that all routine work in the stations is to be done

by the day shift and to be completed by 12 o'clock noon, each day. Prolonged overtime is to be paid overtime pay by special arrangement. Employees are to receive 14 days' annual holidays as usual, and are to receive full pay during holidays or sickness.

It is agreed in Article 3 that Assistant Engineers who work on the opposite shift to the Engineer shall receive Engineer's salary. Senior men in each station doing an officer's work shall receive pay equal to that of the officer they are replacing for the entire period, provided they are called upon to do such work for a period of thirty days or more. In the event of a fire being in progress at the time when change of shift is due, the men, who have completed their shift, shall be privileged to leave upon arrival of their relief after reporting to their senior officer.

Article 11 outlines the uniforms to be supplied to the Firemen for the summer and winter seasons.

CIVIC EMPLOYEES' FEDERATION, No. 4.

The above agreement stipulates that an increase of \$11 per month shall be given to all Civic Employees receiving up to and including \$200 per month. Common labourers in the Sewer Maintenance Department shall receive 45 cents per hour, eight hours per day.

Article 4 specifies that the hours for office workers shall be from 9 a.m. to 5 p.m. with one hour for meals for five days per week and from 9 a.m. to 1 p.m. on Saturdays, except during the months of June, July, August and September, when the hours for Saturdays shall be from 9 a.m. to 12 noon. The hours for the business staff of the City Light and Power Department shall continue from 8.30 a.m. to 5 p.m. and on Saturdays from 8.30 a.m. to 1 p.m. except during the above mentioned months when the hours for Saturday shall be from 8.30 a.m. to 12 noon.

Two weeks' holidays with pay is granted to all employees on a monthly rate.

WINNIPEG WATERWORKS OPERATING DEPARTMENT EMPLOYEES, No. 10.

Under the above agreement eight hours and forty minutes, from 7.20 a.m. to 5 p.m., shall constitute a day's work, except Saturday, when four hours and forty minutes shall be worked, from 7.20 a.m. to 12 noon. Forty-eight hours shall constitute a week's work with the following exceptions:

(a) NIGHT CLERKS.—Fifty-seven and one-half hours shall constitute a week's work, from 5 p.m. to 7.20 a.m., except Saturdays and Sundays, when they shall work from 12 noon Saturday to 7.20 a.m. Monday, continuously, shifts of hours to be arranged by operating superintendent.

(b) EMERGENCY TURNKEYS AND CHAUFFEURS.—Eight hours shall constitute a day's work, seven days a week, and fifty-six hours shall constitute a week's work.

(c) CHAUFFEURS AND DRIVERS.—Nine hours shall constitute a day's work, from 7.20 a.m. to 5.20 p.m., except Saturdays, when five hours shall be worked from 7.20 a.m. to 12.20 noon, and fifty hours shall be a week's work.

Articles 2 and 3 deal with the matter of holidays and rate of wages for overtime, stipulating a two weeks' holiday each year with pay to employees who have worked for one continuous year with the City. All overtime shall be paid at the rate of time and one-half between the hours of 5 p.m. and 12 midnight and from 12 noon to midnight on Saturday; also from 12 midnight till 8 a.m. Sundays and statutory holidays, employees shall be paid at the rate of double time.

Article 12 stipulates the rate of pay which shall be as follows:

TURNKEYS: Per hour—Emergency Chauffeur, 50.5 cents; Turnkey Chauffeurs, 50.5 cents; Emergency Turnkeys, 57.5 cents; Turnkeys, 55 cents.

PIPE LAYER: Per hour—Caulker, 52 cents.

MISCELLANEOUS: Steam Engineer, 60 cents per hour; Plumber, 60 cents per hour; Night Clerk, \$3.57 per day; extra to comply with schedule.

GRANOLITHIC SIDEWALK REPAIRS: Per hour—Grano. Walk Repairers, 48 cents.

METER MEN: Per hour—Meter Repairers, 53.5 cents; Chauffeur, 50.5 cents; Drivers (1 horse), 48.5 cents; Meter Boxer, 50.5 cents.

HYDRANTS: Per hour—Hydrant Rep., heavy, 55 cents; Hydrant Rep., light, 50 cents; Hydrant Inspectors, 50 cents; Hydrant Inspectors, 52 cents; Hydrant Inspectors, 50 cents; Hydrant Inspectors, 48 cents.

VALVES: Per hour—Valve Box Repairer, 50 cents; Valve Box Repairer, 50 cents; Valve Box Inspector, 50 cents; Valve Box Inspector, 50 cents; Valve Box Inspector, 48 cents.

SERVICE MAINTENANCE: Per hour—Stopcock Box Cleaner, 50 cents; Stopcock Box Cleaner, 48 cents; Ser. Insp. and Tester, 57.5 cents; Ser. Insp. and Tester, 51.5 cents.

SERVICE CONSTRUCTION: Per hour—Tapper and Ser. Connector, 57.5 cents; Driver (1 horse), 48.5 cents; Tapper and Ser. Conn., 57.5 cents; Asst. Foreman and Leak Insp., 57.5 cents.

DEAD END FLUSHERS: Per hour—Dead End Inspector, 49.5 cents; Flusher and Emer. Chauffeur, 49.5 cents; Flusher, 49.5 cents; Flusher, 49.5 cents; Driver (1 horse), 48.5 cents.

STORES DEPT.: Per hour—Chauffeur, 50.5 cents; Toolkeeper, 49.5 cents; Utility Man, 49.5 cents.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, STABLEMEN AND HELPERS OF AMERICA, No. 119.

Under the above agreement all employees, except stablemen, shall be entitled to eight public holidays, with full pay. Teamsters and Auto Truck Drivers shall, in addition, after one year's service with the City, be entitled to one week's holiday with full pay. The As-

sistant Stable Foremen and all Stablemen (except Plante) shall be entitled to two weeks' holiday with pay after one year's service. Stablemen (Plante) shall be entitled to the working conditions and holidays as heretofore in force for them. A stableman's working week shall consist of seven days.

Fifty hours' road-work shall constitute a week's work. All drivers shall leave barns and garages at 7 a.m. On Saturdays, they shall return at 12 noon, and on other days 5 p.m. Except on Saturdays, one hour will be allowed for lunch.

The rates of pay per week, straight time except where otherwise noted, are as follows:

Teamsters, \$25.30; Singles, \$24.20; Night Soil Teamsters, \$26.40; Helpers, \$24.20.

Chauffeurs: Auto Truck, 3 tons and over, \$27.50; Auto Truck, under 3 tons, \$25.30; Garage Assistant, 50 cents per hour; Assistant Stable Foremen (Livery), \$28.85; Stablemen, \$25.30; Stablemen (Plante), \$100.00 per month.

Employees on an hourly basis shall be paid every two weeks. Those on a monthly basis shall be paid bi-monthly.

LABOUR BOARD OF APPEAL DISCONTINUED BY ORDER-IN-COUNCIL

ON July 11, 1918, an order-in-council (P.C. 1743), outlining certain principles and policies that should govern the relations between employers and workers engaged in war production, was passed. The order, among other things, provided for the appointment of a Labour Board of Appeal to which either party to a dispute might appeal from decisions of the board of conciliation to which the dispute had previously been referred, the decision of the appeal board to be final. Hostilities having now ceased, it is felt that the necessity for such a board no longer exists. Accordingly, on May 1, the Labour Board of Appeal was discontinued by an order-in-council, the text of which is as follows:

Whereas, the Minister of Labour submits that, hostilities having ceased since the passing of the Order in Council of 11th July, 1918 (P.C. 1743), and movements now being under way on the part of employers and workmen respectively with the view of improving relations between them, he is of opinion that the Industrial Disputes Investigation Act provides necessary machinery for dealing with industrial disputes, without the retention of the Labour Appeal Board established under the said Order in Council;

Therefore, His Excellency the Governor General in Council is pleased to order that all the provisions of the Order in Council of the 11th July, 1918 (P.C. 1743), after sub-section 1 of clause 17 thereof shall be and the same are hereby repealed.

His Excellency in Council is further pleased to order and doth hereby order that in all other respects the said Order in Council shall remain in full force and effect.

(Sgd.) RODOLPHE BOUDREAU,
Clerk of the Privy Council.

STRIKES AND LOCK-OUTS IN CANADA DURING APRIL, 1919

TWENTY-SEVEN strikes, involving approximately 10,664 employees, were reported as having commenced during April. There were in existence at some time or other during the month, 37 strikes directly involving 12,415 workpeople. The total time loss on account of industrial disputes was estimated at 111,083 working days, as compared with 49,799 in the previous month, and 17,332 in April, 1918. The time loss occasioned by the 27 strikes which began in April, was 92,538 working days, while a loss of 18,545 is charged to the 10 strikes that commenced prior to April. Termination of disputes was reported in the case of 7

of the disputes which commenced prior to April. Sixteen of the disputes commencing during April terminated during the month, leaving the following 14 strikes affecting approximately 1,812 workpeople on record on April 30: pottery workers, St. Johns; cigarmakers, Hamilton; bricklayers, masons and plasterers, Regina; carpenters, Brandon; painters, at Montreal and Toronto; boiler makers, St. Catharines; metal workers, Calgary; cap makers, millinery and straw hat workers, sugar refinery employees and window cleaners at Montreal; car cleaners, Vancouver, and marine engineers at Victoria.

Disputes by Industries

The following is a review of the disputes by industries in the order in which they appear in the statistical table. A brief summary is given of the more important strikes.

LUMBERING.—There were two strikes in existence, involving 1,845 employees and resulting in a loss of 10,800 working days. One of these strikes was carried over from the previous month's record and terminated during the month. The second strike—deal pilers at St. John, N.B.,—lasted but two days, the workers securing part of their demands.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—There was but one strike in existence, involving 54 employees and resulting in a loss of 1,350 working days. This strike was carried from the previous month's record and remained unsettled at the end of April.

BUILDING AND CONSTRUCTION.—Eight strikes occurred in this group involving 929 employees and resulting in a loss of 8,970 working days. Two of the strikes

were carried over from the previous month's record—bricklayers, masons and plasterers at Regina, which remained unsettled, and painters at the same place who succeeded in securing part of their demands and returned to work at the end of April. Six strikes commenced during the month affecting carpenters at Brandon and Ottawa, sign painters at Montreal, and painters at Toronto, Hamilton and Montreal. The demands were in all cases for increased wages and shorter hours which were granted in the case of the carpenters at Ottawa, painters and sign painters at Hamilton and Montreal, respectively, leaving three un-terminated strikes in this group at the end of April.

METALS, MACHINERY AND CONVEYANCES.—There were nine strikes in existence involving 1,183 employees and resulting in a loss of 6,572 working days. Two strikes—moulders at London and Ottawa—were carried over from the previous month and terminated during April. Of the new strikes commencing during the month, boiler makers at St.

Catharines, and metal workers at Calgary remained unsettled at the end of April. At Brantford where the blacksmiths and helpers of the Verity Plow Company went on strike owing to the violation of the rules of the Union by a member, the employee was discharged and work was resumed April 11. Machinists in a brass works at Montreal struck for increased wages and shorter hours; a partial increase was granted and a reduction in hours was put into effect April 14. Moulders at Moncton and machinists at Amherst were on strike for the greater part of April for increase of wages and shorter hours. Negotiations were carried on between the parties concerned with the result that partial increases were granted and the men returned to work at the end of April. On April 25, some 850 shipyard workers at Three Rivers went on strike for recognition of the International Union and reinstatement of some employees. After negotiations brought about through the efforts of the Dominion Government's Fair Wages Officer at Montreal, the men resumed work April 30.

PULP AND PAPER.—There was one strike in existence involving 180 employees and resulting in a loss of 1,980 days. This was a strike of pulp and paper makers at Fairville, N.B., which had been dropped from the department's record during the month of February as information received at that time indicated conditions were no longer affected. About the middle of April an amicable settlement was brought about; the mills resumed operations and the men returned to work about April 14.

CLOTHING.—Five strikes were in existence in this group during the month, involving 994 employees and resulting in a loss of 5,227 working days. Three of the strikes—cap makers, millinery and straw hat workers and shirt workers—occurred in Montreal. The shirt makers returned to work during the month, but the other strikes remained unterminated. Clothing workers at Toronto and tailors at Winnipeg were out of employment a few days,

owing to a strike for increased wages and shorter hours. Negotiations resulted in a settlement in each case.

FOOD, LIQUORS AND TOBACCO.—Two strikes were in existence, involving 362 employees and resulting in a loss of 2,750 working days. One strike was carried over from the previous month's record and remained unterminated. At Montreal about 350 unorganized sugar refinery employees went on strike toward the close of the month for increased wages and after being out for a few days become organized and then increased their demand to include recognition of the union. This strike remained in existence at the close of the month.

TRANSPORTATION.—The most serious strikes of the month occurred in this group, there being six strikes in existence, involving 5,768 employees and resulting in a loss of 67,044 working days. Employees of the Canadian Express Company, with headquarters at Montreal, went on strike the second week in April for increased wages and shorter hours. About 1,250 employees throughout Canada were affected. A Board of Conciliation was appointed under the Industrial Disputes Investigation Act and issued its report about the middle of March, recommending various improvements as to wages and hours, but not conceding all the demands of the employees. The employees accepted the Board's award and the company appealed the case to the Labour Appeal Board, the first week of April, whose findings were less favourable to the employees on one or two points. This award was not accepted by the employees and the strike occurred. After being out for several days, during which time negotiations were being continuously carried on, the matter was referred to the Canadian Railway Board of Adjustment No. 1, which brought about an amicable settlement, the men returning to work after being on strike for six days. Almost immediately on the settlement of the express employees' strike, about 4,000 carters in the City of Montreal went on strike

for increased wages and other changes. Negotiations were carried on for several days and finally mediation was effected through the efforts of a special committee, which succeeded in securing partial increases for the men with the result that work was resumed at the close of the month. A few days after the carters went on strike at Montreal they were followed by about 40 freight handlers who demanded a settlement of wages and claimed that the company had discriminated against the president of their union. Special conference were held with railway officials and members of Railway Adjustment Board No. 1, with the result that the president of the union was reinstated and the question of wages was left to the Railway Adjustment Board. The men resumed work April 26. At Victoria, marine engineers in the employ of a whaling company went on strike for increased wages; about eleven employees were involved. This strike remained unsettled at the close of the month.

PUBLIC UTILITIES.—There was one strike in existence, involving 800 employees and resulting in a loss of 5,600 working days. This was a strike of the employees of the Montreal, Light, Heat and Power Company who demanded increased wages and other changes. It will be recalled that the disputes between the company and the employees concerned was before a Board of Conciliation under the chairmanship of Mr. J. Perrault. On the outbreak of the strike the Board invited the directors of the Company to appear before them and the directors who were at the time in Montreal appeared before the Board and the whole situation was fully discussed, as a result of which on the following day a settlement was effected. The settlement is understood to have included a rearrangement as to hours and wages. The question of union recognition had been an

acute cause of difference; on this point a satisfactory arrangement was understood to have been reached and the employees returned immediately to work. Details of the working arrangement were not available for publication at the close of the month. At Vancouver, seven coach cleaners, all returned soldiers, struck against a reduction in wages. The Company claimed that they had reduced the wages in accordance with wage orders issued by the railroad administration as they found they had been paying their men in excess of the rate specified by the McAdoo award. The strike remained unsettled at the close of the month.

MUNICIPAL EMPLOYMENT.—But one strike occurred in this group during the month—civic employees at Brandon—involving 200 employees and resulting in a loss of 400 working days. The men demanded recognition of the union, reinstatement of two discharged men and appointment of a Board to adjust wages. Communications were received by the Department from both parties in regard to the establishment of a Board of Conciliation, under the Industrial Disputes Act and negotiations to this end were proceeding when the Department was advised that a settlement had been effected. The city council agreed to reinstate the discharged men and to recognize the union. They also agreed to the appointment of a joint committee consisting of three members of the city council, and three members of the Trades and Labour Council, with a chairman to be appointed by the other six members. The men returned to work April 28.

MISCELLANEOUS.—There was one strike in existence, involving 100 employees and resulting in a loss of 300 working days. This was a strike of window cleaners at Montreal who demanded increased wages and shorter hours. This strike remained unteminated at the close of the month.

INDUSTRIAL DISPUTES DURING APRIL, 1919

Industry or Occupation.	Particulars.	No. of employees affected	Time loss in working days
STRIKES COMMENCING PRIOR TO APRIL, 1919.			
LUMBERING— Shingle workers, British Columbia.....	Commenced March 1. Against a reduction in wages. Settled by negotiations; men to continue receiving old rate. Work resumed April 10.	1,200	9,600
MINES, SMELTERS, QUARRIES AND CLAY PRODUCTS, ETC.— Pottery workers, St. Johns, Que.....	Commenced November, 1913. Against a reduction in wages. Un-terminated.	54	1,350
BUILDING AND CONSTRUCTION— Bricklayers, masons and plasterers, Regina, Sask.....	Commenced March 1. For increased wages and shorter hours. Un-terminated.	80	2,000
Painters, Regina, Sask.....	Commenced March 5. For increased wages and shorter hours. Settled by negotiations; increase granted and hours reduced. Work resumed April 28.	30	660
METALS, MACHINERY AND CONVEYANCES— Moulders, London, Ont.....	Commenced November 22. Demand for closed shop and recognition of the Union. Strikers' places filled and conditions no longer affected as from April 11.	5	45
Moulders, Ottawa, Ont.....	Commenced February 25. For increased wages and shorter hours. Partial increase and nine hour day granted. Work resumed April 9.	14	98
PULP AND PAPER— Pulp and Paper makers, Fairville, N. S.....	Commenced December 2. For increased wages, shorter hours and other changes. Settled by mediation; partial increase granted and hours reduced. Work resumed April 14.	180	1,980
CLOTHING— Shirt makers, Montreal, Que.....	Commenced March 31. For increased wages and shorter hours. Forty-four hour week granted with same pay as was paid for 49-hour week. Work resumed April 15.	76	912
FOODS, LIQUORS AND TOBACCO— Cigarmakers, Hamilton, Ont.....	Commenced July 11. For increased wages. Unterminated.....	12	300
TRANSPORTATION— Coal handlers, St. John. N.-B.....	Commenced December 1. For increased wages and shorter hours. Increase granted and hours reduced. Work resumed April 21.	100	1,600
STRIKES COMMENCING DURING APRIL, 1919.			
LUMBERING.— Deal pilers, St. John, N.B.....	Commenced April 14. For increased wages. Settled by mediation of Compensation Board; partial increase granted. Work resumed April 16.	645	1,290
BUILDING AND CONSTRUCTION— Carpenters, Brandon, Man.....	Commenced April 7. For increased wages. Unterminated.....	7	175
Carpenters, Ottawa, Ont.....	Commenced April 17. For increased wages. Settled by negotiations; increase granted. Work resumed April 21.	15	30
Painters, Hamilton, Ont.....	Commenced April 1. For increased wages and shorter hours. Settled by negotiations; increase granted and hours reduced. Work resumed April 11.	175	1,575
Painters Montreal, Que.....	Commenced April 23. For increased wages. Unterminated.....	200	1,400
Painters, Toronto, Ont.....	Commenced April 23. For increased wages and other changes. Unterminated.	400	2800
Sign painters, Montreal Que.....	Commenced April 3. For increased wages. Settled by negotiations; increase granted. Work resumed April 22.	22	330

INDUSTRIAL DISPUTES DURING APRIL, 1919.

Industry or Occupation.	Particulars.	No. of employees affected	Time loss in working days
STRIKES COMMENCING DURING APRIL, 1919— Continued.			
METALS, MACHINERY AND CONVEYANCES—			
Blacksmiths and helpers, Brantford, Ont.	Commenced April 2. Violation of Union rules by member of Union. Settled by mediation; employee discharged. Work resumed April 11	82	574
Boilermakers, St. Catharines, Ont.	Commenced April 28. For increased wages. Unterminated.	75	225
Machinists, Montreal, Que.	Commenced April 9. For increased wages and shorter hours. Negotiations; partial increase granted and hours reduced. Work resumed April 14.	18	63
Metal workers, Calgary, Alta.	Commenced April 15. Employers refused men's request for an 8-hour day and refused to sign an agreement until similar firms in Winnipeg and Toronto had negotiated similar agreements. Un-terminated.	103	1,339
Machinists, Amherst, N.S.	Commenced April 1. For increased wages. Partial increase granted. Work resumed April 30.	18	450
Moulders, Moncton, N.B.	Commenced April 4. For increased wages and shorter hours. Settled by negotiations; work resumed April 29.	18	378
Shipyards workers, Three Rivers, Que.	Commenced April 25. For recognition of International Union and reinstatement of some employees. Settled by mediation of the Department of Labour. Company agreed to accept a committee appointed by International Union to adjust differences. Work resumed April 30.	850	3,400
CLOTHING—			
Capmakers, Montreal, Que.	Commenced April 25. For increased wages and shorter hours. Unterminated.	168	840
Clothing workers, Toronto, Ont.	Commenced April 14. For increased wages and shorter hours. Settled by negotiations; partial increase granted and hours reduced. Work resumed April 17.	475	1,425
Millinery and straw hat workers, Montreal, Que.	Commenced April 22. For increased wages, shorter hour and recognition of the Union. Unterminated.	245	1,960
Tailors, Winnipeg, Man.	Commenced April 1. For increased wages and shorter hours. Settled by negotiations; partial increase granted and hours reduced. Work resumed April 4.	30	90
FOOD, TOBACCO AND LIQUORS.—			
Sugar refinery employees, Montreal, Que.	Commenced April 23. For increased wages and recognition of the Union. Unterminated.	350	2,450
TRANSPORTATION—			
Carters, Montreal, Que.	Commenced April 15. For increased wages and other changes. Settled by mediation; partial increase granted. Work resumed April 30.	4,000	56,000
Car cleaners, Vancouver, B.C.	Commenced April 3. Against a reduction in wages. Unterminated. .	7	168
Express employees (Canadian Express Co.) various places in Canada.	Commenced April 10. For increased wages and shorter hours. Settled by arbitration; demands granted. Work resumed April 18.	1,250	7,500
Freight handlers, Montreal, Que.	Commenced April 23. Alleged discrimination against an officer of the Union and wages questions. Settled by negotiations. Work resumed April 26.	400	1,600
Marine engineers, Victoria, B.C.	Commenced April 17. For increased wages. Unterminated.	11	176
PUBLIC UTILITIES—			
Light, Heat and Power employees, Montreal, Que.	Commenced April 9. For increased wages and other changes. Settled by Board of Conciliation appointed under Industrial Disputes Investigation Act. Work resumed April 17.	800	5,600
MUNICIPAL EMPLOYMENT—			
Civic employees, Brandon, Man.	Commenced April 24. For recognition of the Union, reinstatement of discharged men and for a board to adjust wages. Settled by mediation. Demands granted. Work resumed April 26.	200	400
MISCELLANEOUS—			
Window cleaners, Montreal, Que.	Commenced April 28. For increased wages and shorter hours. Unterminated.	100	300

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING MARCH, 1919

THE following details with regard to strikes and lockouts in the United Kingdom during March, 1919, are derived from the April issue of the *British Labour Gazette*.

NUMBER AND MAGNITUDE.—The number of trade disputes beginning in March was 64, as compared with 62 in the previous month, and 83 in March, 1918. In these new disputes about 173,000 workpeople were directly, and 2,000 indirectly, involved; and these figures, when added to the number of workpeople involved in disputes which began before March and were still in progress at the beginning of the month, give a total of about 223,000 workpeople involved in disputes in March, 1919, as compared with 280,000 in February, 1919, and 47,000 in March, 1918. In the following table the new trade disputes for March are summarized by groups of trades:

Groups of Trades	No. of disputes	Number of Workpeople involved		
		Directly	Indirectly	Total
Building.....	9	385	14	399
Mining and Quarrying.....	9	160,529	.....	160,529
Engineering and Shipbuilding.....	6	4,113	200	4,313
Other Metals.....	9	3,766	637	4,403
Textile.....	2	453	583	1,036
Clothing.....	1	125	364	489
Transport.....	3	478	.....	478
Other Trades.....	18	1,962	58	2,020
Local Authority Services.....	7	1,098	300	1,398
Total, March, 1919.....	64	172,909	2,156	175,065
Total, February, 1919..	62	47,799	2,165	49,964
Total, March, 1918 ...	83	27,508	8,045	35,553

CAUSES.—Of the 64 new disputes, 32, directly involving 145,069 workpeople, arose on demands for advances in wages; 9, directly involving 9,310 workpeople, on other wages questions; 6, directly involving 899 workpeople, on questions affecting hours; 14, directly involving 9,756 workpeople, on questions respecting the employment of particular classes or persons; and 3, directly involving 7,875 workpeople, on other questions.

RESULTS.—During the month settlements were effected in the case of 29 new disputes, directly involving 119,196 workpeople, and 16 old disputes, directly involving 53,517 workpeople. Of these new and old disputes, 14, directly involving 3,443 workpeople, were settled in favour of the workpeople; 13, directly involving 122,912 workpeople, in favour of the employers; and 18, directly involving 46,358 workpeople, were compromised. In the case of 16 other disputes, directly involving 56,660 workpeople, work was resumed pending further negotiations.

AGGREGATE DURATION.—The number of working days lost in March by disputes which began or were settled in that month amounted to about 1,108,000. In addition, 31,000 working days were lost owing to disputes which began before March and were still in progress at the end of the month. Thus the total aggregate duration in March of all disputes, new and old, was 1,139,000 days, as compared with 2,316,000 days in February, 1919, and 276,000 days in March, 1918.

RECONSTRUCTION

The Work of the Labour Sub-committee of the Reconstruction and Development Committee of the Cabinet

MANY important phases of public policy have received consideration during recent months at the hands of a sub-committee of the Reconstruction and Development of the Cabinet, known as the Labour Sub-Committee. This body was appointed in the spring of 1918, under the chairmanship of Honourable G. D. Robertson, for the purpose of keeping the Government in touch with labour conditions throughout Canada, promoting harmonious relations between employers and workmen, and investigating the social and economic conditions of the working population of Canada with a view to recommending measures calculated to increase the well-being of the masses of the people. Meetings have been held monthly and oftener as occasion required.

The problem of industrial relations, in particular, has received close attention at its hands. The Committee has been impressed by the necessity of some policy being formulated which will bring about the adoption of co-operative relationship between employers and employees in the various lines of industry as the best means of establishing a satisfactory relation in employment throughout Canada. Whilst realizing that different conditions exist in various industries, the Committee, nevertheless felt that there are certain basic principles which apply to all. The Committee has given earnest consideration to efforts which are being made in this and other countries for the solution of the problem of industrial relationships, and recognizing the complexity and importance of this question, recommended the appointment of a Royal Commission to visit all nine provinces of Canada to confer with employers and workmen and to suggest means for securing a permanent improvement in relations be-

tween employers and employees. The Royal Commission referred to is at present engaged in its work of inquiry, and it is expected that its report will be available by June 1.

Unlike the Reconstruction and Development Committee, which is composed of Ministers alone, the Labour Sub-Committee includes in its membership persons who are not members of the Government. In its original constitution, the Committee was made representative of both employers and workmen, and also of university thought on the labour and social problems with which it was called on to deal. Since the termination of hostilities the membership has, however, been enlarged so as to insure a more complete representation of all interests concerned in the solution of such problems, including engineering and technical organizations, social workers, and the returned soldiers, and is at present made up as follows:—

- Hon. G. D. Robertson, Minister of Labour, Chairman.
- Hon. J. A. Calder, Minister of Immigration and Colonization.
- Professor R. M. MacIver, of the Department of Political Economy of the University of Toronto, Vice-Chairman.
- Mr. Wills MacIachlan, Electrical Engineer, of Toronto, Deputy Vice-Chairman.
- Mr. H. J. Daly, of Toronto, Manufacturer and Merchant.
- Mr. Tom Moore, of Niagara Falls, Ontario, President of the Trades and Labour Congress of Canada.
- Mr. Calvin Lawrence, of Ottawa, legislative Representative of the Brotherhood of Locomotive Engineers.
- Mr. G. Frank Beer, of Toronto, Manufacturer.

Mr. J. A. Stevenson, of Winnipeg, Journalist.

Mr. John Lowe, of Valleyfield, Que., Manager of the Montreal Cotton Mills, Company.

Mr. W. D. Tate, of Halifax, Member of the Executive Committee of the G. W. V. A.

Colonel David Carnegie, Ordnance Adviser and Member of the Imperial Munitions Board.

Mrs. Rose Henderson, of Montreal, Probation Officer of the Juvenile Court.

At its first meetings the Committee considered the difficult industrial and labour situation then existing, with particular reference to the important measures which were being taken for dealing with labour relations in transportation, coal mining and shipbuilding.

An examination was also made of the causes of industrial unrest which was followed by the July announcement of Government policy in the form of an order-in-council for the avoidance of further labour conflict on war work.

From this the Committee passed to the urgent problem of the cost of living, and held several conferences on the subject with the Minister of Labour, the Chairman of the Canada Food Board and the Cost of Living Commissioner. Various recommendations were submitted to the Governor in Council as a result of these discussions, and important amendments were made to the orders-in-council of November, 1916, for preventing the undue enhancement of the cost of living.

Attention was given at several successive meetings to the proposed establishment of a Dominion-wide system of public employment offices and the responsibilities of the federal and provincial authorities in connection therewith.

A circular letter was addressed to all munitions manufacturers during the past summer for the purpose of ascertaining the amount of employment which was likely to exist in their respective factories after the close of the war,

and the information thus obtained was later referred to the Government departments having to do with employment matters.

The Honourable Sir James Loughheed, Minister of Soldiers' Civil Re-establishment, attended by invitation one of the meetings of the Committee during the the past summer and outlined the plans which were then being formulated by the department for the return of soldiers to civil employment. The Committee was convinced of the necessity of co-ordinating the activities of the various departments of the Government concerned with the subject of demobilization and advised that a conference should be held of the heads of the various departments in question.

This was followed by the establishment of the Repatriation and Employment Committee of the Cabinet, composed of Hon. J. A. Calder, Chairman, Hon. G. D. Robertson, Hon. N. W. Rowell, Hon. Sir James Loughheed, Hon. T. A. Crerar and Hon. Arthur Meighen. Mr. H. J. Daly, one of the members of the Labour Sub-Committee who had taken a very active interest in the problems growing out of the demobilization of the military forces and the cessation of munitions work, was induced to accept the office of Director of Repatriation and Employment. Mr. Daly's services in this connection have been universally recognized as conspicuously successful and of far reaching benefit to the country.

A conference was held in the month of October last with a representative delegation from the Canadian Manufacturers Association in relation to matters of reconstruction policy. Through the efforts of the Committee, a conference was subsequently arranged on this same subject between representatives of the Canadian Manufacturers' Association, the Joint Committee on Technical Organizations and the Trades and Labour Congress of Canada, which resulted in the submission to the Cabinet of a memorandum of joint recommendations in regard to certain Reconstruction matters

including the suggested establishment of a Dominion Bureau of Public Welfare, industrial research, technical education, demobilization, public employment offices, immigration and public works. Several of the proposals contained in these resolutions have since been accepted by the Government and will receive attention at the hands of Parliament during the present session.

Attention was given at several successive meetings to the preparation of a bill for the advancement of vocational education in Canada. This draft bill has since been accepted as the basis of of the Government's policy in this respect, and the measure in question will be presented to parliament during the present session.

Several of the resolutions presented to the Dominion Government on behalf of the Trades and Labour Congress of Canada at the last annual convention were referred to the Labour Sub-Committee for investigation and further attention. Consideration has since been given by the Committee to a number of the proposals referred to. A conference of manufacturers and labour representatives was convened recently under the auspices of the Labour Committee in the Canadian Manufacturers Association Headquarters, Toronto, to which attention was given to one of the principal features of organized labour's programme.

A sub-committee has been giving at-

tention to the subject of the position of women in employment. Investigation is also being made into hours of labour and the desirability of establishing minimum rates of wages in certain industries.

The housing problem and the desirability of establishing a Dominion Bureau of Public Welfare are other topics with which the Labour Committee has dealt. Action has already been taken on the former subject by order-in-council. A bill has also been introduced in Parliament for the establishment of a Department of Public Health.

A sub-committee is at present considering proposals for certain amendments in the fair wages conditions which are embodied in contracts of the Dominion Government for the protection of the workpeople employed. Attention was given by a sub-committee of the Labour Committee to the advisability of publishing more complete statistics of wages rates than are at present available in various departments of Canadian industry, and steps are already being taken to this end by the Department of Labour.

The duties of the Labour Sub-Committee throughout have been entirely advisory in nature and of necessity much of the work performed has been of a confidential nature, for which reason the Committee has not figured in the press to the extent that would otherwise have been the case.

WORK OF THE MINISTRY OF RECONSTRUCTION IN GREAT BRITAIN

A REPORT has recently been issued by the British Ministry of Reconstruction, giving a general account of the work of the Ministry from the time of its formation to December 31, 1918. Much of this work was done by committees, whose special reports have, in many cases, been reviewed in previous issues of the LABOUR GAZETTE.

The duties of the minister as defined in the New Ministries Act of 1917 creating this department are "to

consider and advise upon the problems that may arise out of the present war, and may have to be dealt with upon its termination; and for the purposes aforesaid to institute and conduct such enquiries, prepare such schemes and make such recommendations as he thinks fit." The Ministry took over the work of two committees that had been appointed at an earlier date to deal with the general problems of reconstruction, and its duties consisted largely in

co-ordinating the work of the several departments which dealt with problems arising out of the termination of the war.

In order to obtain practical advice on various important questions, the Ministry created an advisory council divided into five sections dealing respectively with the following subjects: (1) finance, transport and common service; (2) production and commercial organization; (3) labour and industrial organization; (4) rural reconstruction; (5) social amelioration. A women's advisory council was also appointed to consider questions more particularly affecting women. The department itself was organized for purposes of administration under a general branch and five administrative branches each corresponding generally with a section of the advisory council. Besides being charged with the ordinary duties in regard to the organization of the work and staff of the ministry, the general branch has the duty of co-ordinating the work of the advisory council with that of the several administrative branches in order to reduce committee procedure in the case of the advisory council to a simple instrument for obtaining practical advice within a limited time. Among the reports received from the Advisory sections, the following relate to labour questions: The application of the principles of the Whitley Report to (a) the Engineering and (b) the Railway industries, including the question of making agreements mandatory; prevention of abnormal unemployment among partially disabled soldiers, and depreciation of standard rate or underpayment of such men; legislative action for restricting hours of labour for juveniles in occupations not at present regulated by law; establishment of information centres in rural districts; the best method of attracting returned soldiers to the land; housing plans from housewife's point of view; and co-ordination of authorities for vocational training of women. The following references are still awaiting report; methods of utilizing the available supply of labour for domestic service to the best national advantage; methods for protecting the producers of

the United Kingdom against the introduction of sweated goods; methods of assisting local reconstruction organizations; the place of properly paid and voluntary women workers in subsidiary health and kindred services; certain questions relative to the position of women in the civil service.

Pending the formation by the Ministry of Labour of joint industrial councils as recommended by the Whitley committee, it was agreed that the formation of suitable interim industrial organizations for the purposes of reconstruction should be undertaken by a special section of the Ministry of Reconstruction. Interim industrial committees were therefore set up in about thirty-seven industries. It is stated that the formation of these committees led to a great development or organization both on the employers' and on the workers' side in nearly every industry dealt with.

At the date of the report joint industrial councils had been formed in twenty industries, and in nineteen others provisional committees had been formed to draft constitutions for similar councils. Among questions that have been discussed by the interim committees are the development of sources of supply of raw material, additional outlets for the export trade, wage agreements and war bonuses, the removal of government restrictions and other matters relating to the progress of the different industries. Valuable advice and assistance has also been received in connection with questions relating to demobilization including the release of pivotal men, the supply of raw materials, the development of new industries or branches of industry, the position of women in industry and other important subjects engaging the attention of different Government departments.

Three problems were discussed by the labour and industrial branch. The first was that of the demobilization of the army and the reinstatement of members of the force in civil life. The second concerned the resettlement of civilian war workers, and the third related to the es-

establishment of new industrial standards and conditions of employment as an integral part of a national policy, directed toward the fullest utilization of the experiences of the war and the eradication of the industrial evils and defects of the past.

The demobilization committee of the Ministry discussed the general lines of the policy for demobilization and it was arranged that the order of discharge should depend upon the needs of industry at the time the war ended, regard being had to the claims of long service men and married men to early release. The demobilization plans of the War Office, the Admiralty, and the Ministry of Labour were considered by a co-ordination committee of the departments concerned including the Ministry of Labour and the Ministry of Reconstruction. The order of demobilization decided upon was as follows: (1) demobilizers (men required for setting the demobilization in motion); (2) pivotal men (men who are essential for re-starting or re-equipping industries); (3) men required for main industries of the first importance such as agriculture, mining, or transport, to be followed or accompanied by men for whom employment is waiting in any occupation; (4) within each group preference was to be given to married men over single men, and each draft should include a proportion of men with a long period of service in the field. The scheme provided for the formation of the necessary cadres and for the continuation of men with the colours in the post-bellum army. Steps were taken to assist the reinstatement of members of the forces in civil life by provision for training, the resumption of interrupted apprenticeships, etc.

With a view to the settlement of civil war workers, the Ministry investigated the new distribution of the working population which had taken place during the war and surveyed the probable industrial developments of the future. The enquiries of committees dealing with various resettlement problems were used as the basis for further investigation, and a general memorandum on resettlement

which was presented by the Ministry to the Cabinet formed the basis of the policy finally adopted by the Government. The Civil War Workers' Committee, which was composed of representatives of employers and employed, and of the Government departments interested, recommended a scheme of insurance as a means of providing against unemployment during the transition period. Proposals were examined by the Ministry of Reconstruction and a non-contributory scheme was prepared with which were amalgamated proposals relating to Out-of-Work donations for ex-service men. According to this scheme the allowance includes a payment in respect of dependent children, and in the case of employed juvenile workers payment of the donation may be made conditional upon attendance at school.

One of the most important transitional problems was that of the restoration of trade union practices. Information was collected from the Ministry of Munitions with regard to the changes that had occurred in these practices, and special investigations were made into new conditions in the engineering industry as a result of these enquiries. A draft bill for the restoration of pre-war practices was prepared and discussed at the interdepartmental conference set up by the Minister during the spring of 1918. At the second inter-departmental conference a new and shorter bill was prepared on this subject. In conjunction with the Ministry of Labour and Ministry of Munitions, a review was made of conditions prevailing during the war with regard to wages, and an enquiry was made into the effects of the operation of awards and orders under the Munitions Act upon the post-war situation. The report of the committee appointed to carry on this enquiry formed the basis of the Wages (Temporary Regulation) Act, 1918. With regard to juveniles in industry, a report was published by the Ministry of Reconstruction and its recommendations have been partly adopted by the government. Both these reports have been reviewed in previous issues of the LABOUR GAZETTE.

LABOUR PROBLEMS AT THE PEACE CONFERENCE

Labour Clauses in the League of Nations Covenant and in other parts of the Peace Treaty

ARTICLE XXIII of the revised text of the League of Nations covenant which was adopted at the International Peace Conference at Paris and forms section one of the peace treaty, deals in part with conditions of labour, replacing Article XX of the draft constitution of the League (which was quoted in the April issue of the *LABOUR GAZETTE*) and is as follows:

Subject to and in accordance with the provisions of international conventions, existing or hereafter to be agreed upon, the members of the league (a) will endeavour to secure and maintain fair and humane conditions of labour for men, women and children both in their own countries and in all countries to which their commercial and industrial relations extend, and for that purpose will establish and maintain the necessary international organization; (b) undertake to secure just treatment of the native inhabitants of territories under their control; (c) will entrust the league with the general supervision over the execution of agreements with regard to the traffic in women and children, and the traffic in opium and other dangerous drugs; (d) will entrust the league with the general supervision of the trade in arms and ammunition with the countries in which the control of their traffic is necessary in the common interest; (e) will make provision to secure and maintain freedom of communication and of transit and equitable treatment for the commerce of all members of the league. In this connection the special necessities of the regions devastated during the war of 1914-1918 shall be in mind; (f) will endeavour to take steps in matters of international concern for the prevention and control of disease.

While there is no definite mention of the formation of an international bureau of labour, provision for the establishment of such a bureau is made in Article XXIV, which reads as follows:

There shall be placed under the direction of the league all international bureaus already

established by general treaties if the parties to such treaties consent. All such international bureaus and all commissions for the regulation of matters of international interest hereafter constituted shall be placed under the direction of the league. In all matters of international interest which are regulated by general conventions, but which are not placed under the control of international bureaus or commissions, the secretariat of the league shall, subject to the consent of the Council, and if desired by the parties, collect and distribute all relevant information and shall render any other assistance which may be necessary or desirable. The Council may include as part of the expenses of the secretariat the expenses of any bureau or commission which is placed under the direction of the league.

The treaty of peace contains other clauses having reference to labour conditions, the following having been adopted by the conference on the recommendation of the commission on international labour legislation:

The high contracting parties, recognizing that the well-being, physical, moral and intellectual, of industrial wage earners is of supreme international importance, have framed a permanent machinery associated with that of the League of Nations to further this great end. They recognize that difference of climate, habits and customs of economic opportunity and industrial tradition make strict uniformity in the conditions of labour difficult of immediate attainment. But, holding as they do that labour must not be regarded merely as an article of commerce, they think that there are methods and principles for the ratification of labour conditions, which all industrial communities should endeavour to apply so far as their special circumstances will permit. Among these methods and principles the following seem to the high contracting parties to be of special and urgent importance: First, the guiding principle above enunciated that labour should not be regarded merely as a commodity or article of commerce. Second, the right of association for all lawful purposes by the employed as well as by the employers. Third, the payment to the employed of a wage adequate to maintain a reasonable standard of life as this is understood in their time and country. Fourth, the adoption of an eight-hour day or a forty-eight hour week, as the standard to be

aimed at where it has not already been obtained. Fifth, the adoption of a weekly rest of at least twenty-four hours, which should include Sunday whenever practicable. Sixth, the abolition of child labour and the imposition of such limitations on the labour of young persons as shall permit the continuation of their education and assure them proper physical development. Seventh, the principle that men and women should acquire equal remuneration for work of equal value. Eighth, the standard set by law in each country with respect to the condition of labour should have due regard to the equitable economic treatment of all workers lawfully resident therein. Ninth, each state should make provision for a system of inspection in which women should take part in order to ensure the enforcement of the laws and regulations for the protection of the employed. Without claiming that these methods and principles are either complete or final, the high contracting parties are of opinion that they are well fitted to guide the policy of the League of Nations, and that if adopted by the industrial communities who are members of the league and safeguarded in practice by an adequate system of such inspection, they will confer lasting benefits upon the wage earners of the world.

The permanent machinery mentioned above is set forth in another clause in which provision is made for annual meetings of an international labour conference composed of four representatives from each of the high contracting parties, of whom two shall be government delegates, and the other two shall represent respectively employers and employees. The first conference is to meet at Washington in October, 1919. There is also to be established an international labour office at the seat of the League of Nations under the control of a governing body of twenty-four members. Its function will include the collection and distribution of information on all subjects relating to the international adjustment of industrial life and labour.

INDUSTRIAL PARLIAMENT IN GREAT BRITAIN

Report of Provisional Joint Committee of Industrial Conference

THE Industrial Conference of Great Britain, which had been called by the British Government to study the various phases of labour unrest, met on April 4 to receive the report of the Provisional Joint Committee composed of thirty representatives of labour and thirty representatives of employers, which had been appointed by it on February 27 for the purpose of investigating the questions of hours, wages, and general conditions of work, unemployment and relations between capital and labour. The report of the committee, the main features of which are summarized below, was unanimously adopted by the conference.

The committee gave special attention to the following questions: (a) maximum hours, (b) minimum wages, (c) methods of dealing with war advances,

(d) recognition of and negotiations between organizations of employers and workpeople, (e) unemployment, (f) the institution of a National Industrial Council.

With regard to hours, the committee recommended the establishment by Act of Parliament of a week of 48 maximum normal working hours, with power of substituting a lower or higher maximum in any particular trade by a government Order in accordance with agreement between parties concerned, or in accordance with an application from one of the parties where special necessity is proved. Systematic overtime should be discouraged, and when overtime is resorted to it should be paid for in accordance with the prevailing custom of the trade and district, and at not less than time and a quarter. The proposed Act should not come into operation until six months

from its date, or three months later by order of the appropriate Minister.

With regard to wages, a recommendation was made that minimum time-rates universally applicable should be established by law, and that a commission should be appointed immediately upon the passing of the Act to report within three months what these rates should be, and how they should be brought into operation. This commission should consist of an equal number of representatives of employers' associations and trade unions, with a chairman nominated by the government. Where a minimum rate of wages is laid down in an agreement between representative organizations of employers and trade unions, the Minister of Labour should have power to apply such minimum rate with such modification as he might think fit to all employers in the trade falling within the scope of the agreement.

In regard to the method of dealing with war advances, the committee recommended that the Wages (Temporary Regulation) Act, 1918, be continued in force for a further period of six months from May 21, 1919, and that the Interim Court of Arbitration constituted under that Act should hold an enquiry as to the war advances and as to the effect of the 12½ per cent bonus to time-workers, and the 7½ per cent to piece-workers.

The opinion of the committee on methods of negotiations between employers and trade unions was that there should be full and frank acceptance of both the employers' and employees' organizations to speak and act on behalf of their members, and that these organizations should enter into negotiations to establish machinery for the avoidance of disputes.

For the prevention of unemployment, the committee recommended organized short time to meet periods of depression, and to provide against the fluctuating demand for labour in bad times by postponing contracts of a non-urgent character until it is necessary to promote a demand for labour owing to falling trade. In order to reduce both the pres-

ent unemployment and the present shortage of houses, the government is recommended to proceed with a comprehensive housing programme without delay. As a means of permanently increasing the demand for labour, the state development of new industries is suggested such as afforestation, reclamation of waste lands, development of inland waterways, and in agricultural districts the development of light railways. The committee were unanimous in their view that the normal provision for maintenance during unemployment should be more adequate than is provided by the National Insurance (Unemployment) Acts and that there should be provision for under-employment as well as unemployment. Any unemployment scheme should include provisions enabling unemployed workers to have opportunities for continuing their education and improving their qualifications. This is especially desirable for young persons, and should be the normal arrangement for them. The committee recommended the institution of a special enquiry as to the effect on the labour market of the employment of married women and widows, particularly those who have young children, also the appointment of a committee to examine the amount of sickness and infirmity benefits with a view to more generous provisions. They expressed the opinion that child labour is bad in principle, and in practice tends to decrease the chances of adult employment, and that the age at which a child should enter employment should be raised beyond the present limit.

One of the most important recommendations is for the establishment of a permanent National Industrial Council to consider and advise the government on national industrial questions, and to issue statements for the guidance of public opinion on industrial issues. It is proposed that this Council should consist of 400 members, 200 elected by employers' organizations and 200 by trade unions, with the Minister of Labour as president; and that there should be a standing committee of the council num-

bering 50 members which would be empowered to take such action as it deemed necessary to carry out the objects of the council. The standing committee should meet at least once a month and the council at least twice a year.

Appended to the report is a memorandum of the trade union members of the provisional joint committee on the causes of and remedies for labour unrest. They assert that no one can doubt the existence in the United Kingdom of the most widespread and deep-seated unrest that has even been known in the country. This condition is attributed to various causes among which are the following: the lack of any comprehensive policy on the part of the government or the employers with a view to any drastic change in industrial conditions; a desire on the part of the workers to substitute a democratic system of public ownership and production for use, with an increasing element of control by the organized workers themselves for the existing capitalistic organization of industry; the high prices for commodities of common consumption; the universal opinion among the working classes that profiteering has taken place during the war on an unprecedented scale, this impression being deepened by certain actions of the government such as the sale of national ships, shipyards and factories; the lack of a permanent scheme for the prevention of unemployment and for the maintenance of the unemployed; the sudden reduction in earnings in certain lines on the cessation of hostilities; demands for shorter hours of labour and better housing accommodation; failure to provide for full recognition of unions; and under-representation of labour in the present House of Commons, the representation of labour in parliament providing the best possible safeguard for a constitutional ventilation of economic grievances.

The remedies for unrest proposed in the memorandum are as follows: the extension of public ownership and control of industry and prices; public en-

quiry through royal commissions to elicit all facts with regard to war profiteering; reversal of the policy of selling national factories, ships and shipyards, and their resumption by the state for operation as national concerns; the appointment of a special commission to consider the whole problem of unemployment, and pending its report the immediate creation of a central authority to deal with the allocation of all government contracts; the earliest possible institution of a scheme of provision against unemployment extending to all workers on a non-contributory basis; special provision for the maintenance of widows with dependent children and the endowment of mothers; a reasonable minimum wage for every worker; universal application of the principle of equal pay for men and women; a maximum of eight hours of work per day and forty-four per week; provision for better housing; full recognition of trade unions; creation of some national machinery fully representative of the employers and of labour to advise the government in relation to all issues affecting industry generally.

It is alleged that an important factor in causing unrest and making it take unconstitutional directions was the difficulty in getting prompt attention to industrial grievances during the war period when the workers from patriotic motives remained at work and endeavoured to act by constitutional methods, compared with cases where they came out on strike or threatened immediate and drastic action. It was the general opinion that both employers and the government would be wise to take steps to insure that in the future grievances as soon as they arise and before they reach the point of danger should be promptly considered and dealt with on sympathetic lines.

It was announced that the provisional joint committee would remain intact until a national industrial council and a standing committee were brought into being.

BRITISH LABOUR PROBLEMS

Report of the Employers' Industrial Commission of the United States Department of Labour

IN January last the United States Department of Labour named six prominent employers of labour as a commission to go to Europe for the purpose of investigating labour conditions and to report "on the facts exactly as they find those facts." The personnel of the commission was as follows: Mr. E. T. Gundlach, chairman, connected with industrial concerns in Chicago; Mr. R. J. Caldwell, owner of cotton mills in Connecticut and elsewhere; Mr. Dorr E. Felt, president of the Illinois Manufacturers' Association; Mr. Eldon B. Keith (since deceased), a shoe manufacturer of Massachusetts; Mr. William H. Ingersoll, watch manufacturer in New York; and Mr. R. R. Otis, president of the Real Estate Board of Atlanta, Ga. The commission was accompanied by Dr. Royal Meeker, commissioner of labour statistics of the Department of Labour, and Mr. B. M. Squires chairman of the Board of Arbitration of the United States Shipping Board.

The commission reached London on February 4, on the eve of the threatened strikes of the miners and transport workers, and spent several weeks with representatives of the government and of government departments, with labour leaders and with employers, and on tour of the principal industrial centres. The Commission left Great Britain for the United States about the middle of March, and subsequently presented its report* to the Secretary of Labour.

There was overwhelming evidence everywhere, according to the report, of great labour unrest which "was squarely based on the demand of the working people for a better industrial day." They were seeking not merely small non-essentials, nor commonplace essentials, but a real step forward in their conditions of life and labour. It was recog-

nized and accepted throughout the country that the relationship between employer and worker was in a state of marked transition. The causes of this unrest have been popularly ascribed to the strain of four terrible years of war necessitating most intense labour and excessively long hours for the workers. It was the opinion of some members of the Commission, however, that this is only incidental, the fundamental cause being a struggle for better conditions for working men. This fundamental is almost world-wide, and Great Britain appears to us as but the index, or perhaps the guide, of far deeper than nationalistic or temporary forces. According to one commissioner, shortage of proper amusements, housing, sanitation and continuation of some war restrictions depriving the working classes of many comforts such as light, certain kinds of food, etc., have had a more *immediate* depressing effect than some of the more serious fundamental causes. One fundamental cause universally voiced by the workmen was that the worker should receive his proper share of the combined products of capital and labour.

The Commission was very much impressed by the sincerity of the workers. "One cannot listen to their grievances," says the report, "and hear the stories of their troubles as voiced by the more intelligent workmen, who are of a very superior type, without being impressed with their sincerity. Periods of unemployment frequently place them in debt, from which it requires years of strenuous effort and self-denial to recover. Many find themselves unable to obtain employment during their later years, after a lifetime of constant industry; their wages afford slight means for recreation." Most of the British workmen believe that they do not benefit in a fair measure from inventions and improved methods, the advantages of which should be shared equally by all members

*Report of the Employers' Industrial Commission of the United States Department of Labour on British Labour Problems. Published by the U. S. Department of Labour, Washington.

of society. The radicals contend that society as now constituted under the competitive system includes many wealthy idlers and a vast system of middlemen who stand between the producer, who is also in a large measure the consumer, and a just share of what he has himself produced.

The Commission was much impressed by the amount of time that was being devoted by the workers to the study of economics. "It is obvious," says the report, "that a great amount of study by the workmen is being devoted to the subject, and that a section of the younger workmen are being assiduously educated by certain radical groups along socialistic lines of thought. It develops that in one of the cities visited by us there are fourteen classes devoted to the teaching of economics, and that a considerable number of workmen attend the classes regularly in preference to the moving picture houses or other recreations." The report goes on to say that the theory that this movement is due to foreign propaganda does not seem to be generally accepted, although some employers voice the idea. The more intelligent workers realize that mere advances in wages do not meet requirements if the purchasing power of money is thereby proportionately reduced; their ultimate aim, therefore, is a wage that will insure a specified minimum standard of living regardless of fluctuations in the cost of commodities.

The findings of the commission are summarized in the report as follows:

(1) EMPLOYERS in Great Britain generally recognize the desirability of bargaining collectively with labour.

(2) EMPLOYERS nearly all agree that collective bargaining should always be undertaken between associations of employers and the regularly established well-organized trade-unions. While many manufacturers welcome organizations of workmen in their factories (shop or works committees), they want to limit the activities of such bodies to purely local grievances, and decidedly desire that the committee members come under the discipline of their unions.

(3) MOST EMPLOYERS freely recognize the right of labour to organize; they regard organization as greatly contributing to the sta-

bility of industry. Some large manufacturers declare that they wish to see every workman within the unions, so that they must all come under organization control. Others feel that 100 per cent organization might lead to dangerous types of universal strikes and lockouts. The more conservative employers appear to make no effort to help along organizations of labour, merely dealing with such organizations when they appear on the scene.

(4) EMPLOYEES in Great Britain are divided in sentiment shading from those who want to maintain the trade-unions along the regularly established so-called "constitutional" lines to ultra-radical socialists.

(5) EMPLOYEES are nearly a unit, however, in expressing opposition to the use of force. The most radical who desire "now" a complete overturning of the present social structure, usually admit on close questioning that "now" may mean many years. They want to "start" now. Practically none appear to approve of a sudden change as in Russia.

(6) EMPLOYEES of the ultra-radical type look askance at collective bargaining and organization of labour and capital. They freely express the view that they do not wish harmony between employees and employers, since harmony would help to continue the present system of society.

(7) EMPLOYEES of the more conservative type (and to your commissioners they appear to represent the vast majority of British workmen) are largely in accord with employers in the desire (1) to head off labour unrest at this period; (2) to strengthen the unions by holding members under control; (3) to increase production for the sake of the nation, workmen included—with no restriction on output except as it affects the health of the worker; (4) to leave control of business policies in the hands of those managing the business.

(8) GOVERNMENT OFFICIALS appear to be uniformly of the opinion that the government should function in labour unrest only as an absolutely last unavoidable resort. On the other hand, they maintain the right of the government to step in when necessary in order to protect public interests against minorities which try to force their terms upon the people.

(9) IN GENERAL the government, and most employers and conservative employees appear to be agreed: that the spirit of cooperation between labour and capital is highly desirable; that the spirit of conciliation is important for the benefit of the employer in stabilizing his business and for the benefit of the employee in preserving his regularly organized unions; that in collective bargaining the right-minded employer will not attempt to return to the pre-war industrial era, and that the right-minded employee will not attempt to crowd his demands to the point at which the stimulus for private business enterprise would disappear. The spirit of a genuinely better new (and not novel) era is thus being fostered by widely varied elements of Great Britain's industrial system.

BRITISH WORKERS AND ECONOMICS

Influence Played by Ruskin College in Working Class Education

IN the report of the United States Employers' Industrial Commission on British Labour Problems, which is reviewed in this issue, the commissioners remark upon the great amount of time that is being devoted by the workers in Great Britain to the study of economic questions. This interest may in a large measure be due to the work of the Workers' Educational Association which began its active career in London in 1907. The original inspiration may be, however, perhaps more directly traced to Ruskin College, Oxford. This college was founded in 1899 by Walter Vrooman, an American keenly interested in working-class education, and was taken over a few years later by the Labour movement. Mr. Vrooman's aim was to establish a residential institution for adult working-class students where a course of study in social sciences of most value to the growing democratic labour movement, untrammelled by the conventional outlook of any one school of thought, section or party, could be obtained. In the words of its first principal, the college was "to exist for working men and women, and not for the few only, but for all; for its effort was to be, not to raise the students of the college out of their class, but to enable them to raise their class. It was to be free from all sectarianism either in religion or politics. It was to be filled with the spirit of John Ruskin." It was, in other words, to be an intelligence department of the Labour movement.

The college has no endowments and is supported mainly by trade unions, co-operative societies, the Working Men's Club and Institute Union and other

workers' organizations and by individual subscriptions. The governing body is the Council, which consists of representatives of working class associations, members of which are directly appointed by each of the various societies and organizations providing scholarships. The college provides a thoroughly broad education in economics, history, local government, co-operation and trade unionism, while English literature and French and German are also studied. Provision is made for both residential and correspondence tuition, the latter having proved to be especially popular.

The majority of the resident students entered by means of scholarships, usually for a period of one or two years. The average number in residence during the three or four years previous to the war was 34, but there is sufficient accommodation for 50 students. During the 19 years of its existence some 500 working men have taken residential courses at the college. Of these students, five have been members of Parliament, three are general secretaries of National Trade Unions, among whom may be mentioned Frank Hodgins, Secretary of the Miners' Federation of Great Britain, who is at present one of the three miners' representatives on the Coal Commission; and there are scores of branch secretaries. Many also are officials of co-operative societies or taking part in local government, as members of county or town councils. A. W. Ashby, the author of *Oxford's Studies in Social and Legal History*, and John H. Humphreys, the author of *Proportional Representation*, the standard work on that subject, were both students of Ruskin College. The present vice-principal, Mr. P. J. Meadley, who is also an ex-student of the college, is now one of Lord Robert

Cecil's chief lieutenants working in Paris on the constitution of the League of Nations.

In the correspondence department more than 10,000 students have taken one or more of the courses of studies provided, the extremely low fee charged, one shilling per month for each course, placing these courses within easy reach of all working men and women.

When the war broke out residential tuition was suspended, but it has lately been announced that it will be resumed in the early fall. Correspondence tuition, however, was continued during the period of the war with much success. Conferences of working class associations were also held under the auspices of Ruskin College to discuss ways and means of dealing with the industrial situation after the war. The first of these was held at Oxford in July, 1916,

while others were held at Bradford and Birmingham in March and September, 1917. These conferences were organized in the belief that a full and frank discussion between recognized students of industrial questions and representatives of labour would help towards the formation of a national policy by members of the Labour movement.

Professor Somerville, of St. Francis Xavier College, Antigonish, in writing of the influence of Ruskin College on the Labour movement, states that great industrial reforms are coming in England, the success or otherwise of which depends on the Labour movement. "It cannot," he says, "be anything but a good thing therefore that the leaders of Labour should have their minds broadened by education and that they should be capable of understanding the intricacies and perplexities of the industrial system that they are trying to reform."

HOUSE PLANNING FROM THE HOUSEWIFE'S POINT OF VIEW

Final Report of Women's Housing Sub-committee in Great Britain

THE final report of the Women's Housing Sub-Committee of the Advisory Council of the British Ministry of Reconstruction has recently been issued. An account of the interim report issued by this sub-committee appeared in the LABOUR GAZETTE for December, 1918. These reports contain recommendations the adoption of which are regarded as essential from the point of view of health and convenience to the housewife. Reference is made to the report of the Housing (Building Construction) Committee appointed by the Local Government Board, and the sub-committee particularly concur in the statements of the housing committee that "(1) wherever possible a parlor should be provided, and that in all schemes a large proportion of houses having parlors should be included; (2) there is one clearly marked tendency which must affect considerably the

arrangements of the accommodation and the nature of the equipment which shall be provided. It is evident that working class occupants are more and more wishful to eliminate from the living-room the dirty work and particularly the cooking of meals." Emphasis is laid on the statement that labour saving devices and convenient planning will be of little use unless the superficial area of the house is increased beyond that usual in the past.

The final report is divided into three parts, of which the first deals with the heating, hot water supply, cooking and washing. The second part deals with rural housing, and part three with special housing conditions in Wales. With regard to heating, the suggestion is made that further experiments be undertaken in central heating both for groups of houses and industrial houses. Emphasis is laid on the necessity for

a regular and efficient hot water supply in every house. In the section of the report dealing with gardens, playgrounds and social centres, the idea that it is possible or desirable to treat housing as a separate matter from site and town planning is strongly deprecated, and the importance of fresh air and recreation is emphasized. The provision that public grants would in future be limited to schemes with not more than twelve houses to the acre was heartily welcomed, and an urgent plea is made that it should be strongly enforced, and that the space thus secured should not merely be given up to provide private gardens but that a part should be devoted to common recreative use by children and adults.

Recommendations are made for the improvement of villages by the organization of the resources available for social and educational development. This problem is being approached by the Village Clubs Association, and it is urged that a minimum of such village equipment should include a motor transit system to enable people to share in the fuller educational and social possibilities of the market town; and the following features in connection with the school; (1) a group of workshops; (2) a system of school gardens; (3) the use of buildings for lectures on rural subjects; (4) shower baths and open air swimming bath; (5) a hall equipped with a stage and small dressing rooms behind to be used for plays and meetings; (6) a gymnasium; (7) a reading room and children's library; (8) the use of rooms for organizations such as boy scouts and girl guides and clubs and societies for adults; (9) a café with a garden adjoining the school where light refreshments could be had, and where a village band could play and dancing be held at least one evening a week in summer; (10) additional instruction be provided under a county council scheme during the winter, as well as lectures on general subjects.

In the terms of reference the sub-committee were asked "to consider, in relation to the conversion of middle class

houses into tenements for the working classes, the requirements that are necessary to secure that the health and convenience of the tenants are properly provided for." For this purpose an investigation was made in a London district where the majority of the houses were built originally for middle-class tenants, and are now occupied by working class families. It was found that this alteration in use had resulted in a deplorable state of affairs, the change from house to tenements having been made in almost every case without any kind of structural conversion of the buildings. The conclusion is reached that since conversions must displace permanently some of the population, any alteration at the moment could only tend to make conditions worse in an already overcrowded neighborhood. The opinion is expressed that the conversion of middle-class houses into flats for the working classes is only to be recommended where other accommodation can be provided for the displaced tenants, or where houses suitable for conversion are already standing empty, and where the main structure of such houses is in a thoroughly good condition. Their investigations into the subject have shown the necessity for legislation providing for the compulsory published registration of landlords, and for some system of sanitary certification by the medical officer of health before a house designed for one family is allowed to be occupied by more than one.

In the case of rural housing it is recommended that country cottages be built for the most part in pairs and set well back from the road and above the ground level. Where there is no drainage system there should not be more than four houses to the acre. No new houses should be built without a water supply indoors, and every cottage should be supplied with means for the collection and storage of rain water. The out-buildings should be considerably larger than those needed in towns. The view of the housing (building construction) committee is endorsed "that the rural cottager will require greater space in his scul-

lery, larder and fuel house, and will in addition need something in the way of a shed or barn for use in connection with his larger garden."

Attention is called to the value of suitable gardens in country villages. In this connection the report contains the following remarks: "In country villages the convenience of the housewife with regard to her cottage can hardly be considered apart from the garden. A good-sized garden round the house has twice the value of an allotment at a distance. It should be large enough to grow vegetables for the family for the year and to contain some fruit trees. If it adjoins the house it can be used for a drying-ground and for a safe place for the children to play in out of doors. In determining the size of the gardens for the new cottages the need for increased home production must be kept in view, also the likelihood of the tenant keeping pigs, poultry and rabbits."

Housing conditions in Wales are reported to be particularly bad, and to lack

of house-room and badly built and decaying houses is attributed the extraordinary mortality from pulmonary tuberculosis. statistics showing that six Welsh counties, chiefly rural, have a higher death rate from tuberculosis than London. To the same cause is ascribed the industrial unrest which is prevalent in South Wales. "High wages, a high standard of education and intelligence and a low standard of housing and recreative possibilities result in a deep and natural discontent, which can only be removed by drastic housing reform." Solutions suggested are the provision of small and attractive hostels for single men in the coal districts with more than three bedrooms specially designed for married couples who intend to take in two or more lodgers. There is a great lack of baths in Wales, and in the opinion of the committee from the women's standpoint, it is essential to increase the provision of baths in collieries at the pit-head and a bathroom in each house is strongly advocated.

OUT-OF-WORK DONATIONS IN THE UNITED KINGDOM

New Regulations Providing for Extension of Time Limit

DETAILS with respect to the Out-of-Work Donation scheme in the United Kingdom were given in the March issue of the LABOUR GAZETTE. This scheme has since been amended to extend the period over which certain workers may receive donations on a revised scale, as outlined by the Ministry of Labour in the following statement:

The existing scheme for Out-of-Work Donation (Civilian Workers) provides a maximum of 13 weeks' donations. It has been decided that subject to the fulfilment of *certain special conditions* applicants who have drawn the full 13 weeks may be granted a further policy entitling them to draw an additional amount of donation (not exceeding 13 weeks) on a revised scale, provided that they satisfy the usual conditions for the receipt of donation, such as proof of unemployment, inability to obtain suitable employment, etc. The additional policy may in certain cases be granted provisionally for a shorter period than 13 weeks.

An additional policy will also be issued upon

the recommendation of the Local Advisory Committee (or in the case of persons under 18, the Juvenile Employment Committee) who will require to be satisfied that the applicant complies with each of those special conditions, viz., that the applicant is: (1) normally in employment; (2) genuinely seeking work, and (3) unable to obtain it.

In cases where an additional Out-of-Work Donation Policy is granted the rates of donation will be as follows: men, 20s. a week; women, 15s a week; boys (between 15 and 18), 10s. a week; girls (between 15 and 18), 7s. 6d. a week.

There will be no change in the rates of supplementary donation for dependent children under 15 years of age, which will remain at 6s. a week for the first child and 3s. a week for each additional child.

Payment of donation under an additional policy will, in any event, not begin to be payable before the expiration of six week-days after the last day for which donation was paid under the original policy, and the usual waiting period of three days' unemployment (which may be part of this interval) must be served before donation becomes payable.

DETAILS OF THE INDUSTRIAL COUNCIL PLAN OF THE INTERNATIONAL HARVESTER COMPANY

IN an article in last month's issue it was stated that the International Harvester Company of Chicago had submitted for the approval of its employees a plan for the establishment of industrial councils in the various plants of the company, the adoption of the plan in each individual plant to be determined by a majority vote by ballot of the employees. It was further stated that the plan had been approved by 14 plants in the United States and the three Canadian plants of the company, the only ones voting against it being three in Chicago. These three plants, however, have since requested a re-submission of the scheme. An outline of the plan, which affects over 3,000 employees of the company in Canada, has already been given, but it is now possible to print in full the details of the plan as it was presented to the employees by the company. In submitting the proposition the president wrote:

Chicago, Ill., March 10, 1919.

To the Employees:

The directors and officers of the Company have for some time been working out a plan to establish closer relations between the employees and the management. To this end they now offer the following Harvester Industrial Council plan for the consideration of the employees, hoping that it may meet with their approval.

The plan provides for a "Works Council" in which representatives elected by the employees shall have equal voice and vote with the management in the consideration of matters of mutual interest.

It guarantees to every employee the right to present any suggestion, request, or complaint, and to have it promptly considered and fairly decided. Provision is also made for impartial arbitration.

Should this plan be adopted by vote of the employees, the officers pledge their best efforts to carry it out in letter and spirit.

It is my hope and belief that the plan, if adopted, will materially strengthen our relations in the work we have in common, and will make for the greater contentment and well-being of us all.

HARVESTER INDUSTRIAL COUNCIL OF THE INTERNATIONAL HARVESTER COMPANY OF CANADA, LIMITED.

Article I. Purpose: The Employees and the Management of the International Harvester Company of Canada, Limited, undertake by the adoption of this plan of an Industrial Council to establish their relations upon a definite and durable basis of mutual understanding and confidence.

To this end the Employees and the Management shall have equal representation in the consideration of all questions of policy relating to working conditions, health, safety, hours of labour, wages, recreation, education, and other similar matters of mutual interest.

Article II. Works Councils: As the principal means of carrying this plan into effect, there shall be organized at each Works adopting the plan, a Works Council composed of Representatives of the Employees and Representatives of the Management. The Employee Representatives shall be elected by the employees. The Management Representatives shall be appointed by the management, and shall not exceed the Employee Representatives in number. Both shall at all times have an equal voice and voting power in considering matters coming before the Council.

Through these Councils any employee or group of employees, or the management, may at any time present suggestions, requests or complaints with the certainty of a full and fair hearing. Matters which cannot be thus disposed of may, by mutual consent, be submitted to impartial arbitration as hereinafter provided.

Article III. Department of Industrial Relations: To aid in carrying out this plan the Company has established a Department of Industrial Relations which is charged with the duty of giving special attention to all matters pertaining to labour policies and the well-being of the employees.

Article IV. Voting Divisions: The basis of representation shall generally be one Employee Representative for each two hundred

to three hundred employees, but in no case shall there be less than five Employee Representatives in the Works Council.

In order that the different departments and crafts may be fairly represented, each Works shall be divided into Voting Divisions, and each Division shall be assigned its proper number of Representatives, based upon the average number of persons employed therein during the month of December preceding the election.

The Works Council may change the Voting Divisions whenever necessary to secure complete and fair representation.

Article V. Qualifications of Employee Representatives: 1. To be eligible for nomination as Employee Representative from any Voting Division, the Employee must be employed therein.

2. Foremen, assistant foremen, and other employees having the power of employment or discharge, shall not be eligible for nomination.

3. Only employees who are Canadians, or British subjects, twenty-one years old or over, and have been continuously in the Works' service for one year immediately prior to nomination, as shown on the records of the Employment Department, shall be eligible for nomination as Employee Representatives.

Article VI. Nomination and Election of Employee Representatives: 1. Nomination and election of Employee Representatives shall be by secret ballot. The first nomination and election shall be held as soon as practicable after the adoption of this plan, at which time the full number of Employee Representatives shall be elected.

2. At the first meeting of the Works Council the Employee Representatives shall be divided by lot into two classes, one-half with terms expiring on January 1, 1920, and the other half with terms expiring on July 1, 1920. Thereafter the election of Employee Representatives of the first class shall be held in December and of the second class in June. Except as above provided, all Employee Representatives shall hold office for one year and until their successors are duly elected.

3. Notice of the time appointed for nominations and elections shall be given by bulletins posted publicly in the Works at least two days before the date set for the nominating ballot.

4. All employees, both men and women, shall be entitled to vote, except foremen, assistant foremen, and other employees having the power of employment or discharge.

Nominations: 5. Nominations shall be made in the following manner: Not more than four days before the date fixed for the election, a nominating vote shall be taken. A blank ballot stating the number of Representatives to be nominated from his Voting Division will be offered to each employee present at work on the date of the nomination, including all workers on the night turn, if any.

6. On this ballot the employee will write (or he may have a fellow employee write for him) the name of the person he desires to nominate. If his Voting Division is to elect one Representative then one name shall be written on the ballot; if his Voting Division is to elect two Representatives then two names, and so on.

7. Any ballot containing more names than the number of Representatives to be elected from that Voting Division shall not be counted.

8. Employees will deposit their ballots in a locked box carried by a teller representing the employees, who shall be accompanied by a timekeeper.

9. When all who desire have voted, the timekeeper and two employee watchers shall open the ballot box and count and record the votes, in the presence of the Works Auditor, or person designated by him.

10. In Voting Divisions from which one Representative is to be elected, the two persons receiving the highest number of votes shall be declared nominated. If any Voting Division is to elect two Representatives, then the four persons receiving the highest number of votes shall be declared nominated, and so on.

11. If any person nominated is disqualified under the Provisions of Article V, then the properly qualified candidate receiving the next highest number of votes shall be declared the nominee.

12. The results of the balloting and the names of the nominees shall be posted in the Works as soon as the votes have been counted and the nominations declared.

Elections: 13. Not more than four days after the nominations are posted, the election by secret ballot shall be held in the same manner as for nominations, except that at the election only the names of the persons who have been duly nominated shall appear on the ballots, and these persons alone can be voted for.

14. The name of the nominee receiving the highest number of votes shall be placed first upon the election ballot; the name of the nominee receiving the next highest number shall be placed next on the election ballot, and so on.

15. At the election the candidate or candidates receiving the highest number of votes in his or their Voting Division shall be declared elected members of the Works Council.

Article VII. Appointment of Management Representatives: Upon the election of the Employee Representatives the management will announce the appointment of the Management Representatives in the Works Council, whose number shall in no case exceed the number of elected Employee Representatives.

Article VIII. Vacancies in the Works Council: 1. If any Employee Representative leaves the service of the Works, or becomes ineligible for any of the reasons stated in Article V,

or is recalled, as provided in Article IX, or is absent from more than four consecutive meetings of the Works Council without such absence being excused by the Council, his membership therein shall immediately cease.

2. All vacancies among the Employee Representatives shall be promptly filled by special nomination and election, conducted under the direction of the Works Council in the same manner as regular nominations and elections. Vacancies among the Management Representatives shall be filled by appointment by the management.

Article IX. Recall of Employee Representatives: 1. If the services of any Employee Representative become unsatisfactory to the employees of the Voting Division from which he was elected, they may recall him in the manner herein provided.

2. Whenever a petition is filed with the Secretary of the Works Council, signed by not less than one-third of the employees of a Voting Division, asking for the recall of their Representative, a special election by secret ballot shall be held in that Voting Division under the direction of the Works Council, to decide whether such Representative shall be recalled or continued in office.

3. If at such election a majority of the employees in the Voting Division vote in favour of recalling their Representative, then his term of office shall immediately cease; otherwise he shall continue in office.

4. Any vacancy so created shall be immediately filled by a special election, as provided in Article VIII.

Article X. Organization and Meetings of the Works Council: 1. The Manager of the Department of Industrial Relations, or someone designated by him, shall act as Chairman of the Works Council. A Secretary shall be appointed by the Superintendent of the Works. Neither the Chairman nor Secretary shall have a vote.

2. A majority of the Employee Representatives, together with a majority of the Management Representatives, shall constitute a quorum, and no business shall be transacted at any meeting where less than a quorum is present.

3. The Works Council may appoint such sub-committees as it deems desirable for the efficient conduct of its business. On all such sub-committees both the employees and the management shall be represented, and each group of Representatives shall have equal voting power.

4. The Works Council shall hold regular monthly meetings at times fixed by the Council. Special meetings may be called on three days' written notice by the Chairman, Secretary, or any three members of the Council. Sub-committees shall meet whenever necessary.

5. The Company shall provide at its expense suitable places for meetings of the Works Council and its sub-committees and the Employee Representatives thereon.

6. Employees serving as members of the Works Council shall receive their regular pay from the Company during such absence from work as this service actually requires, except that if the Employee Representatives so desire, they shall be at liberty to arrange for compensation to be paid by pro rata assessment among the employees.

7. Employees attending any meeting at the request of the Works Council or any sub-committee, shall receive their regular pay from the Company for such time as they are actually and necessarily absent from work on this account.

8. The Works Council may prepare and distribute to the employees reports of its proceedings, and the expense thereof shall be borne by the Company.

Article XI. Duties and Powers of the Works Council: 1. The Works Council may consider and make recommendations on all questions relating to working conditions, protection of health, safety, wages, hours of labour, recreation, education, and other similar matters of mutual interest to the employees and the management. It shall afford full opportunity for the presentation and discussion of these matters.

2. The Works Council may on its own motion investigate matters of mutual interest and make recommendations thereon to the Works Management; and the management also may refer matters to the Works Council for investigation and report.

3. The Works Council may confer with the Superintendent or other person designated by him in regard to all matters of mutual interest, and shall receive from the management regular reports in regard to accident prevention, sanitation, restaurants, medical service, employment, educational programmes and recreational activities, including information as to the cost, efficiency and results obtained.

4. The Works Council shall be concerned solely with shaping the policies of the Company relating to the matters heretofore mentioned. When the policy of the Company as to any of these matters has been settled, its execution shall remain with the management, but the manner of that execution may at any time be a subject for the consideration of the Works Council.

Article XII. Procedure of Works Councils:

1. Employees desiring to bring any matters before the Works Council may present these to the Secretary of the Council either in person or through their Representatives. It shall be the Secretary's duty first to ascertain whether the matter has been properly presented through the regular channels to the Superintendent, and if not he shall see that this is promptly done.

2. If the matter is not satisfactorily disposed of in this manner, the Secretary shall submit a written statement of the matter to each member of the Works Council at least three days before the next regular meeting.

3. Any employee or group of employees thus referring a matter to the Works Council shall have an opportunity to appear before it and present the case. Any such group of employees shall select not more than three spokesmen from their own number to appear before the Council.

4. The Works Council may call any employee before it to give information regarding any matter under consideration. The Works Council, or any sub-committees appointed by it for that purpose, may go in a body to any part of the Works to make investigations.

5. After complete investigation and full discussion of any matter under consideration by the Works Council, the Chairman shall call for a vote which shall be secret, unless otherwise ordered by the Council. The Employee Representatives and the Management Representatives shall vote separately. The vote of a majority of the Employee Representatives shall be taken as the vote of all and recorded as their unit vote. Similarly, the vote of a majority of the Management Representatives shall be taken as the vote of all and recorded as their unit vote.

6. Both the Employee Representatives and the Management Representatives shall have the right to withdraw temporarily from any meeting of the Works Council for private discussion of any matter under consideration.

7. When the Works Council reaches an agreement on any matter, its recommendation shall be referred to the Superintendent for execution, except that if the Superintendent considers it of such importance as to require the attention of the general officers, he shall immediately refer it to the President of the International Harvester Company, who may either approve the recommendation of the Works Council and order its immediate execution by the Superintendent, or proceed with further consideration of the matter in accordance with Article XIII.

8. In case of a tie vote in the Works Council, it shall be in order to re-open the discussion, and to offer substitute or compromise recommendations, on which the votes shall be taken in the same manner as above provided.

Article XIII. Reference to the President:

1. If after further consideration, the vote in the Works Council remains a tie, then the matter shall, at the request of either the Employee Representatives or the Management Representatives, be referred to the President of the International Harvester Company.

2. The President, or his specially appointed representative, may confer with the Works Council as a whole, or any sub-committee thereof, or any group of Employee Representatives, at such time and place and in such manner as in his opinion will best serve to bring out all the facts of the case.

3. Within ten days after the matter has been referred to him, the President shall either

(a) propose a settlement thereof; or

(b) refer the matter directly to a General Council to be formed as provided in Article XIV.

4. If the settlement proposed by the President is not satisfactory to a majority of the Employee Representatives, and if after a further period of five days no agreement has been reached, then the President may, if he deems it advisable, refer the matter to a General Council to be formed as provided in Article XIV.

5. If the President decides not to refer the matter to a General Council, or if the vote of the General Council is a tie, then the matter may, by mutual agreement of the President and a majority of the Employee Representatives, be submitted to arbitration, as provided in Article XV.

Article XIV. General Council: 1. Whenever in the opinion of the President any matter coming before any Works Council affects other Works of the Company, or whenever he desires to refer any matter as provided in Article XIII, he may call a General Council to consider such matter, and thereafter the Works Council shall take no further action thereon.

2. The General Council shall be formed in the following manner: The President shall issue a notice designating the several Works which he deems jointly interested. Thereupon the Employee Representatives in the Works Council at each of the Works designated shall select two or more of their own numbers to act as members of the General Council. There shall be one such member of the General Council for each 1,000 employees or major fraction thereof, except that no Works shall have less than two Representatives in the General Council.

3. The Management Representatives in the General Council shall be appointed by the President and shall not exceed the number of Employee Representatives.

4. The President or some person designated by him shall act as Chairman of the General Council, without vote.

5. The first meeting of the General Council shall be held within ten days after the President's notice calling such Council.

6. The General Council shall, when necessary, take recesses in order to allow Employee Representatives therein to confer with other members of their Works Councils. For this purpose special meetings of the Works Councils as a whole, or of the Employee Representatives alone, shall (at the request of the Employee Representatives serving on the General Council) be convened at the respective Works, and full opportunity shall be given for conference and discussion with such Representatives regarding their attitude and action on the pending matter.

7. Reasonable travelling expenses, including hotel bills, of Employee and Management Representatives serving on a General Council, shall be paid by the Company.

8. The procedure in the General Council with reference to the consideration of matters coming before it and the manner of voting shall be the same as that prescribed for the Works Council.

9. If the General Council is unable to reach an agreement as to any matter, it may, by mutual agreement of a majority of both the Employee Representatives and the Management Representatives, be submitted to arbitration.

Article XV. Arbitration: 1. Whenever the President and a majority of the Employee Representatives in the General Council, or the Works Council, as the case may be, have mutually agreed to submit a matter to arbitration, they shall proceed to select an impartial and disinterested arbitrator. If they cannot agree upon an arbitrator, then the Employee Representatives shall choose one such arbitrator and the President shall choose another, and if these two agree, their decision shall be final. If they do not agree, then they shall select and call in a third arbitrator, and the decision of a majority of these three shall be final.

2. The arbitrator or arbitrators shall be furnished all the information and testimony they deem necessary regarding the matter in arbitration.

Article XVI. Decisions of General Council or by Arbitration: All decisions of any General Council or of any arbitrator or arbitrators shall be binding upon all the Works originally designated by the President as being jointly interested. Any such decision may be made retroactive.

Article XVII. Guaranty of Independence of Action: Every Representative serving on any Works or General Council shall be wholly free in the performance of his duties as such, and shall not be discriminated against on account of any action taken by him in good faith in his representative capacity. To guarantee to

each Representative his independence, he shall have the right to appeal directly to the President for relief from any alleged discrimination against him, and if the decision of the President is not satisfactory to him, then to have the question settled by an arbitrator selected by mutual agreement.

Article XVIII. No Discrimination: There shall be no discrimination under this plan against any employee, because of race, sex, political or religious affiliation or membership in any labour or other organization.

Article XIX. Decisions Affecting Wages: Decisions affecting wages made by any Works Council or General Council or by arbitration shall be subject to revision, whenever changed conditions justify, but not oftener than at intervals of six months.

Article XX. Amendment or Termination of Plan: 1. This plan may be amended by the Works Council of any Works by a majority vote of all the duly elected Employee Representatives together with a majority vote of all the Management Representatives. Amendments must be proposed in writing at a regular meeting, and no vote shall be taken thereon until the regular meeting following such presentation. No amendment shall be adopted that will destroy or limit the equal voting power of the Employee Representatives and Management Representatives in the Works Council and General Council.

2. If in the judgment of the President any proposed amendment affects other Works, then he shall call a General Council to consider such amendment. The adoption or rejection of an amendment shall not be the subject of arbitration.

3. This plan may be terminated, at any Works, after six months' notice, by a majority vote of the employees of that Works, or by action of the Board of Directors of the Company.

SUCCESSFUL INTRODUCTION OF A SYSTEM OF "PAYMENT BY RESULTS" IN AN ENGINEERING PLANT

DURING the past two years an interesting industrial scheme, a system of "payment by results," has been undergoing a trial in the works of Messrs. Priestman Bros., Ltd., of Hull, England, manufacturers of machinery, etc. The system is based on what is called the "standard output," that is, the output of finished machinery of a certain quantity and type that a given number of men in a given time are capable of producing on the ordinary method of day rate working. The system provides that if by greater individual effort collec-

tively applied, the same number of men working the same hours can increase the output of such machinery above the standard, their total day rate wages shall be advanced by a percentage equivalent to that by which the standard output has been increased.

It is of prime importance, of course, to decide upon a standard output that is fair to both employers and employed. There are alternative ways in which this may be done; either (a) to take the average weight of finished machinery alone, or (b) to take the weight of

finished machinery converted to a certain value of "points" for different weights and classes. In cases where there is an extensive variety in the size and type of machinery manufactured, as well as considerable fluctuations in the deliveries, the Priestman Company is of the opinion that the "point" method of arriving at the output possesses advantages on account of its greater flexibility. Such an arrangement has two special features, inasmuch as it provides for, (1) a standard, automatically variable according to the number of man-hours worked, and (2) the allotting of variable values to certain classes of output, these values being converted into "points," which form the basis of the standard output.

It was, however, considered by the Company at the time the experiment was started, that a standard of "average weight" alone should form the basis for the introduction of the system into the works and by agreement with representatives of the men a certain weight of completed machinery, packed and despatched per month, is accepted as the standard unit.

As long as the number of men employed, the number of hours worked, and the plant utilized remain substantially the same as those on which the scheme is based, this standard weight is not altered; but the agreement provides that the standard weight is to be modified to bring it into line with alterations if the number of men and hours worked, or the methods of manufacture, vary appreciably.

At the end of each four weeks the output in tons for that month is posted up after being verified by the Works Committee, and by as much as it exceeds the standard output, by so much per cent are the earnings of each employee increased for the four following pay-days. If the output exceeds the standard by 25 per cent, then each man is credited with an extra 25 per cent over and above his earnings for that month, and so on.

The foregoing is the broad principle of the scheme, and while some variations in the details have been found necessary from time to time, no deviation has been made from its fundamentals.

An agreement was drawn up and signed by the officials of the various trades unions, and the scheme has received the sanction of the Ministry of Munitions.

In answer to questions with regard to the system from the United States Shipping Board and other enquirers, Messrs. Priestman state that after making "a close examination into the output per man per shift as compared with the corresponding output prior to the introduction of the scheme, and after making all due allowances to arrive at a fair comparison, we find that the increase in the weight of work delivered is approximately 40 per cent."

In the event of a falling off in orders, overtime would first be discontinued; and if then there was insufficient work to keep the whole staff fully employed a reduction would be made in the "standard," which would mean that the workers would not make so much wages, but on the other hand they would not work so long. The number of hands would not be reduced until the weekly wages paid fell below the level of wages paid under the day rate in the district. In order to retain their full staff the Company calculates that the working hours could be reduced from 53 to 38 per week, thus reducing the output 28 per cent, before the wages paid would be less than under the day rate system.

The principle obstacle to the 8-hour day, that is now so universally sought, is that the workers require the same pay as for a day's work of 10 to 11 hours. If, however, say Messrs. Priestman, the men under their scheme can produce in an 8-hour day what formerly took 11 hours to produce, then this obstacle is at once removed as the works and machinery would then still give a reasonable return upon the capital expenditure.

THE NEW FEDERAL CHILD LABOUR LAW IN THE UNITED STATES

IN June, 1918, the United States Supreme Court declared the Federal Child Labour Law of September, 1916, to be unconstitutional. Immediately following this decision steps were taken towards the framing of a new law that would accomplish the ends aimed at by the law now invalid, but in a manner that would not conflict with the limitations imposed by the constitution. A plan was eventually adopted which provided for levying taxes on the products of child labour offered for shipment in interstate commerce. This provision was incorporated in the act to provide revenue, and approved on February 24, 1919. The main features of the new law have been summarized officially as follows:

This amendment imposes a tax of 10 per cent. on the net profits from the operation of (a) any mine or quarry situated in the United States in which children under the age of 16 years have been employed or permitted to work during any portion of the taxable year; or (b) any mill, cannery, workshop, factory, or manufacturing establishment situated in the United States in which children under the age of 14 years have been employed or permitted to work, or children between the ages of 14 and 16 years have been employed or permitted to work more than eight hours in any day or more than six days in any week, or after the hour of 7 o'clock p.m., or before the hour of 6 o'clock

a.m., during any portion of the taxable year. Such tax is not to apply in the case of an employer relying in good faith upon an employment certificate issued under regulations prescribed by a board composed of the Secretary of the Treasury, the Secretary of Labour, and the Commissioner of Internal Revenue; nor in the case of an employer who satisfies the Secretary of the Treasury that his employment of a child under the prescribed ages was due to an honest mistake of fact as to the age of such child.

Plans for the enforcement of the law are now practically completed. Being a tax measure its administration must rest with the Secretary of the Treasury, and there is being formed accordingly in the Bureau of Internal Revenue a division to be known as the Child Labour Tax Division. The Secretary of Labour, however, is represented on a board to make regulations as to certificates, etc., and has authority to make inspections of mines, factories, etc. In this way there will be a link between the new division and the Children's Bureau of the Department of Labour.

The new law became effective on April 25 and after that date, employment of one child for one day in conflict with its provisions will, according to an official announcement, subject the employer's business to a tax of 10 per cent. of the net profits for the taxable year.

NEGOTIATIONS BETWEEN THE DOMINION GOVERNMENT AND POSTAL EMPLOYEES

ON April 8, delegates from the various associations of postal employees in Canada waited upon the postmaster-general and submitted certain demands from their organizations relating to conditions of employment. Daily conferences were held for a week, at which many of the matters at issue were settled. A summary of the results of the conferences is given below:—

The following requests were granted: Payment of time and a half for over-

time; a Saturday half-holiday all the year except during the Christmas and New Year rush season; overtime payment for men on duty on statutory holidays; leave with pay for delegates to conventions of postal employees' associations, granted for annual conventions only, subject to regulations to be agreed upon; proper attention to sanitation, ventilation, lighting, heating, etc., of all post offices in government owned or rented buildings.

The following requests were left to be settled by the Civil Service Commission: (1) The equalization of payment as between East and West, the Western employees having been receiving \$130 extra per year for a number of years; (2) The extension of the provisional allowance to all postal employees regardless of salary. The Commission when bringing down the re-classification will be asked to report on the additional amount which should be paid to all classes of the service to meet the abnormally high cost of living; (3) The immediate rectification of acknowledged cases of injustice through the evil of patronage. It was pointed out that to review questions of promotion of several years ago was not practicable, and that under the re-classification all efficient clerks would be paid in accordance with the character of their work, which should remove any abuses that had occurred; (4) The inclusion in salary of all bonuses and allowances at present paid as additions to salary; (5) That the most efficient clerk who has reached a maximum salary be placed in charge at increased remuneration with seniority, and that a minimum wage of \$24 per week for all postal employees be established.

A request for the creation of a staff of spare men to take up the work of permanent employees when absent from duty was left for further consideration.

The following requests were refused:

(1) The granting of the same annual increases to temporary employees as paid permanent employees, or the appointment to the permanent staff if qualified. It was declared impossible to grant such increases as many temporary employees had not passed the examination. It was, however, promised that all

temporaries who have passed the examination unless reported unfit will be given preference after returned soldiers as regard permanent employment. (2) The promotion of all clerks to the rank and salary they would now be enjoying had the restriction of the qualifying examination not been imposed, in order to remove the anomalies created by certain orders-in-council whereby clerks on military service were granted promotion to the second class without passing the examination. This was refused on the ground that the privilege given to the soldiers was earned by them when they went overseas on military service and that they were not in a position to pass the examination when absent. Moreover this difficulty will be removed by the substitution of an efficiency examination following the report of the Civil Service Commission. (3) Provision of the necessary machinery for dealing with and adjusting all disputes and grievances in the service with a suggestion that the principles outlined in the Whitely report might be acted upon. In refusing this request, it was pointed out (a) that civil servants stand in an entirely different position from that of industrial workers; (b) that there already exists in the Civil Service Commission an impartial tribunal which recommends salary schedules and deals with promotions; (c) that one of the members of the government, the Honourable Mr. Maclean, has been requested by the government to hear and deal with all general questions affecting the civil service; that in any case the commission to investigate industrial conditions is only now entering upon its work and further consideration must stand over until the report of the commission is received.

UNEMPLOYMENT IN TRADE UNIONS AT CLOSE OF MARCH, 1919

THE present article on unemployment among the members of local trade unions, which is the fifteenth report on the subject, deals with unemployment as at the end of March, 1919, and is based on returns received from 1,357 labour organizations with a total membership of 174,468, or over 85 per cent of the entire trade union membership of the country. Trade unionists out of work on account of trade disputes or disability were not included. For all occupations represented 5.62 per cent of the members were unemployed, as compared with 5.61 per cent in February, 1919, 1.68 per cent in March, 1918, and 2.16 per cent in March, 1917. The increase during March over the same months in previous years is due to greater slackness in the building and construction, manufacturing and transportation groups.

Employment in the manufacturing and mechanical industries, as reported by 363 unions, having a combined membership of 48,786, was slightly brisker in March than in February, 4.18 per cent of the members being idle as compared with 4.29 per cent in February. Workers in the metals, machinery and conveyances, food, tobacco and liquors, textiles, carpets and cordage, printing, publishing and paper goods, woodworking and furniture, jewelry and oil refining groups were better engaged, while clothing and laundering, pulp, paper and fibre, boots, shoes and rubber and glass bottle blowing tradesmen were slacker. As compared with March, 1918 and 1917, there was less activity in all the groups except clothing and laundering and leather, boots and shoes.

Reports from 558 organizations of transportation workers, having a total

membership of 71,494, indicate that 4.75 per cent of the members were out of work as compared with 4.56 per cent in February, 1.22 per cent in March, 1918, and 1.26 per cent in March, 1917. Steam railway workers, whose returns constitute over 77 per cent of the entire group membership reporting, were slightly less well engaged than in the preceding month and considerably slacker than in March, 1918 and 1917. Street railway employees were brisker than in February, and the percentage out of work was the same as in March, 1918. Navigation workers and teamsters and chauffeurs were more active than in the preceding month, but were duller than in March, 1918 and 1917.

In the mining, quarrying and refining of ores group, reports were received from 37 unions having an aggregate membership of 11,358. Miners were better employed than in February, but not as well engaged as in March of previous years.

The percentage out of work in the building and construction trades, as reported by 198 unions with 21,604 members, was 16.45, as compared with percentages of 16.44 in February, 1919, 7.63 in March, 1918, and 7.47 in March, 1917. Carpenters and joiners, granite and stonecutters, plumbers and steamfitters, bridge and structural iron workers and hod carriers and building labourers were brisker than in the preceding month. Granite and stonecutters were better employed than in either March, 1918, or March, 1917, but there was more unemployment in all the other trades in these comparisons.

In the public employment group, as reported by 70 unions, having a combined membership of 8,508, .07 per cent of the members were out of work as compared with .48 per cent in February and .47 per cent in March, 1917. In March, 1918, there were no members reported idle.

Employment in the group of miscellaneous trades, as indicated by returns received from 128 unions with 12,594 members, was not as brisk as in the previous months, there being 4.74 per cent unemployed as compared with percentages of 4.07 in February, 1.25 in

March, 1918, and 2.11 in March, 1917. Hotel and restaurant employees were better employed than in February, 1919, or in March, 1917, but there was less activity for all other tradesmen.

The percentages reported idle in the different groups of occupations are indicated in the following table:

TABLE I.

Occupation	Mar. 1919	Feb 1919	Jan. 1919	Dec. 1918	Sept 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Déc. 1915
Manufacturing & Mechanical Industries.	4.18	4.29	3.32	2.89	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1	3.1
Metals, machinery and conveyances.....	5.51	5.54	3.21	3.53	1.24	.14	.28	.76	1.5	.11	.29	.71	0	0	0
Food, tobacco and liquors.....	6.79	8.90	8.24	8.63	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	.4	.8
Textiles, carpets and cordage.....	3.99	12.99	11.50	1.41	0	.05	.05	0	0	0	0	0	.5	0	0
Clothing.....	2.27	.26	3.22	3.42	0	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6	3.3
Pulp, paper and fibre.	3.29	.96	2.23	.43	1.75	0	0	.34	0	0	0	0	0	0	0
Printing, publishing and paper goods...	.59	.70	.69	.86	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8	3.7
Woodwork and furniture.....	2.21	2.78	10.57	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0	5.9	3.7
Leather, boots, shoes and rubbers.....	4.22	4.00	1.19	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.3	1.0	.....	0
Glass bottle blowing..	10.03	9.44	0	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0	0
Jewelry.....	.48	.14	.27	0	0	0	0	0	0	0	0	0	0	0	0
Oil refining.....	2.67	4.61	5.88	.67	0	0	0	0	0	0	0	0	0	0	0
Transportation.....	4.75	4.56	2.02	1.48	.38	.42	1.22	.70	.55	.51	1.26	1.6	.6	.5	3.00
Steam railways.....	2.87	2.74	1.78	.35	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5	2.4
Street and electric railways.....	.38	3.42	.33	.06	0	0	.38	.17	.44	.18	1.09	.2	0	.3	2.3
Navigation.....	17.73	18.17	6.73	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3	12.2
Teaming and driving.	2.63	3.69	2.98	2.57	.27	.05	.08	0	0	0	0	0	0	0	0
Mining, quarrying and refining of ores.....	1.87	3.79	1.42	1.24	.35	.18	.40	2.09	.22	.32	.80	.65	.7	1.2	5.9
Building and Construction.....	16.45	16.44	16.29	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6	28.3
Public employment...	.07	.48	.33	.47	1.54	.02	0	.17	.04	.04	.47	.1	.1	0	0
Fishing.....	0	17.54	50.50	0	0	0	0	0	0	0	0	0	0	0	23.0
Miscellaneous.....	4.74	4.07	2.84	2.29	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1	8.4
All occupations.....	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.4	2.1	8.7

The following table summarizes the returns by provinces. Nova Scotia, Manitoba and Alberta reported decreases in the percentage of unemployment as compared with the preceding

month. Nova Scotia and Manitoba also showed improvement over March, 1917, but no province recorded improvement over March, 1918.

TABLE II

Province.	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Nova Scotia and P. E. I.	2.41	5.68	1.25	2.01	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49	.36
New Brunswick.....	2.93	2.58	.84	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8	.7
Quebec.....	6.93	6.70	4.07	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8	9.9
Ontario.....	6.65	5.48	4.64	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7	8.1
Manitoba.....	1.20	2.82	3.62	1.31	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2	3.2
Saskatchewan.....	5.31	4.47	5.73	2.15	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6	7.0
Alberta.....	3.56	4.16	1.97	2.07	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03	4.3
British Columbia	8.05	7.97	5.20	3.81	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3	14.3
Canada.....	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1	8.7

The percentages reported idle in some of the largest industrial centres are indicated in the table which follows:

TABLE III.

City	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Halifax.....	7.36	4.10	4.40	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0	4.03	0
St. John.....	2.04	2.62	1.94	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09	2.29
Montreal.....	6.77	10.31	6.21	2.77	.58	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6	10.6
Toronto.....	8.96	6.74	6.36	4.61	.11	.13	.81	3.81	1.68	1.74	1.06	1.32	.63	1.8	10.6
Winnipeg.....	1.08	2.32	3.55	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9	2.6
Regina.....	11.13	5.41	8.66	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38	14.31
Edmonton.....	4.99	5.20	2.57	1.54	.67	.23	.51	2.41	.55	1.68	1.11	3.32	4.27	1.78	8.43
Vancouver.....	8.73	6.31	5.59	3.65	1.42	1.05	1.94	3.28	2.99	2.67	4.75	5.94	4.56	8.1	18.0

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON MARCH 31, 1919.

OCCUPATIONS	Nova Scotia & Prince Edward Island				New Brunswick				Quebec				Ontario			
	No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed	
	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent
1-Manufacturing & Mechanical Industries.	10	3323	24	7.22	11	1385	8	.58	66	12959	425	3.23	173	17688	1149	6.50
2- (a) METALS, MACHINERY AND CONVEYANCES.	5	2906	24	.83	5	842	0	0	22	3853	161	4.19	90	9723	947	9.74
3- Moulders.	1	29	3						1	122	0		18	1299	73	
4- Blacksmiths.	2	62	21		1	175	0		4	343	7		7	598	22	
5- Boilermakers and iron shipbuilders.					2	171	0		2	357	27		12	1519	118	
6- Patternmakers.									1	189	16		5	257	11	
7- Metal polishers, buffers and platers.	1	180	0						1	340	34		6	172	24	
8- Machinists.	1	2635	0		2	496	0		10	2239	76		38	5231	667	
9- Sheet metal workers and tinsmiths.									3	263	1		4	647	32	
10- (b) FOOD, TOBACCO, AND LIQUORS.					1	7	0	0	4	227	17	7.49	10	706	42	5.95
11- Meat cutters and butchers.									1	87	6		2	57	8	
12- Bakers and confectioners.					1	7	0		3	140	11		6	548	28	
13- Cigar and tobacco workers.													2	101	6	
14- Brewery workers.									1	75	0		8	296	0	
15- (c) TEXTILES, CARPETS AND CORDAGE.	1	276	0	0	1	50	0	0	3	2607	118	4.53	1	26	0	0
16- (d) CLOTHING AND LAUNDERING.									9	2272	8	.35	15	557	40	7.18
17- Tailors.									1	75	0		8	296	0	
18- Garment workers.									8	2197	8		7	261	40	
19- (e) PULP, PAPER AND FIBRE.					2	390	2	.51	8	1186	48	4.05	8	1258	60	4.77
20- (f) PRINTING, PUBLISHING AND PAPER GOODS.	4	142	0	0	2	96	6	6.25	14	1752	9	.51	33	3717	5	.13
21- Compositors.	3	118	0		2	96	6		5	962	6		14	2154	1	
22- Pressmen and assistants.	1	24	0						5	292	0		6	645	0	
23- Bookbinders.									1	314	2		2	326	0	
24- Stereotypers and electrotypers.									1	42	1		5	179	0	
25- Engravers and lithographers.									1	118	0		5	350	4	
26- Others.									1	24	0		1	63	0	
27- (g) WOODWORK AND FURNITURE.									1	18	4	22.22	3	127	0	0
28- (h) LEATHERS, BOOTS, SHOES AND RUBBERS.									4	980	31	3.16	9	1046	55	5.26
29- (i) GLASS BOTTLE BLOWING.									1	64	29	45.31	3	198	0	0
30- (j) JEWELRY WORKERS.													1	330	0	0
31- (k) OIL REFINING.																
32-Transportation.	34	2491	51	2.05	28	4033	54	1.34	79	15639	1764	11.28	226	22594	789	3.40
33- (a) STEAM RAILWAYS.	29	2128	20	.94	24	2618	18	.69	68	9036	398	4.40	205	18489	763	4.12
34- Conductors.	1	40	0		1	68	0		5	303	0		28	1184	6	
35- Locomotive engineers.	4	128	0		4	275	0		11	731	5		33	2037	2	
36- Locomotive firemen.	3	154	0		1	66	0		7	659	27		24	2124	65	
37- Carmen.					2	520	0		9	3669	208		29	2929	40	
38- Trainmen.	5	517	4		6	655	18		10	1413	16		29	4692	565	
39- Telegraphers (local unions).	2	97	1						1	21	0		2	111	0	
40- Telegraphers.																
41- Road maintenance men.	7	657	10		7	460	0		14	1693	140		35	3489	61	
42- Railway employees (N.E.S.).	7	535	5		3	574	0		11	552	2		25	1933	24	
43- (b) STREET AND ELECTRIC RY. EMPLOYEES.	1	116	0						1	140	2	1.43	12	3658	1	.03
44- (c) NAVIGATION.	3	167	31	18.56	3	1235	34	2.76	7	4166	1285	30.84	7	386	5	1.37
45- Marine engineers.	2	117	1		1	75	2		3	190	10		4	187	5	
46- Longshoremen.	1	50	30		2	1160	32		4	3976	1275		3	179	0	
47- Others.																
48- (d) TEAMSTERS AND CHAUFFEURS.	1	80	0	0	1	180	2	1.11	3	2297	79	3.44	2	71	0	0
49- Mining, Quarrying & Refining of ores.	13	5181	29	.56					1	300	0	0	4	1691	54	3.19
50- Miners.	13	5181	29						1	300	0		4	1691	54	
51-Building and Construction.	8	906	178	19.65	8	429	16	3.73	21	3270	340	10.40	109	11071	1914	17.29
52- Bricklayers, masons and plasterers.	3	410	79		1	45	6		2	399	75		28	2124	883	
53- Carpenters and joiners.					3	274	10		11	1636	129		43	5589	786	
54- Electrical workers.	1	56	0		2	659	116		2	659	116		7	704	45	
55- Granite and stone cutters.	1	14	0						2	111	16		4	199	3	
56- Painters, decorators and paper hangers.	1	204	28		2	58	0		3	225	4		4	525	11	
57- Plumbers and steamfitters.	1	18	0		2	52	0		1	240	0		15	1010	94	
58- Tile layers, lathers and roofers.													3	52	27	
59- Bridge and structural iron workers.													4	327	51	
60- Steam shovel and dredgemen.																
61- Hod carriers and building labourers.	1	204	71										1	541	14	
62-Public Employment.	3	61	0	0	2	42	0	0	8	2275	0	0	28	2768	6	.22
63- Civic employment.									6	1993	0		8	2339	0	
64- Letter carriers and postal employees.	3	61	0		2	42	0		2	282	0		20	429	0	
65-Fishing.	1	49	0	0					1	40	0	0	1	44	0	
66-Miscellaneous.	3	796	26	3.26	2	294	103	35.03	12	2462	32	1.30	66	4376	116	2.65
67- Retail clerks.									3	415	0					
68- Hotel and restaurant employees.									1	112	2		3	333	11	
69- Barbers.									1	371	0		15	426	3	
70- Musicians and theatre employees.	1	14	1						1	52	3		21	2163	48	
71- Stationary engineers and firemen.					1	84	3		2	168	0		20	1106	54	
72- Others.	2	782	25		1	210	100		4	1344	27		7	348	0	
All Occupations.	72	12798	308	2.41	51	6183	181	2.93	188	36945	2561	6.93	607	60232	4008	6.65

*Commercial and Railway—organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada							
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed					
Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.	Unions	Members	Members	Per cent.				
																			Feb., 1919	Mar., 1919	Mar., 1918	Mar., 1917	
23	540 ⁶	44	.81	14	580	2	.34	26	1517	9	.59	40	5928	380	6.41	363	48786	2041	4.29	4.18	.91	1.22	
11	363 ⁶	26	.72	5	251	1	.40	12	1011	4	.40	16	3680	285	7.20	166	25902	1428	5.54	5.51	.28	.29	
2	330	10							30	4		2	158	27		24	1713	108	7.47	6.30	.07	.97	
3	2310	0		2	112	0		2	122	0		3	230	15		21	1860	75	3.74	4.03	.19	0.4	
								1	120	0		3	1637	59		25	6226	204	4.14	3.28	.25	.28	
																6	446	27	4.30	6.05	.20	.29	
4	891	0		3	139	1		7	644	0		7	1645	161		7	512	58	16.00	11.33	2.03	0.7	
1	30	15						1	95	0		1	10	3		72	11465	905	5.84	7.89	.11	.26	
2	220	2	.91					4	138	1	.72	7	557	64	11.49	11	3680	51	4.74	1.39	.59	3.78	
												1	339	63		28	1855	126	8.90	6.79	.85	1.75	
1	90	0						1	28	0		1	120	0		1	339	63	11.55	18.58	0	.11	
1	130	2						1	15	1		1	7	0		6	382	14	5.99	3.66	.84	0.12	
								2	95	0		1	7	0		12	717	40	10.58	5.58	0	1.99	
1	350	0	0					1	10	0	0	4	343	32	9.33	9	417	9	5.98	2.16	1.40	2.77	
								1	10	0		4	343	32		6	2958	118	12.99	3.99	.05	.16	
1	350	0										4	343	32		30	3532	80	28	2.27	3.40	5.46	
1	190	3	1.58													14	724	32	0	4.42	1.25	0.17	
7	974	13	1.33	9	329	1	.30	7	331	4	1.21	2	415	0		16	2808	48	.31	1.71	4.75	0.18	
2	523	1		5	339	0		3	270	4		8	593	9	1.62	21	3439	113	.96	3.29	0	.19	
2	170	0		2	50	1		1	44	0		1	102	4		48	7934	47	.70	.59	.78	.52	
1	206	11		1	29	0		1	7	0		8	971	1		38	4650	23	.50	.48	.41	.57	
2	75	1		1	11	0		2	10	0		1	14	0		18	1327	5	.88	.38	1.03	.45	
																8	971	13	1.00	1.34	2.13	.33	
																10	256	1	.52	.39	1.43	0.24	
1	36	0	0													8	543	5	1.19	.92	.28	.93	
																2	87	0	0	0	0	.26	
																5	181	4	2.78	2.21	4.60	.69	
																14	2132	90	4.00	4.22	7.83	4.18	
								2	27	0	0					6	289	29	9.44	10.03	2.23	1.92	
																2	414	2	.74	.48	0	.30	
																1	150	4	4.61	2.67	0	.31	
49	10825	112	1.03	47	3452	90	.28	39	3241	61	2.72	56	9219	498	5.40	558	71494	3399	4.56	4.75	1.22	1.26	
46	9399	112	1.19	45	3319	70	2.11	37	3017	59	1.96	40	2639	13	.49	494	50655	1453	2.74	2.87	.29	1.12	
4	200	0		5	281	0		4	298	0		5	247	0		53	2621	6	.52	.23	.47	.36	
5	292	0		7	351	0		5	229	0		5	277	0		74	4320	7	.68	.16	.11	.90	
8	701	8		6	392	29		5	440	16		4	308	11		58	4844	156	3.68	3.22	.39	.73	
4	1594	5		7	215	2		5	356	0		7	231	0		63	9514	255	2.95	2.68	.07	2.31	
4	508	91		6	697	17		4	526	24		6	491	0		70	9504	735	6.19	7.73	.57	1.89	
																5	229	1	0	.44	0	.39	
																4	3912	1	0	.03	0	.04	
15	1706	7		9	980	17		9	1003	19		11	955	0		107	10933	254	2.71	2.32	.34	.15	
6	4398	1		5	403	5		5	165	0		2	130	2		64	8690	39	7.97	.45	.07	1.49	
1	950	0	0	1	101	20	19.80	1	128	2	1.56	3	1414	0	0	20	6507	25	3.42	.38	.38	.09	
												10	4293	458	10.67	30	10227	1813	18.17	17.73	8.80	3.79	
												2	588	84		12	1157	102	7.97	8.82	1.92	.47	
												4	1826	109		14	7191	1446	23.14	20.11	13.40	4.53	
												4	1879	265		4	1879	265	15.00	14.10	1.16	3.07	
2	476	0	0	1	32	0	0	1	96	0	0	3	873	27	3.09	14	4105	108	3.69	2.63	.08	.45	
								12	2637	99	3.75	7	1549	30	1.94	37	11358	212	3.79	1.87	.40	.80	
								12	2637	99		7	1549	30		37	11358	212	3.79	1.87	.36	.84	
8	1825	82	4.49	11	378	115	30.42	11	336	143	42.56	22	3389	766	22.60	198	21604	3554	16.44	18.45	7.63	7.47	
1	13	6		1	21	17		4	91	49		3	131	61		43	3234	1176	30.88	36.36	19.57	17.90	
1	176	0		4	195	81						10	2424	488		72	10294	1494	15.26	14.51	5.01	4.26	
2	1150	0		1	65	6		1	10	0		1	140	20		15	2784	181	6.15	6.50	1.73	2.84	
1	86	30		1	5	2		2	17	9		2	53	13		13	485	73	21.25	15.05	23.22	17.50	
				2	45	1						2	420	101		14	1477	145	8.93	9.82	.26	2.11	
1	230	0		2	47	14		3	82	3						25	1679	111	11.92	6.61	4.31	3.04	
												1	14	5		4	66	32	31.71	48.48	3.77	2.26	
1	20	16										2	176	78		7	523	145	33.08	27.72	5.75	3.41	
												1	31	0		2	167	82	28.02	49.10	1.83	22.70	
1	150	30														3	895	115	16.31	12.85	0	2.31	
8	1250	0		5	303	0		8	778	0	0	8	1031	0	0	30	8508	6	.48	.07	0	.47	
6	810	0		2	148	0		4	390	0		5	595	0		31	6275	6	10.04	.10	0	1.84	
2	440	0		3	155	0		4	388	0		3	436	0		39	2233	0	1.72	0	0	.10	
																3	124	0	17.54	0	0	0.65	
7	1003	5	.50	12	672	79	11.76	9	472	8	1.69	17	2519	228	9.05	128	12594	597	4.97	4.74	1.25	2.11	
												4	489	23		7	904	23	1.80	2.50	0	.06	
								2	103	0		2	411	34		8	959	47	8.18	4.90	3.36	8.71	
1	125	0		1	22	0		3	164	1		5	211	3		26	1319	7	.48	.53	.07	.08	
3	427	0		7	220	13		3	172	0		3	330	8		39	3378	73	3.04	2.16	1.23	2.28	
2	261	5		2	89	6		1	33	7		3	1078	160		81	2819	235	8.47	8.34	3.59	1.69	
1	190	0		2	341	60										17	3215	212	1.02	6.59	.16	1.46	
9	203	9	243	1.20	89	5385	286	5.31	105	8981	320	3.56	150	23635	1902	8.05	1357	17448	9809	5.61	5.62	1.68	2.16

REPORTS OF EMPLOYMENT OFFICES FOR MARCH, 1919

DURING March there was an increase of about 24 per cent in the demand for labour as compared with February on the basis of the daily average of vacancies notified to 101 employment offices (70 commercial, 21 public and 10 philanthropic). As compared with the demand reported March, 1918, by practically identical agencies, there was an increase of not quite 2 per cent. The total number of vacancies notified to all offices in March was 24,799, a daily average of 1035.6 as compared with 832.4 in February, 1919, and with 1022.1 in March, 1918. The number of persons placed was 14,332, a daily average of 644.9 as compared with averages of 425.6 in the preceding month and 555.8 in March, 1918. The proportion of the total vacancies filled to the total vacancies notified was 62.2 per cent, as compared with 51.1 per cent in February and with 54.3 per cent in March, 1918.

As to employment for woman and girl workers, the number of vacancies notified was 6,701, a daily average of 333.4 as compared with 256.2 in February and with 253.5 in March, 1918. The number of such workers placed was 2,189, a daily average of 93.4, as compared with 69.8 in February and with 86.8 in March, 1918. The proportion of vacancies filled to vacancies notified for men and boys was 67.1 per cent, and for women and girls 32.6 per cent, as compared with 48.7 per cent and 25.6 per cent, respectively, for February, and with 54.2 per cent and 34.3 per cent, respectively, for March, 1918.

Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Montreal, Edmonton and Vancouver reported increases in the demand for labour as compared with February,

1919, while in comparison with March, 1918, Toronto only recorded an increase. Of the smaller centres, Ottawa, Hamilton and London showed gains in both comparisons.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 2,031, a daily average of 78.1, as compared with averages of 53.3 in February and 60.3 in March, 1918. The number of casual jobs secured was 4,200, a daily average of 161.5, as compared with averages of 157.6 in the preceding month and 163.3 in March, 1918.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES
DURING THE MONTH ENDED MARCH 31, 1919

OFFICES	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army....	397	25	1		333	1083	52	1		1151
Halifax.....	6				6	6				6
Quebec.....	27				27	27				27
Montreal.....	91				91	427				427
Ottawa.....	20				20	48				48
Toronto.....	89				89	393				393
Hamilton.....	10	3			13	17	8			25
Winnipeg.....	15	11			26	46	39			85
Calgary.....	23	2			25	34	6			40
Edmonton.....	10	8	1		19	41	8	1		50
Vancouver.....	16	1			17	49	1			50
Y.W.C.A.....	88				88	230				230
Toronto.....	4				4	9				9
Saskatoon.....	30				30	84				84
Calgary.....	39				39	98				98
New Westminster.....	4				4	22				22
Victoria.....	11				11	17				17
Miscellaneous.....	281	1307	10	12	1610	834	1963	10	12	2619
Montreal Catholic Social Service Guild.....	3	65			68	3	40			43
Montreal Directorate of Female Immigration.....		4			4		4			4
Toronto—Municipal.....	39				39	101				101
Toronto—Provincial.....		716			716		788			788
Brantford—Provincial.....	30	19	10	12	71	30	19	10	12	71
London—Provincial.....	3	61			64	3	57			60
St. Thomas—Provincial.....		6			6		6			6
Winnipeg Girls' Home of Welcome.....		15			15		3			3
Winnipeg Municipal.....	139	207			346	599	698			1297
Vancouver Municipal.....	67	214			281	98	548			446
Total.....	588	1420	11	12	2031	1922	2255	11	12	4200
Daily Average.....										
February, 1919.....					53.3					157.5
March, 1919.....					78.1					161.6
March, 1918.....					60.3					163.3

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED MARCH 31, 1919

OFFICES	Vacancies notified								Individuals placed							
	Men	Women	Boys	Girls	Total	Daily Average			Men	Women	Boys	Girls	Total	Daily Average		
						Feb., 1919	March, 1919	March, 1918						Feb., 1919	March, 1919	Mar., 1918
Halifax—Commercial (2).....	6	18	1	2	27	1.21	1.04	2.12	6	16	1	2	25	1.04	.97	1.96
Quebec—Provincial.....	65	18			83	2.17	3.46	2.44	32	10			42	1.43	1.75	1.56
Sherbrooke—Provincial.....	40	33			73	6.96	2.92	2.20	29	23			52	2.17	1.64	2.20
Montreal.....	697	592	2	4	1295	51.70	54.01	70.99	586	119	2		707	27.81	83.89	33.44
Provincial.....	196	151			347	12.54	14.46	17.36	115	34			149	5.13	62.08	12.76
Catholic Social Service Guild.	2	41	2	2	47	2.08	1.96	1.76	1	17	2		20	.54	.83	1.40
Directorate of Female Immi- gration.....	2	150		2	154	2.95	5.92	3.65		48			48	.71	1.85	.54
Commercial (8).....	497	250			747	34.13	31.67	48.22	470	20			490	21.43	19.13	18.74
Ottawa.....	1239	79			1318	42.12	52.62	34.25	1059	36			1095	23.50	43.48	29.84
Provincial.....	588	34			622	24.88	25.92	24.65	412	33			445	8.42	18.54	24.65
Y.W.C.A.....		45			45	2.29	1.73	1.28		3			3	.13	.12	.12
Commercial (3).....	651				651	14.95	24.97	8.32	647				647	14.95	24.82	5.07
Toronto.....	2639	1516	9	16	4180	218.72	211.77	135.40	1231	513	5		1749	53.11	84.09	97.12
Provincial.....	1810	1039			2849	151.41	158.31	40.02	540	404			944	24.13	52.44	24.31
Municipal.....	268		9		277	31.33	10.25	25.56	268		5		273	13.29	10.11	22.80
Y.W.C.A.....		200			200	11.36	9.09	6.70		25			25	1.27	1.14	1.13
Commercial (6).....	561	277		16	854	24.62	34.12	63.12	423	84			507	14.42	20.40	48.88
Hamilton—Provincial.....	823	156			979	36.13	40.79	9.28	684	81			765	16.83	31.88	4.76
London—Provincial.....	238	117			355	10.83	14.79	12.20	143	53			196	5.20	8.17	6.76
Brantford—Provincial.....	132	7	5		144	8.00	5.54	5.77	103	1	5		109	6.25	4.19	4.57
Peterborough—Provincial.....	115	7			122	1.71	6.78		95	4			99	1.13	5.50	
Sault St. Marie—Provincial.....	319	3			322	.96	17.89		143	1			144	.42	8.00	
St. Catharines—Provincial.....	81				81	2.67	4.28		65				65	1.46	3.61	
St. Thomas—Provincial.....	113	23			136	2.41	5.23	2.16	67	8			75	1.95	2.88	1.08
Sudbury—Provincial.....	66	1			67		4.79		33	1			34		2.43	
Walkerville—Provincial.....	22				22	.13	.85	2.28	18				18	.13	.69	2.16
Fort William and Port Arthur.....	1355	23		5	1383	54.17	54.54	50.05	515	1			516	30.58	20.27	19.76
Provincials.....	126	12			138	14.58	5.75		52	1			53	8.88	2.21	
Commercial (5).....	1229	11		5	1245	39.59	48.79	50.05	463				463	21.70	18.06	19.7
Winnipeg.....	2568	1526	137	242	4473	132.30	170.78	206.52	1478	534	47	25	2084	82.22	79.76	96.14
Municipal.....	35	184	3	18	240	8.58	9.23	11.24	32	71	1	7	111	3.67	4.27	7.16
Girls Home of Welcome.....		89			89	3.29	3.42	1.96		38			38	.54	1.46	1.04
Commercial (10).....	2533	1253	134	224	4144	120.43	158.13	193.32	1446	425	46	18	1935	78.01	74.03	87.94
Brandon.....	300	35	16	36	387	27.06	14.93	22.19	110	8		5	123	2.38	4.60	6.06
Commercial (2).....	300	35	16	36	387	27.06	14.93	22.19	110	8		5	123	2.38	4.60	6.06
Regina.....	468	196	35	114	813	14.54	31.27	50.93	229	102	14	19	364	6.42	14.00	15.49
Y.W.C.A.....		3			3	.08	.12	.23								
Commercial (2).....	468	193	35	114	810	14.46	31.15	50.70	229	102	14	19	364	6.42	14.00	15.49
Saskatoon.....	1039	341	2	50	1432	13.05	56.75	59.60	577	53		2	632	8.67	29.85	29.45
Provincial.....	469	129			598	5.76	24.92	21.19	257	19			276	1.67	11.50	17.85
Y.W.C.A.....		175			175	5.83	6.48	6.19		14			14	.71	5.19	.77
Commercial (2).....	570	37	2	50	659	11.46	25.35	32.22	320	20		2	342	6.29	13.16	10.83
Calgary.....	765	247		2	1004	24.24	38.63	41.86	538	38		1	577	13.48	22.20	25.50
Y.W.C.A.....		103			103	3.61	3.96	3.08		9			9	.96	.35	.54
Commercial (5).....	755	144		2	901	20.63	34.67	38.78	538	29		1	568	12.52	21.85	25.96
Edmonton.....	1231	388	19	34	1672	70.76	64.92	128.99	1023	117	113	16	1269	47.71	45.51	50.15
Commercial (9).....	1231	388	19	34	1672	70.76	64.92	128.99	1023	117	113	16	1269	47.71	45.51	50.15
New Westminster.....	26				26	1.04	1.07	.71		5			5	.21	.21	.19
Y.W.C.A.....		26			26	1.04	1.07	.71		5			5	.21	.21	.19
Vancouver.....	3505	707			4212	98.22	168.45	168.68	3160	340			3500	86.76	140.96	122.93
Provincial.....	1032	80			1112	14.71	46.33		1037	42			1079	13.79	44.96	
Municipal.....	8				8	.46	3.20	19.67	8				8	.46	3.20	19.67
Commercial (10).....	2465	627			3092	83.05	118.92	149.01	2115	298			2413	72.51	92.80	102.26
Victoria.....	53	134	3	3	193	11.25	7.50	13.48	29	3	3		37	4.70	4.43	4.70
Y.W.C.A.....		50			50	6.25	2.00	3.46		3			3	.75	1.20	.23
Commercial (6).....	53	84	3	3	143	5.00	5.50	10.02	29	49	3	3	84	3.95	3.23	4.47
Total.....	17869	6193	229	508	24799	832.35	1035.60	1022.10	11953	2116	190	73	14332	425.56	644.96	555.82

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES, APRIL, 1919

REPORTS from 15 cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in April, showed increases of nearly 8 per cent in the number of employees and of over 18 per cent in the wages paid in comparison with March, 1919. In April, 10,096 persons were temporarily engaged in the two weeks, and the pay-rolls amounted to \$350,047.88, as compared with 9,372 employees, and an aggregate pay-roll of \$315,882.39 in March. In comparison with the same period in 1918, an increase of nearly 3 per cent in the num-

ber of workers and of over 31 per cent in the wages paid are indicated, there being 9,832 employees with a total pay-roll of \$266,849.32 the first two weeks in April, 1918.

All the cities except Ottawa and Calgary reported increases in the number of employees as compared with the preceding month, and in comparison with April, 1918, St. John, Montreal, Brandon, Moose Jaw and Victoria were the only cities to record decreases. As to wages, Calgary, alone, showed a decline as compared with March, 1919, while as compared with the corresponding period in 1918, Regina, only, reported a decrease.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS—APRIL, 1919, COMPARED WITH MARCH, 1919, AND WITH APRIL, 1918.

City.	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	March, 1919	April, 1919	April, 1918	March, 1919	April, 1919	April, 1918
St. John.....	193	247	267	6,452.12	\$ 8,161.10	\$ 7,627.27
Montreal.....	4,397	4,417	4,916	122,179.67	129,603.88	90,352.12
Ottawa.....	681	557	357	20,631.76	16,014.68	14,269.19
Toronto.....	898	1,189	1,029	36,992.33	47,680.80	36,376.75
Hamilton.....	387	467	357	13,422.35	18,317.47	12,747.22
London.....	167	289	267	6,143.06	11,121.60	8,529.39
Winnipeg.....	472	770	624	18,288.95	27,394.25	20,234.45
Brandon.....	37	49	55	1,279.64	1,795.80	1,565.38
Regina.....	252	209	323	12,164.00	13,341.07	16,052.05
Moosejaw.....	78	109	87	3,611.25	5,260.60	3,176.46
Saskatoon.....	209	251	251	10,527.13	12,441.88	9,876.91
Calgary.....	692	421	344	24,594.60	15,574.95	12,133.90
Edmonton.....	309	345	334	13,389.58	14,327.22	12,675.14
Vancouver.....	437	488	421	18,489.59	19,992.78	13,863.04
Victoria.....	163	198	200	7,716.36	9,019.80	7,369.63
Total.....	9,372	10,096	9,832	\$315,882.39	\$350,047.88	\$266,849.32

DOMINION-PROVINCIAL EMPLOYMENT SERVICE

Operations Under the Employment Offices Co-ordination Act, 1918

SINCE the passage of the Employment Offices Co-ordination Act in May, 1918, articles have appeared in the LABOUR GAZETTE from time to time giving certain details with regard to its operation and administration. The latest of these, in the February issue, stated that up to that time 26 employment offices were in actual operation and that arrangements for the opening of other offices were being made by the various provincial governments, and by the Employment Service of the Department of Labour.

These plans have since been carried out to the extent that there are now 78 Dominion-Provincial employment offices in operation distributed throughout the various provinces, as follows:

PRINCE EDWARD ISLAND: Charlottetown.

NOVA SCOTIA: Amherst, Glace Bay, Halifax, New Glasgow, Sydney, Yarmouth.

NEW BRUNSWICK: Bathurst, Campbellton, Fredericton, Moncton, Newcastle, St. John.

QUEBEC: Hull, Montreal, Quebec, Three Rivers, Sherbrooke.

ONTARIO: Belleville, Brantford, Brockville, Chatham, Cobalt, Fort William, Galt, Guelph, Hamilton, Kingston, Kitchener, Lindsay, London, Niagara Falls, North Bay, Orillia, Oshawa, Ottawa, Owen Sound, Pembroke, Perth, Peterboro, Port Arthur, St. Catharines, St. Thomas, Sarnia, Sault Ste. Marie, Stratford, Sudbury, Timmins, Toronto (three offices), Welland, Windsor.

MANITOBA: Winnipeg (three offices), Brandon, Dauphin, Deloraine.

SASKATCHEWAN: Estevan, Moose Jaw, Prince Albert, Regina, Saskatoon, Swift Current, Weyburn, Yorkton.

ALBERTA: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer.

BRITISH COLUMBIA: Nanaimo, New Westminster, Prince Rupert, Vancouver (two offices), Victoria.

It will be remembered that at the conference between the provincial premiers and members of the federal government held in Ottawa, in November last, there was general agreement that during the period of reconstruction the subventions paid to the provincial governments for the purposes of the Employment Offices Co-ordination Act should be equal to half the amount expended for the maintenance of employment offices by the provinces, and that the total amount of the subventions should not be limited to the sum of \$50,000 for the year 1918-19, or \$100,000 for the year 1919-20, as specified in the Act. This view was accepted by the federal government and embodied in an order-in-council (P. C. 537), of March 12, 1919. For the year 1918-19 an additional vote of \$30,000 was provided, making a total of \$80,000 available for subventions and for the year 1919-20 a special appropriation of \$150,000 was made in addition to the amount of \$100,000 stated in the Act, making a total of \$250,000 for that year. These additional appropriations have made it possible for so complete a chain of offices to be established in so short a time.

Clearing Houses

In addition to the Dominion-Provincial employment offices enumerated above, the Department of Labour has opened four district clearing houses, located at Halifax for the Maritime Prov-

inces, at Ottawa for Ontario and Quebec, and at Winnipeg and Vancouver for the West. Provincial clearing houses also have been opened in the provincial capitals by all the provincial governments, except those of the Maritime Provinces.

The work of clearance is being rapidly organized along the following lines. Each local office will report daily to its provincial clearing house unfilled positions and positions impossible to fill locally, and the applicants unplaced and willing to leave the locality. From these reports the clearing house officials will endeavour to relate an unsatisfied demand for labour in one part of the province to unemployed labour in another part. If after matching demand and supply as closely as possible the provincial clearing house finds that there still remains a residuum of unfilled positions and unemployed workers on the books of the employment offices of the province, the situation is reported to the district clearing house of the Department of Labour. With the reports of the provincial clearing houses before him, the district clearing house officer then takes up the work of equalizing supply and demand between provinces.

Each of the four district clearing houses of the Department of Labour will also receive a weekly report from each employer in the district employing more than ten persons. These weekly reports will indicate the number of persons on the payroll on the last day of the week, the number anticipated to be on the payroll on the last day of the current week as well as additions and reductions in staff by occupations. Data as to changes in staff will be forwarded without delay to the employment office nearest the firm in question so that it may endeavour to supply the labour required or to place the workers released. A summary of these employers' reports showing the trend of employment in each industry will be forwarded to Ottawa weekly. The Ottawa clearing house is now receiving weekly reports from employers of more than 300,000 persons and in a short time

a much larger number will be included. From these reports about 2,500 vacancies are being notified weekly to superintendents in Ontario and Quebec. In view of the arrangements with the Maritime Provinces, under Order-in-Council P. C. 3171, mentioned in the January issue of the LABOUR GAZETTE, there will be no provincial clearing house in those provinces, but the Department of Labour's clearing house will function both as a provincial and district clearing house.

Special Transportation Rate

A special transportation rate for persons being sent to employment at a distance has been granted by the following railways—Canadian National Railway, Canadian Pacific Railway, Grand Trunk Railway. Under this transportation arrangement first-class tickets are charged for at the rate of 1c per mile with a minimum charge of \$4, except that the regular fare applies to points where such regular fare is less than \$4. The rate is a considerable concession on the part of the railways. Viewed from the standpoint of mileage, it grants a reduction from the regular fare on all trips of 116 miles or more a flat fare of \$4, or more being charged on trips of from 116 to 400 miles, and a 1c a mile rate on all trips of more than 400 miles. Reduced fares are granted to applicants on presentation of a certificate signed by the local superintendents. It is granted, of course, only in cases of bona-fide placements through the Employment Service. The rate presupposes the existence of a well organized system of provincial and inter-provincial clearance to insure that persons will not be despatched long distances to employment when suitable employment is available near at hand.

Returned Soldiers

With regard to the placement of returned soldiers, it will be remembered that shortly after the signing of the armistice arrangements were made

whereby the Information and Service Branch of the Soldiers' Civil Re-establishment Department should have a representative in each local employment office to render special service to soldiers. When a soldier calls at the employment office, the Soldiers' Civil Re-establishment representative gives such information as he may require and deals with complaints. When the soldier makes application for employment, he is introduced to the employment office officials. If for any reason the soldier applicant proves temporarily or permanently unfit for employment, his case is brought to the attention of the Soldiers' Civil Re-establishment representative in the employment office for action by his department.

A special arrangement for the establishment of employment offices in some of the smaller towns has also been completed with the Information and Service Branch of the Soldiers' Civil Re-establishment Department. In some localities where industrial conditions would not

justify the opening of a permanent employment office, such numbers of soldiers are returning as to cause local unemployment problems. By arrangements with the provincial governments concerned, the Soldiers' Civil Re-establishment Department opens a temporary employment office in these places, and appoints an officer in charge who also deals with employment for civilian workers. In these cases the Soldiers' Civil Re-establishment Department meets fifty per cent of the salary expense in connection with the office; the remainder of the salaries and all maintenance expenditure is shared between the provincial governments and the Labour Department in the regular way.

In the Maritime Provinces, where the provincial governments are not taking direct part in the employment work, the expenses in connection with these one-man offices—so-called—are shared equally between the Department of Labour and the Soldiers' Civil Re-establishment Department.

WORK OF THE EMPLOYMENT EXCHANGES IN GREAT BRITAIN DURING 1918

DURING 1918, there were 3,739,064 registrations at the British employment exchanges, including re-registrations. This was the highest recorded for any year. The number of registrations per individual has declined from 1.6 in 1914 to 1.2 in 1918. The number of vacancies notified to the exchanges in 1918 was 2,067,217, slightly more than in 1916 when the previous highest figure was recorded. Work was found for

1,324,743 individuals, of whom 44 per cent were men, 41 per cent were women, 8 per cent boys, and 7 per cent girls. An important feature of the work of the employment department was advancing railway fares to persons for whom work was found in a district other than where they were residing. Advances to work-people proceeding to work of national importance were charged to them or their employers at the rate of five-eighths of the pre-war fare.

PROPOSED PERMANENT FEDERAL EMPLOYMENT SERVICE IN THE UNITED STATES

THE present Federal Employment

Service of the United States, consisting of Federal, State and Municipal employment services, is technically a war emergency measure and no provision for its continuance after June 30 has been made, notwithstanding the excellent record with which it is credited. About 700 employment offices were established by its means throughout the country during the war, and 2,500,000 persons, largely war workers, were placed in jobs. After the signing of the armistice the employment service devoted its efforts to securing positions for returned soldiers and sailors and to shifting war workers into peace occupations. Placements of these classes have been made at the rate of about 100,000 a week.

With a view to the establishment of a permanent national employment service, the Secretary of the Department of Labour invited the governors of all the states to send representatives to a conference at Washington on April 23 to 25. In opening the conference Mr. J. B. Densmore, Director General of the United States Employment Service, said: "The task before this conference is to determine the form of organization and *modus operandi* of a permanent system, based upon co-operative agreements between the Federal Government and the states and municipalities. I cannot too strongly emphasize the fact that the United States Employment Service does not desire to monopolize the employment field in states and

cities. The fundamental function of the United States Employment Service should be to aid the states and cities in the organization and maintenance of public employment offices, maintain standards, provide clearances of labour shortages and surpluses between states and communities, and collect statistics and data as to employment conditions in all sections of the country, readily available to anyone. It should not meddle with purely local matters. The Federal Employment Service's function is to provide employment machinery for states in which there are no facilities or in which they are inadequate; and to supplement the services of states which have well organized systems. The United States Employment Service should equalize demand and supply throughout the country if the door is not to be left open to industrial disorganization in any section. It is to be hoped that eventually we may have in every community in this country a central place at which is pooled all information as to employment demands and needs."

The Secretary of Labour referring to private fee-charging employment agencies, declared that they were one of the most potent contributing factors in the great labour turnover which resulted in decreased industrial efficiency. He said, "The fact that so many private institutions have engaged in employment service is in itself a clear demonstration of the need of a public employment system. The private agency has performed many beneficial pieces of

service, but its very nature is such that it leads to practices that are injurious to all of the country. You know what these are: the private employment office that has arrangements with the foreman or superintendent who has the power to hire or fire, by which men are given the opportunity of employment and shortly find themselves out of a job and seeking employment elsewhere; the taking from the man who is out of a job, and is consequently in a worse position to furnish the finances, his fifty cents, his dollar, or upwards, only to find that in a few weeks he has to repeat the performance. The turnover of labour has been a tremendous turnover in our industrial life. It is one of the elements which has contributed greatly to inefficiency in production and the turnover of labour is encouraged by the private employment agency because the greater the turnover the greater the business of the private agency and the greater its profits. . . . With a public employment agency there is no profit coming to that agency by virtue of the large numbers of workers that are placed."

Dr. Royal Meeker, Commissioner of

Labour Statistics of the Department of Labour, called attention to the action of the Canadian Government which, he said, "had beaten this country to it by the establishment of a public employment system in the Dominion, modelled after the American system."

At the final session the conference unanimously adopted the outline of a bill providing for the continuance of the United States Employment Service and the establishment of a co-operative Federal-State public employment system. A sub-committee was appointed to re-draft the outline in legislative form for submission to the next session of Congress. The measure agreed upon calls for the continuance of the United States Employment Service as a permanent bureau in the Department of Labour, and for a system of state employment offices in co-operation with the Federal Employment Service, working with contributions of Federal funds and under standard rules and regulations prescribed by the United States Employment Service, which also will deal with labour-clearances between states, inspection and the gathering of information as to labour conditions.

HOURS OF LABOUR IN CANADA

THE question of the length of the working day has been much discussed in the press during recent months, primary causes of the increased public interest in the matter being, perhaps, a demand made by the coal miners in Great Britain, in the first place, and later, in the United States and in some parts of Canada, for a six-hour working day, and a demand by many industries for a forty-four hour week, the forty-

four hour week representing, as a rule, five days of eight hours and a Saturday half-holiday. As will be understood the question of the length of a working day has been regarded as falling within the jurisdiction of the provinces and practically all the provinces have enacted some legislation on the subject. The matter has been, however, one also of frequent negotiation as between employers and workmen, and working

agreements as to hours—tending usually toward the eight hour working day—have been, in many industries, made before any legislation on the subject had been enacted. The Dominion Government, while not claiming authority to enact legislation on this subject affecting employers generally, has required that in contracts under the control of the different governmental departments the length of the working day shall be governed by the law or practice prevailing in the locality and trade concerned. The situation, therefore, at the present time is that in numerous industries an eight-hour day has been obtained by working agreements, and in some provinces an eight-hour day in certain industries has been established by law, and the tendency to an eight-hour day has been growing rapidly during the last year or two. Numerous statutes bearing on the length of a working day have been enacted recently in the various provinces, a summary of which follows:

ALBERTA.

MINES: No workman shall be employed below ground in any mine for more than 8 hours during any consecutive 24 hours, except in cases of accident or other emergency.

FACTORIES, SHOPS AND OFFICES: No person working day shift shall be employed in any factory in the province, or in any shop, office or office building in a city or town of over 5,000 inhabitants, earlier than 7 a.m. or later than 6 p.m., and every such employee shall be allowed one hour for lunch. The hours of labour for persons working night shift shall not exceed eight hours. No person shall work more than one shift in one day, but the inspector may, for special reasons, permit longer hours on either shift.

After May 19, 1919, the chief inspector in any city or town of over 5,000 inhabitants, upon the recommendation of a local advisory committee appointed by the Lieutenant-Governor in Council and representing employers and employees, may make regulations respecting the hours of labour per day or per week in any local factory, shop, office or office building; provided that no such regulation shall allow a greater number of hours of labour per week than is allowed by the Factory Act.

Municipalities are empowered to pass by-laws under certain conditions respecting early closing hours in shops.

BRITISH COLUMBIA.

MINES, SMELTERS, ETC.: Prior to April 1, 1919, the 8-hour working day was in force for underground workers at coal mines, for underground workers and stationary engineers at metalliferous mines, and for workers in or about smelters. On April 1, three amending acts went into force extending the 8-hour day to workers above ground at any coal or metalliferous mine, and at, in or about any coke-oven, concentrator or mineral separation plant.

FACTORIES AND SHOPS: The hours of labour for female employees in any factory shall not exceed 8 hours per day or 48 hours per week, except under special permit from the Inspector, and in such cases the hours shall not exceed 9 hours per day or 54 per week. Young persons shall not be employed in any shop for more than 11 hours per day or 13 hours on Saturday, including meal time, or 60½ hours per week. No person shall be employed in any bakeshop for more than 12 hours per day or 60 hours per week, except by special permission of the Inspector.

Every person employed in any shop (except bakeries, cigar stands, drug stores, etc.) shall be given one afternoon half-holiday per week.

Municipalities are empowered to pass by-laws under certain conditions respecting early closing hours in shops.

The powers of the Minimum Wage Board, created by the Minimum Wage Act of 1918, were extended at the recent session of the British Columbia legislature so that the Board is now empowered to fix maximum hours as well as minimum wages for female employees in factories, shops, etc.

MANITOBA.

FACTORIES, SHOPS AND OFFICES: The hours of labour for young girls, boys or women in any factory shall not exceed 9 hours per day or 54 hours per week, except under special permit from the Inspector, and in such cases the hours shall not exceed 12 hours per day or 60 hours per week. Women and young persons shall not be employed in shops or offices for more than 14 hours per day or 60 hours per week, except in cases of emergency when the weekly limit for such workers may be increased to 70 hours. No person shall be employed in any bakeshop for more than 12 hours per day or 60 hours per week.

The Minimum Wage Board, created by the Minimum Wage Act of 1918, has power to fix maximum hours as well as minimum wages for female employees in mail order houses, shops, factories, offices and places of amusement. The Board has issued 35 sets of regulations affecting employees in laundries, abattoirs, box factories, retail stores, etc. These regulations, which have been summarized in previous issues of the LABOUR GAZETTE, fix a 9-hour day for all

the establishments affected, except departmental and standard retail stores and millinery establishments, for which $8\frac{1}{2}$ hours per day is fixed as the maximum. The maximum hours of labour per week fixed by the regulations vary from 48 to 52 hours.

NEW BRUNSWICK.

FACTORIES AND SHOPS: Young girls and women shall not be employed in any factory for more than 10 hours per day or 60 hours per week, except under special permit from the Inspector, and in such cases the hours shall not exceed $13\frac{1}{2}$ hours per day and 81 hours per week.

Municipalities are empowered to pass by-laws under certain conditions respecting early closing hours in shops.

NOVA SCOTIA.

MINES: Boys between the ages of twelve and sixteen years shall not be employed at coal or metalliferous mines for more than 10 hours per day or 50 hours per week, except in cases of accident or emergency.

FACTORIES AND SHOPS: No boy or girl under 16 years of age shall be employed in a factory for more than 8 hours a day and 4 hours on Saturday, nor shall any young girl between the ages of 16 and 18 years be employed for more than 9 hours per day. Young persons shall not be employed in shops for a longer period than 8 hours per day and 4 hours on Saturday.

Municipalities are empowered to pass by-laws under certain conditions respecting early closing hours in shops.

RAILWAYS: Motormen and conductors on street railways shall not be employed for more than 6 hours on Sunday or 10 hours on any weekday, except to enable them to complete a run or in cases of emergency.

ONTARIO.

MINES: No workman shall be employed underground in any mine for more than 8 hours in any consecutive 24 hours, except in cases of emergency; provided that a Saturday shift may work longer hours for the purpose of changing shift, avoiding Sunday labour or giving any of the men a part holiday.

FACTORIES AND SHOPS: No child, young person or woman shall be employed in a factory or shop for more than 10 hours per day or 60 hours per week, except on Saturdays and days preceding statutory holidays when shop employees may be employed between the hours of 7 a.m. and 10 p.m.. In cases of emergency the Inspector may permit longer working hours for women and young persons, but such hours must not exceed $12\frac{1}{2}$ per day and $72\frac{1}{2}$ per week. No person shall be employed in a bakery for more than 12 hours per day or 60 hours per week, except under special permit from the Inspector.

Municipalities are empowered to pass by-laws under certain conditions respecting the early closing hours in shops.

RAILWAYS: No railway employees shall be required or permitted to work for more than 6 days of 10 hours each in any one week, and no conductor, engineer, motorman, foreman, trainman, despatcher or signal man who has worked in any capacity for 16 consecutive hours shall be required or permitted to go on duty again without at least 6 hours' rest. The Ontario Railway and Municipal Board is empowered to regulate the hours of labour for street railway conductors and motormen, but in no case shall an employee work more than 6 days of 10 hours each in any one week.

QUEBEC.

MINES: No boy between 15 and 17 years of age shall be employed underground in any mine for more than 48 hours per week.

FACTORIES AND SHOPS: No boy under 18 years of age and no girl or woman shall be employed in an industrial establishment for more than 10 hours per day and 60 hours per week, except in cotton or woollen factories where the maximum weekly hours shall not exceed 55 hours. In cases of emergency, such employees may work longer hours under permit from the Inspector, but these hours shall not exceed 12 hours per day or 72 hours per week.

Municipalities are empowered to pass by-laws under certain conditions respecting early closing hours in shops.

HOTELS, RESTAURANTS, ETC.: Regulations issued by the Lieutenant-Governor under authority of chapter 52, Statutes of 1918, provide that cooks and all other kitchen help shall have at least one day of rest each week, and that all other female employees except waitresses shall be entitled to two afternoons of rest each week. Male and female employees in hotel offices shall not be required to work more than 12 consecutive hours out of 24.

SASKATCHEWAN.

FACTORIES AND SHOPS: No young person or woman shall be employed in any factory for more than 9 hours per day or 50 hours per week except under special permit from the Inspector in cases of emergency. In such cases the hours for young persons and women shall not exceed $12\frac{1}{2}$ hours per day and $72\frac{1}{2}$ hours per week. The Minimum Wage Board created by the Minimum Wage Act which went into force on May 1, 1919, is empowered to establish standards of hours of employment as well as minimum wages for female workers in shops and factories in any city in the province.

Municipalities are empowered to pass by-laws under certain conditions respecting early closing hours in shops.

YUKON TERRITORY.

PUBLIC WORKS: No foreman or labourer employed on any public works shall be required or permitted to work more than 8 hours per day.

CHANGES IN WAGES AND HOURS DURING THE FIRST QUARTER OF 1919

DURING the first quarter of 1919, sixty-three changes in rates of wages and hours of labour, affecting approximately 48,398 workers, were noted by the Department, as compared with twenty-six changes affecting approximately 18,800 workers in the corresponding quarter of 1918. Forty-one of these changes were in rates of wages only, fifteen were changes in hours, and seven were changes in both wages and hours. Eleven of the changes in hours make provision for a working day of 8 hours or less. Forty-six of the changes in wages were increases, and two were decreases. The following paragraphs summarize the information as it has come to the attention of the Department.

BUILDING AND CONSTRUCTION.

Two changes were noted in this group, affecting approximately 624 workers. Both were wage increases.

COMMERCIAL, MERCANTILE AND CLERICAL.

Twenty retail establishments in Fernie, B.C., reduced the working hours for their clerks. Eight hours are now worked on Mondays, Tuesdays, Thursdays and Fridays, four and one-half hours on Wednesdays, and eleven hours on Saturdays. The stores are closed one hour at noon to allow for lunch. The number of employees affected is 150.

DOMESTIC AND PERSONAL.

One change, affecting employees in the leading hotels of Montreal.

LABOURING, GENERAL.

Four changes were noted in this group, affecting in all 188 workers. One was a slight reduction in wages affecting only 8 workers. In another case the 8-hour day was adopted for civic labourers. The remainder were wage increases.

MANUFACTURING AND MECHANICAL INDUSTRIES.

In this group as a whole, twenty-five changes were noted, affecting approximately 10,962 workers, the details of which are as follows:

(a) *Food, Drink and Tobacco.*—Approximately 3,318 workers affected. In packing houses in Toronto and Winnipeg, hours per week were reduced to 48 with no reduction in wages. In Winnipeg, bakeshop girls were granted a higher minimum wage.

(b) *Leather, including boots, shoes, saddlery, etc.*—One change in wages, involving 40 workers.

(c) *Iron, Steel, and other Metal Working—including Electrical Apparatus.*—Five changes, involving approximately 983 workers. In three cases, hours were reduced to less than 48 hours per week. In the other two cases, wage increases were granted.

(d) *Paper, Pulp, Bookbinding and Printing.*—Five changes, all in the printing trades. They involved some 302 workers. The cities of Halifax, Quebec and Vancouver were those in which the changes took place. Increases ranging from \$3 to \$8 per week were granted.

(e) *Textiles, Cloth and Cottons, etc.*—

Seven changes were noted, two of which were reductions in hours with no reductions in wages. In three cases the Minimum Wage Board of Manitoba fixed the number of hours per week to be worked and also a minimum wage rate.

(f) *Vehicles for Land and Water Transportation.*—One change, affecting the shipyards and iron foundries of Victoria, B.C. It entailed a slight reduction in wages, in accordance with the agreement between the Wages Adjuster and the employees that wages would be varied in proportion to the change in the cost of living.

(g) *Woodworking, Furniture, etc.*—One change, a reduction in hours, affecting furniture companies in Stratford, Ont.

PROFESSIONAL AND TECHNICAL.

Four changes noted. Altogether some 680 school teachers received salary increases. In Galt, Ont., a minimum salary of \$750 per year was set for female teachers, while in Vancouver a minimum of \$950 per year was set. Teachers in Victoria received an increase in wages, and nurses in Vancouver a decrease in hours.

QUARRYING AND MINING.

Sydney miners obtained an 8-hour day. Those who benefit most by the change are surface men, those engaged on haulage and hoisting engines, and firemen. In some cases it will be necessary to place three 8-hour shifts where the men have hitherto been working ten and twelve hours.

RAILWAY, STEAM AND ELECTRIC,
OPERATION.

Wage increases were granted to 1,065 railway employees of the Grand River and Lake Erie and the Grand Trunk Pacific Railways.

SHIPPING AND 'LONGSHORE WORK.

Four changes, affecting approximately 3,848 workers. 'Longshoremen at Halifax and Montreal were chiefly concerned, but sailors and lighthouse tenders at Victoria were also involved. All four changes were increases in wages.

MISCELLANEOUS OCCUPATIONS.

Nineteen changes, affecting approximately 21,523 workers. Hamilton, Ottawa and Winnipeg adopted a two-platoon system for firemen, and in Halifax and Galt the firemen were granted wage increases. In six cities policemen were granted wage increases. In Brantford a minimum wage was established for employees assigned to the Works Department. An 8-hour day was also granted.

The T. Eaton Co. adopted an 8-hour day for all its employees. Hydro-Electric employees to the number of 560 received wage increases; the Hamilton Hydro-Electric Commission granted increases ranging from \$5 to \$10 per month, while in Toronto the Hydro-Electric Commission granted increases according to merit and length of service.

Wireless telegraph operators in Vancouver also received wage increases, the wage scale being graded according to time spent in the service.

CHANGES IN WAGES AND HOURS DURING JANUARY, FEBRUARY AND MARCH, 1919.

Class of employees affected	Firm or establishment	Approximate number of employees affected	Date from which change took effect.	Particulars of change
BUILDING & CONSTRUCTION—				
Electrical workers.....	Montreal, Que.....	604	Feb. 1	Wages of journeymen electricians increased to 68c per hour. Helpers 45c per hour.
Journeymen Stonecutters....	Hamilton, Ont.....	20	Feb. 1	Wages increased from 60c to 70c. per hour.
COMMERCIAL MERCANTILE & CLERICAL.—				
Clerks.....	Twenty retail stores in Fernie, B.C.	150	Mar. 10	Reduction in hours from 52½ per week to 47½.
DOMESTIC AND PERSONAL—				
Waiters and waitresses.....	Montreal hotels.....	158	Mar. 17	Wages increased from \$25 to \$30, with one day off in seven.
LABOURING, GENERAL—				
Civic labourers.....	Guelph, Ont.....	20	Mar. 1	8-hour day adopted.
Civic labourers.....	City works department, Hamilton, Ont.	100	Mar. 1	Wage increase of 2c per hour.
Labourers.....	G. Walter Green Co., Peterboro, Ont.	8	Jan. 10	Wages reduced from 37½c to 35c per hour
Teamsters.....	Borden Milk Co., Montreal, Que.	60	Feb. 24	Partial wage increase granted.
MANUFACTURING AND MECHANICAL INDUSTRIES—				
<i>Food, Drink and Tobacco.—</i>				
Bakeshop girls.....	Biscuit and confectionery factories, Winnipeg, Man.	300	Mar. 24	Minimum wage for experienced workers increased from \$10 to \$12 per week, learners increased from \$8 to \$9 for first 3 months, and from \$9 to \$10 for second 3 months.
Brewery workers.....	Winnipeg firms.....	190	Mar. 14	Wage increase of \$2 per week. Old rate was \$18 to \$21 per week.
Cereal workers.....	Brookman-Ker Milling Co., Victoria, B.C.	28	Mar. 4	Wages increased from \$3.60 to \$3.87 per day. Hours per week reduced from 51 to 50.
Packinghouse employees...	Toronto firms.....	2,800	Mar. 29	Hours per week reduced from 55 to 48 with no reduction in wages.
Packing plant employees..	Swift-Canadian Co., Ltd, Winnipeg, Man.	528	Mar. 31	Hours per week reduced from 60 to 48 with no reduction in wages.
<i>Leather, including boots, shoes, saddlery, etc.—</i>				
Larrigan sewers.....	Fredericton, N.B.....	40	Jan. 27	Wages increased from 55c to 60c per hour.
<i>(c) Iron, steel and other metal working including electrical apparatus—</i>				
Boilermakers.....	St. Thomas, Ont.....	105	Feb. 1	Wages increased from 68c to 80c per hour.
Electrical apparatus workers	Canadian Westinghouse, Hamilton, Ont.	200	Mar. 3	Hours reduced from 50 per week to 9 hours per day for a 5-day week.
Iron, steel and tin workers..	The Steel Co. of Canada, Gananoque, Ont.	114	Jan. 11 (retro-active from Nov.16)	Various wage increases.

CHANGES IN WAGES AND HOURS DURING JANUARY, FEBRUARY AND MARCH' 1919.—*Continued.*

Class of employees affected	Firm or establishment	Approximate number of employees affected	Date from which change took effect.	Particulars of change
MANUFACTURING AND MECHANICAL INDUSTRIES— — <i>Continued</i>				
Jewelry workers.....	Montreal, Que.....	64	Feb. 24	Hours per week reduced from 54 to 44.
Moulders, mounters and polishers.	McClary Mfg. Co., London, Ont.	500	Jan. 1	Hours per week reduced from 54 to 44.
(d) <i>Paper, pulp, bookbinding & Printing.—</i> Compositors.....	All newspaper and job printing establishments in Halifax, N.S.		Jan. 1	Wages of compositors in job offices increased from \$20 to \$24 per week. Wages of compositors in news offices increased from \$20 to \$25 and \$28 per week.
Linotype operators.....	"	90	Jan. 1	Wages increased from \$22 to \$28 per week.
Monotype operators.....	"		Jan. 1	Wages increased from \$20 to \$24 per week
Printers.....	All printing establishments in Quebec except l'Action Catholique.	160	Feb. 15	Wages increase of \$3 per week.
Printers.....	Twelve establishments, Vancouver, B.C.	52	Jan. 8	Wages increase of \$5.00 per week.
(e) <i>Textiles, cloth and cottons, etc.—</i> Knitters (female).....	Knitting establishments, Manitoba.	100	Feb. 9	Minimum wage for experienced workers \$12 per week. Adult learners \$9 to \$11 per week and minors \$7 to \$10.75 according to age and time of service. 50 hours per week.
Milliners.....	Millinery establishments Manitoba.	150	Feb. 9	Minimum wage for experienced workers \$12 per week. From \$5 to \$10 for adult learners; 8½ hours per day. 50 hours per week.
Tailors (female).....	Tailoring establishments Manitoba.	150	Feb. 9	Minimum wage for experienced workers \$12 per week. From \$6 to \$11 for adult learners. 50 hours per week.
Tailors.....	Tailoring establishments, Montreal.	40	Mar. 7	Wage increase \$2 per week. Old rate was \$17 to \$23. Hours per week reduced from 54 to 49.
Textile workers.....	Kingston, Ont.....	156	Feb. 11	Wage increase for weavers of approximately \$2.30 and spoolers \$1.50 to \$2.00 per week.
Textile workers.....	Guelph Carpet and Worsted Spinning Mills, Guelph, Ont.	300	Mar. 31	Hours reduced from 55 to 50 per week with no reduction in wages.
Twine makers.....	The Doon Twine Co., Kitchener, Ont.	50	Jan. 1	Hours per day reduced from 10 to 8½.
(f) <i>Vehicles for land and water transportation.—</i> Shipyard and metal trades workers.	Navy Yard, 2 shipyards, and 7 iron foundries, Victoria, B.C.	4,200	Mar. 1	Wage reduction of 2c per hour.

CHANGES IN WAGES AND HOURS DURING JANUARY, FEBRUARY AND MARCH, 1919.—*Continued.*

Class of employees affected	Firm or establishment	Approximate number of employees affected	Date from which change took effect.	Particulars of change
MANUFACTURING AND MECHANICAL INDUSTRIES.— — <i>Continued.</i> (g) <i>Woodworking, furniture, etc.—</i>				
Carpenters and painters...	Furniture Manufacturing Association of Stratford, Ont.	645	Mar. 20	Hours per week reduced from 59 to 54 with no reduction in wages.
PROFESSIONAL & TECHNICAL				
Nurses.....	General Hospital, Vancouver, B.C.	200	Feb. 26	8-hour shifts for nurses.
Teachers.....	Galt, Ont.....	46	Jan. 1	General increase in wages.
Teachers.....	Vancouver, B.C.....	465	Feb. 7 (retro-active from Jan. 1.)	Average wage increase of 15 per cent. Minimum salary fixed at \$950 per year.
Teachers.....	Victoria, B.C.....	169	Jan. 1	Wage increase of 10 per cent.
QUARRYING AND MINING—				
Miners.....	Coal Companies in Sydney Mines District.	9,000	Mar. 15	8-hour day granted with no reduction in wages.
RAILWAY—STEAM AND ELECTRIC—OPERATION—				
Railway employees.....	The Grand River and Lake Erie & Northern Railways.	65	Jan. 14 in-creases to date back to Dec. 16 1918	Motormen and conductors increased to 36c per hour for 1st year and additional increase of 1c per hour up till 4th year. Freight motormen and constables...42c Sr. Brakemen.....39c Jr. Brakemen.....36c
Railway employees.....	Grand Trunk Pacific Railway.	1,000	Mar. 1	Wage increase averaging \$5 per month to certain employees.
SHIPPING AND LONGSHORE WORK—				
Longshoremen.....	All shipping firms and employers of longshoremen, Halifax, N.S.	1,200	Jan. 1	Wages increased from 40c to 45c per hour for day work and from 55c to 60c per hour for night work.
Lighthouse steamer employees.	Victoria, B.C.....	31	Jan. 17	Wages increased from \$65 to \$70 per month for coal trimmers and from \$75 to \$90 per month for marine firemen.
Longshoremen.....	All shipping firms and employers of longshoremen, Montreal, Que.	2,600	Mar. 7	Average increase of 15c per hour. New rates are: General cargo 60c per hour by day; 65c per hour by night. Grain, 75c per hour; Coal, 65c per hour.
Sailors.....	Victoria, B.C.....	17	Mar. 1 (retro-active from Jan. 1)	Wages increased from \$65 to \$70 per month.

CHANGES IN WAGES AND HOURS DURING JANUARY, FEBRUARY AND MARCH, 1919.—Continued.

Class of employees affected	Firm or establishment	Approximate number of employees affected	Date from which change took effect.	Particulars of change
MISCELLANEOUS OCCUPATIONS				
City works employees.....	Brantford, Ont.....	130	Feb. 10	8-hour day on all work coming under the Board of Works, with a minimum wage of 45c per hour.
Civic employees.....	Halifax, N.S.....	16	Mar. 10	Increases ranging from \$100 to \$300 per year.
Civic employees.....	St. Boniface, Man.....	6	Mar. 24	Wage increases ranging from \$5 to \$15 per month.
Civic employees.....	Works Department, Halifax, N.S.	11	Mar. 9	Wage increases ranging from \$100 to \$200 per year.
Employees of the T. Eaton Company.	T. Eaton Co., Ltd., Toronto and Winnipeg, etc.	20,000	Jan. 1	Adoption of 8-hour day with a five-day July and August and 5½ hours during the rest of the year.
Firemen.....	Hamilton, Ont.....	86	Jan. 1	Two-platoon system which gives the men an 11-hour day instead of 23 hours as formerly.
Firemen.....	Halifax, N.S.....	90	Feb. 28	Wage increase of \$2 per week.
Firemen.....	Galt, Ont.....	15	Mar. 3	Wage increase of \$50 per year.
Firemen.....	Ottawa, Ont.....	140	Mar. 10	Two-platoon system giving shorter hours.
Firemen.....	Winnipeg, Man.....	300	Mar. 24	Two-platoon system giving shorter hours.
Hydro-Electric employees...	Toronto Hydro-Electric Commission.	500	Jan. 1	Wage increase of 5 per cent.
Hydro-Electric employees...	Hamilton Hydro-Electric Commission.	60	Mar. 1	General increase in wages.
Policemen.....	Hamilton, Ont.....	110	Jan. 1	Bonus of \$200 received for term of one year.
Policemen.....	Galt, Ont.....	6	Feb. 13	Wage increases ranging from \$50 to \$90 per year.
Policemen.....	St. Thomas, Ont.....	8	Mar. 10 (retro-active from Jan. 1)	Wage increase of \$15 per month.
Policemen.....	Guelph, Ont.....	8	Mar. 12	Increases ranging from \$25 to \$100 a year.
Policemen.....	Chatham, Ont.....	5	Mar. 28 (retro-active from Jan. 1)	Chief's salary increased \$150 a year. Sergeant increased \$100 per year. Policemen increased \$100 per year.
Policemen.....	Verdun, P.Q.....	22	Mar. 24	General increase. Salaries now are: Chief, \$2,000; Captain, \$1,600; Lieutenant, \$1,500; Sergeant, \$1,440; Constables, \$1,400.
Wireless Telegraph Operators	Vancouver, B.C.....	10	Feb. 5	General increase in wages.

MINIMUM WAGE FOR FEMALE EMPLOYEES IN BRITISH COLUMBIA

THE second award of the British Columbia Minimum Wage Board is embodied in three orders which appeared in the *British Columbia Gazette* of February 27, and went into effect on March 31, 1919. These orders, which are numbered consecutively with the first three covering the mercantile industry,* affect female workers and apprentices in the laundry, cleaning and dyeing industries.

Order No. 4 fixes a minimum wage of twenty-eight and one-eighth cents ($28\frac{1}{8}$ cents) per hour and thirteen dollars and fifty cents (\$13.50) per week for female employees of eighteen years or over (except apprentices) in the laundry, cleaning and dyeing industries.

Order No. 5 fixes a graduated wage scale for minors in the same industries. No girl under eighteen years of age shall be employed at less than the following rates:

\$8.00 a week during the first four months of employment, \$8.50 a week during the second four months, \$9.00 a

week during the third; \$10.00 a week during the fourth, \$11.00 a week during the fifth, and \$12.00 a week during the sixth four months of employment, and thereafter until she reaches eighteen years of age. But any girl who has been employed for at least one year before reaching the age of eighteen years, shall, upon attaining that age, receive the adult minimum rate.

Any female employee who reaches the adult age before completing one year's employment may, with the consent of the board, in accordance with provisions of Section 10 of the Minimum Wage Act, be permitted to complete her apprenticeship period of one year.

Order No. 6 sets forth the conditions under which the Board, as authorized by Section 10, will issue permits for the employment of adult female apprentices in the laundry, cleaning and dyeing industries. The apprenticeship period for such employees shall be one year, during which the minimum wage rates shall be \$9.00 for the first; \$10.50 for the second and \$12.00 for the third four months' period.

*See LABOUR GAZETTE, February, 1919, p. 178.

FAIR WAGES CONTRACTS, APRIL, 1919

DURING April the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to nine fair wage contracts awarded by the Department of Public Works, all of which contained the usual fair wage clause.

A statement was also received as to supplies ordered by the Post Office De-

partment, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Construction of Active Treatment Ward in connection with Military Hospital, Burlington, Ont. Name of contractors, Pigott-Healy Construction Com-

pany, Hamilton, Ont. Date of contract, March 29, 1919. Amount of contract, \$76,600.

Alterations and additions to Assistant Receiver General's office, Toronto, Ont. Name of Contractor, The Britnell Contracting Co., Ltd., Toronto, Ont. Date of contract, April 9, 1919. Amount of contract, \$12,943.

Construction of Educational Block at Royal Military College, Kingston, Ont. Name of contractors, Pigott-Healy Construction Co., Hamilton, Ont. Date of contract, April 12, 1919. Amount of contract, \$326,884, with prices for additional materials if required.

Alterations to existing buildings at Military Hospital, forming two new active treatment pavilions with additional story to Hydrotherapeutic Building, Esquimault, Victoria, B.C. Name of contractor, Robert Moneriff, Vancouver, B. C. Date of contract, April 8, 1919. Amount of contract, \$125,984.

Alterations, etc., to Power Plant in County Hospital, St. John, N.B. Name of contractor, J. H. McPartland, St. John, N.B. Date of contract, April 16, 1919. Amount of contract, \$8,885.

Alterations to existing stone buildings for conversion of same into Power House in connection with Military Hospital, Kingston, Ont. Name of contractor, W. H. Harvey, Kingston, Ont. Date of contract, April 17, 1919. Amount of contract, \$60,215.

Alterations and additions to existing stone building for conversion of same into Military Hospital (Pavilion "A"), Kingston, Ont. Name of contractor, W.

H. Harvey, Kingston, Ont. Date of contract, April 9, 1919. Amount of contract, \$76,000.

Reconstruction of wharf, approach, etc., New Massett (Queen Charlotte Islands), Skeena District, B.C. Name of contractor, William Thomas Muse, Prince Rupert, B.C. Date of contract, April 14, 1919. Amount of contract, \$12,333.45.

Construction of Medical Officers' Residence, Nurses' Quarters, Orderlies' Barracks and a Recreation Building in connection with Military Hospital, Winnipeg, (Tuxedo) Man. Name of contractors, Carter-Halls-Aldinger Company, Limited, Winnipeg, Man. Date of contract, April 16, 1919. Amount of contract, \$172,363.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in April for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions.

Nature of orders.	Amount of orders
Making metal dating stamps and type and making other hand stamps and brass crown seals.	\$ 1,275.45
Making rubber stamps.	87.48
Supplying stamping material and repairing stamping pads.	845.96
Supplying 24-lb double beam parcel scales. .	1,260.25
Supplying mail bag fittings.	8,886.93
Supplying new mail satchels.	700.00
Repairing and supplying steel portable boxes and mail clerks' tin travelling boxes. .	401.55
Making and supplying letter carriers' uniforms.	23,729.28

AGREEMENT BETWEEN THE 'LONGSHOREMEN OF MONTREAL AND THE SHIPPING FEDERATION OF CANADA

AN agreement has been signed between the Syndicated 'Longshoremen of Montreal and the Shipping Federation of Canada with reference to the rates of wages and working conditions that shall be in effect from April 15, 1919, to January 1, 1920. The agreement, which provides an average increase in wages of 15 cents per hour over the former rates and affects some 2,600 workmen, is as follows:

Memorandum of agreement made this 15th day of April, 1919, between the Anchor-Donaldson Line, Ltd.; Black Diamond Line; Cairn-Thomson Line; Canadian Pacific Ocean Services, Limited; Crown Line; Cunard Line; Direct Line; Furness Line; Head Line; Hudson's Bay Company; Leyland Line; Manchester Liners, New Zealand Shipping Co., Ltd.; South African Line; White Star-Dominion Line, hereinafter called the Companies, and the Syndicated 'Longshoremen's Association of the Port of Montreal, hereinafter called the 'Longshoremen.

Witnesseth:

1. That this agreement is entered into and shall continue in full force and effect for one year from the 1st of January, 1919.

2. That in consideration of the undertakings hereby entered into and obligations assumed by the 'Longshoremen, the Companies hereby undertake and agree:

(a) To deposit forthwith Two Thousand Dollars (\$2,000) with an incorporated Trust Company, or any other party as may be mutually agreed, as Trustees, for a guarantee of the due performance by them of this agreement.

(b) That the working hours shall be from 7 o'clock a.m. until 12 o'clock a.m. and from 1 o'clock p.m. until 6 o'clock p.m. at the rate of 60c. per hour for day work; and from 7 o'clock p.m. until 11 o'clock p.m. and from 12 o'clock p.m. until 5 o'clock a.m. at the rate of 65c. per hour for night work.

(c) That double time be paid on Sundays.

(d) That when 'longshoremen are compelled to work any meal hour they shall receive double time at the prevailing rate of wages and for each succeeding hour until discharged for meals.

(e) That nitrate and bulk sulphur be paid at the rate of 75c. per hour, day or night.

(f) That grain trimming and bagging be paid at the rate of 75c. per hour, day or night, and the running of the grain in the pipes to be stopped while the men go down in the hold to work; two men to stand on deck during that time if necessary.

(g) That men ordered out to work at night must be ordered out for 7 o'clock p.m., and be paid full time at the prevailing rate from that hour until discharged or set to work.

(h) That night meals are to be taken between 11 o'clock p.m. and 12 o'clock p.m. and the ship to supply good meals or pay cost thereof.

(i) That coal handling on general cargo vessels be paid at the rate of 65c. per hour, day or night.

(j) That fifteen men will constitute a gang for discharging and sixteen men for loading according to the nature of the cargo and the capacity of the ship.

(k) To give work to the men signing the personal agreement hereinafter referred to, when available, in preference over men not having so signed.

(l) To furnish the men, if requested, the best respirators to protect them while trimming the grain.

(m) All the above mentioned conditions and schedule of wages to apply to all ocean steamships coming into the Port of Montreal under the Companies' jurisdiction.

3. That in consideration of the scales of wages hereby agreed to by the Companies, and the schedule of working hours and other undertakings hereby entered into, the 'Longshoremen undertake and agree:

(a) To deposit forthwith Two Thousand (\$2,000) with an incorporated Trust Company, or any other party as may be mutually agreed as Trustees, for a guarantee of the due performance by them of this agreement.

(b) To supply the necessary men under their jurisdiction to perform the work of 'longshoremen throughout the term of this agreement.

(c) That in addition to the present contract,

each of the 'Longshoremen will individually sign a personal contract with the Company when commencing to work each season, whereby he will undertake and agree to work in accordance with the present contract until the close of navigation for the season of 1919.

(d) That the 'Longshoremen will accept and adhere to the scale of wages and schedule of working hours herein set forth until the 1st of January, 1920.

4. That the Companies and the 'Longshoremen hereby consent and agree that the two deposits of Two Thousand Dollars (\$2,000) each herein above referred to, will be paid over to the Trustees upon the understanding that the sums so deposited by each of the parties shall be applied by the said Trustees in payment in order of priority of time, of any and all judgments or orders of any Court in the Province of Quebec in favour of the other party, but upon the expiration of this agreement, each deposit or balance of deposit, with accrued interest, will be returned by the Trustees to the party entitled thereto.

5. In view of the representations made by the 'Longshoremen, that the deposit under the 1910 agreement only returned them three per cent, and under the 1917 agreement five per cent, while it was on deposit with the Trust Company, the Companies are willing and hereby undertake to make up any difference so that the 'Longshoremen will get a return of not less than six per cent for any money deposited in trust.

6. That the Companies having already recognized the Syndicated 'Longshoremen, the Syndicated 'Longshoremen of Montreal shall have the right to appoint a representative on the wharves to be elected at a general meeting of the 'Longshoremen.

In witness whereof the parties have signed:

LES DÉBARDEURS SYNDIQUÉS DU PORT
MONTREAL,

par C. BUGOLD,
Secrétaire-trésorier.

SUPPLEMENTS Nos. 15 AND 16 TO THE McADOO AWARD—AFFECTING EMPLOYEES IN ENGINE AND TRAIN SERVICE

Supplements to be effective on Canadian Railways

THE Director General of United States Railroads has recently issued Supplements Nos. 15 and 16 to General Order No. 27, standardizing wage rates of engineers, firemen, conductors and trainmen on all railroads under federal control in the United States. The text of these supplements is reprinted in full below except that in each case the three concluding articles, which deal with re-classification and the application and interpretation of the orders, have been omitted.

These supplements, in accordance with understanding, will be applied by the Canadian Railway War Board to Canadian railways.

Supplement No. 15

Effective January 1, 1919, except as otherwise provided herein, as to employees herein named, the following rates of pay and rules for overtime and working conditions upon railroads in Federal operation are hereby ordered:

PASSENGER SERVICE.

ARTICLE I.—Rates of Pay:

(a)

Weight on drivers	ENGINEERS		FIREMEN				HELPERS	
			Coal		Oil		Electric	
	Per mile	Per day	Per mile	Per day	Per mile	Per day	Per mile	Per day
	c.	\$	c.	\$	c.	\$	c.	\$
Less than 80,000 pounds.....	5.60	5.60	4.00	4.00	4.00	4.00	4.00	4.00
80,000 to 100,000 pounds.....	5.60	5.60	4.08	4.08	4.00	4.00	4.00	4.00
100,000 to 140,000 pounds.....	5.68	5.68	4.16	4.16	4.00	4.00	4.00	4.00
140,000 to 170,000 pounds.....	5.76	5.76	4.32	4.32	4.16	4.16	4.00	4.00
170,000 to 200,000 pounds.....	5.84	5.84	4.40	4.40	4.24	4.24	4.00	4.00
200,000 to 250,000 pounds	5.92	5.92	4.48	4.48	4.32	4.32	4.16	4.16
250,000 to 300,000 pounds	6.00	6.00	4.48	4.48	4.32	4.32	4.16	4.16
300,000 to 350,000 pounds	6.08	6.08	4.56	4.56	4.40	4.40	4.16	4.16
350,000 to 400,000 pounds	6.16	6.16	4.64	4.64	4.48	4.48	4.16	4.16
400,000 to 450,000 pounds	6.24	6.24	4.72	4.72	4.56	4.56	4.32	4.32
450,000 to 500,000 pounds	6.32	6.32	4.80	4.80	4.64	4.64	4.32	4.32
500,000 pounds or over.....	6.40	6.40	4.88	4.88	4.72	4.72	4.32	4.32
Mallets regard- less of weight.	6.60	6.60	5.20	5.20	5.00	5.00	.....	.....

(b) In short turn-around passenger service, the earnings from mileage, overtime or other rules applicable, for each day service is performed, shall be not less than \$6.00 for engineers and \$4.25 for firemen.

(c) Engineers, firemen or helpers employed on electric locomotives in passenger service to be paid the rates shown in preceding table, based upon weight on drivers. In the application of the rates for various driver weights in electric locomotive service, the total weight on drivers of all units operated by one engine crew shall be the basis for establishing the rate.

(d) Electric car service, whether operated in multiple unit or single unit, to be paid minimum rate in preceding table.

(e) All motor cars used in passenger service operated under train rules by engineers, regardless of whether operated by gasoline, steam, electricity, or other motive power, to be paid minimum rate in preceding table.

(f) The term "helper" as used in this order will be understood to mean the second man employed on electric locomotives or other than steam power.

ARTICLE II.—Basic Day:

One hundred miles or less (straight-away or turn-around), five hours or less, except as provided in Article III, Section (a), shall constitute a day's work, miles in excess of 100 will be paid for at the mileage rate provided, according to class of engine.

ARTICLE III.—Overtime:

(a) Engineers, firemen and helpers on short turn-around passenger runs, no single trip of which exceeds 80 miles, including suburban and branch line service, shall be paid overtime for all time actually on duty, or held for duty, in excess of eight hours (computed on each run from the time required to report for duty to the end of the run) within ten consecutive hours; and also for all time in excess of ten consecutive hours computed continuously from the time first required to report to the final release at the end of the last run. Time shall be counted as continuous service in all cases where the interval of release from duty at any point does not exceed one hour. This rule applies regardless of mileage made.

For calculating overtime under this rule the management may designate the initial trip.

(b) Engineers, firemen and helpers on other passenger runs shall be paid overtime on a speed basis of twenty miles per hour computed continuously from the time required to report for duty until released at the end of the last run. Overtime shall be computed on the basis of actual overtime worked or held for duty, except that when the minimum day is paid for the service performed, overtime shall not accrue until the expiration of five hours from the time of first reporting for duty.

Where a more favourable overtime rule exists, such rule may be retained, in which event this section will not apply.

Where the provisions of this section for continuous time on turn-around runs of over 80 miles one way, change existing overtime rules, the effective date will be April 10, 1919, otherwise January 1, 1919.

(c) Overtime in all passenger service shall be paid for on the minute basis at a rate per hour of not less than one-eighth of the daily rate herein provided, according to class of engine.

FREIGHT SERVICE.

ARTICLE IV.—Rates of Pay:

(a) Rates for engineers, firemen and helpers in through and irregular freight, pusher, helper, mine run or roustabout, belt line or transfer, work, wreck, construction, snow-plow, circus trains, trains established for the exclusive purpose of handling milk, and all other unclassified service shall be as follows:

Weight on Drivers	ENGINEERS		FIREMEN				HELPER	
	Steam, Electric or other power		Coal		Oil		Electric	
	Per mile	Per day	Per mile	Per day	Per mile	Per day	Per mile	Per day
Less than 80,000 pounds.....	6.08	6.08	4.24	4.24	4.24	4.24	4.24	4.24
80,000 to 100,000 pounds.....	6.16	6.16	4.32	4.32	4.24	4.24	4.24	4.24
100,000 to 140,000 pounds.....	6.24	6.24	4.48	4.48	4.32	4.32	4.24	4.24
140,000 to 170,000 pounds.....	6.48	6.48	4.64	4.64	4.48	4.48	4.24	4.24
170,000 to 200,000 pounds.....	6.64	6.64	4.80	4.80	4.64	4.64	4.24	4.24
200,000 to 250,000 pounds	6.80	6.80	4.96	4.96	*4.80	*4.80	4.40	4.40
250,000 to 300,000 pounds	6.94	6.94	5.12	5.12	5.12	5.12	4.40	4.40
300,000 to 350,000 pounds	7.08	7.08	5.28	5.28	5.28	5.28	4.40	4.40
350,000 and over	7.28	7.28	5.44	5.44	5.44	5.44	4.40	4.40
Mallets less than 275,000 pounds	7.78	7.78	5.44	5.44	5.44	5.44	.....	.....
Mallets 275,000 pounds and over	8.00	8.00	5.75	5.75	5.75	5.75	.....	.....

*Oil differential not to apply on engines weighing over 215,000 pounds on drivers.

(b) For local or way-freight service, 52 cents per 100 miles or less for engineers and 40 cents per 100 miles or less for firemen shall be added

to the through freight rates, according to class of engine; miles over 100 to be paid for pro rata.

(c) The term "helper" as used in this order will be understood to mean the second man employed on electric locomotives or other than steam power.

ARTICLE V.

(a) Where rates below those for coal-burning locomotives are provided in this order for oil-burning locomotives, they shall apply only on the railroads where differentials have heretofore existed.

(b) If a type of locomotive is introduced on a railroad which formerly was not in use on that railroad, and the rates herein provided are less than those in effect on other roads in the territory, the rates of the other roads shall be applied.

(c) Road engineers, firemen and helpers required to perform a combination of more than one class of road service during the same trip will be paid at the rate and according to the rules governing each class of service for the time or miles engaged in each, but will be paid for the entire trip not less than a minimum day-at the highest rate applying for any class of service performed during such trip.

When two or more locomotives of different weights on drivers are used during a trip or day's work, the highest rate applicable to any engine used shall be paid for the entire day or trip.

ARTICLE VI.

Wherever electric or other power is installed as a substitute for steam, or is now operated as a part of their system on any of the tracks operated or controlled by any of the railroads, the locomotive engineers shall have preference for positions as engineers or motormen, and locomotive firemen for the positions as firemen or helpers on electric locomotives; but these rights shall not operate to displace any men holding such positions on the date of issuance of this order.

ARTICLE VII.—Basic Day and Overtime:

(a) In all classes of service covered by Article IV (except where under mileage schedules a more favourable condition exists), 100 miles or less, eight hours or less (straight-away or turn-around) shall constitute a day's work; miles in excess of miles required for a minimum day will be paid at the mileage rates provided, according to class of engine or other power used.

(b) Where there is no existing agreement regarding overtime provisions more favourable to the employees, on runs of 100 miles or less overtime will begin at the expiration of eight hours; on runs of over 100 miles overtime will

begin when the time on duty exceeds the miles run divided by 12½. Overtime shall be paid for on the minute basis, at not less per hour than one-eighth of the daily rate according to class of engine or other power used.

ARTICLE VIII.—Held Away From Home Terminal:

Present rules in effect to be continued subject to provisions of Article XXIII; it being the intention that the propriety of a standard rule be considered by the Board herein provided for.

ARTICLE IX.—Monthly, Daily or Trip Basis:

(a) All service which, prior to the effective date of this order was paid on a monthly, daily or trip basis, shall be established upon the mileage basis and paid the rates according to class of service and operated under the rules herein provided.

(b) In branch line service where differentials now exist in either rates, overtime basis or other conditions of service, the main line rates shall be applied for the class of service performed. Miles in excess of the mileage constituting a day will be paid pro rata. If existing rates are higher than the revised main line rates they shall be preserved, but the excess in the rate over the main line rate may be applied against overtime. The passenger or freight overtime basis shall be applied according to the rate per day. Other existing conditions of service shall not be affected by the foregoing.

(c) On other than Class I roads, independent of operation, the rates of this order shall be applied for the classes of service performed, but no charge is required in the miles, hours or service for which the former rates compensated. Existing higher rates shall be preserved. This section does not apply to terminal and other roads where recognized standard rates and conditions are in effect.

(d) If this order in any case produces abnormally high earnings because of unavoidable long lay-overs, such cases may be referred back to the Director General for special disposition.

ARTICLE X.—Arbitrarities and Special Allowances:

The same rates shall apply to all arbitrarities and special allowances as are applicable to the service of which they are a part or upon which they are based, or if not related to any particular class of service, the increase applicable to through freight service shall apply, except that in no case shall they exceed the pro rata rate of the service upon which the increase is based. The minimum time or mileage allowances shall remain in effect.

ARTICLE XI.—Beginning and Ending of Day:

(a) In all classes of service, engineers', firemen's and helpers' time will commence at the time they are required to report for duty, and shall continue until the time the engine is placed on the designated track or they are relieved at terminal.

(b) Engineers, firemen and helpers in pool or irregular freight service may be called to make short trips and turn-arounds with the understanding that one or more turn-around trips may be started out of the same terminal and paid actual miles with a minimum of 100 miles for a day provided, (1) that the mileage of all the trips does not exceed 100 miles, (2) that the distance run from the terminal to the turning point does not exceed 25 miles, and (3) that engineers, firemen, or helpers shall not be required to begin work on a succeeding trip out of the initial terminal after having been on duty eight consecutive hours, except as a new day subject to the first in—first out rule or practice.

YARD SERVICE.**ARTICLE XII.—Rates of Pay:**

Weight on Drivers	ENGINEERS	FIREMEN	HELPERS
		Steam	Electric
	Per day	Per day	Per day
Less than 140,000 pounds.	\$5.60	\$4.16	\$4.16
140,000 to 200,000 pounds.	5.76	4.28	4.16
200,000 to 300,000 pounds.	5.92	4.40	4.16
300,000 pounds and over.	6.08	4.56	4.32
Mallets under 275,000 pounds.	6.68	5.28	....
Mallets 275,000 pounds and over	6.92	5.52	....

ARTICLE XIII.—Basic Day:

Eight hours or less shall constitute a day's work.

ARTICLE XIV.—Overtime:

Except when changing off where it is the practice to work alternately days and nights for certain periods, working through two shifts to change off; or where exercising seniority rights from one assignment to another; or when extra men are required by schedule rules to be used—(any rules to the contrary to be changed accordingly)—all time worked in excess of eight hours' continuous service in a twenty-four hour period shall be paid for as overtime, on the minute basis at one and one-half times the hourly rate, according to class of engine.

This rule applies only to service paid on the hourly or daily basis and not to service paid on mileage or road basis.

This rule is effective April 10, 1919, but in calculating back pay from January 1, 1919, overtime accruing under former rules after eight (8) hours' service shall be paid at one and one-half times the hourly rate.

ARTICLE XV.—Assignments:

Engineers, firemen and helpers shall be assigned for a fixed period of time which shall be for the same hours daily for all regular members of a crew. So far as is practicable assignments shall be restricted to eight hours' work.

ARTICLE XVI.—Starting Time:

(a) Regularly assigned yard crews shall each have a fixed starting time and the starting time of a crew will not be changed without at least 48 hours' advance notice. Practices on individual roads as to handling of transfer crews are not affected by this section.

(b) Where three eight-hour shifts are worked in continuous service, the time for the first shift to begin work will be between 6.30 a.m. and 8.00 a.m.; the second 2.30 p.m. and 4.00 p.m.; and the third 10.30 p.m. and 12.00 mid-night.

(c) Where two shifts are worked in continuous service the first shift may be started during any one of the periods named in Section (b).

(d) Where two shifts are worked not in continuous service the time for the first shift to begin work will be between the hours of 6.30 a.m. and 10.00 a.m., and the second not later than 10.30 p.m.

(e) Where an independent assignment is worked regularly the starting time will be during one of the periods provided in Sections (b) or (d).

(f) At points where only one yard crew is regularly employed, they can be started at any time, subject to Section (a).

(g) Where mutually agreeable, on account of conditions produced by having two standards of time, starting time may be changed one hour from periods above provided.

ARTICLE XVII.—Calculating Assignment and Meal Periods:

The time for fixing the beginning of assignments or meal periods is to be calculated from the time fixed for the crew to begin work as a unit without regard to preparatory or individual duties.

ARTICLE XVIII.—Point for Beginning and Ending Day:

(a) Provisions of existing rules that there shall be a specified point for either going on or off duty, or both, are not affected by any-

thing herein; but schedules having no such rules shall be modified to provide that yard crews shall have a designated point for going on duty and a designated point for going off duty.

(b) The point for going on and off duty will be governed by local conditions. In certain localities instructions will provide that engine crews will report at the hump, others report at yard office, others at engine houses or ready tracks. It is not considered that the place to report will be confined to any definite number of feet, but the destination will indicate a definite and recognized location.

ARTICLE XIX.—*Lunch Time:*

(a) Yard crews will be allowed 20 minutes for lunch between 4½ and 6 hours after starting work without deduction in pay.

(b) Yard crews will not be required to work longer than 6 hours without being allowed 20 minutes for lunch, with no deduction in pay or time therefor.

(c) This Article is effective April 10, 1919.

ARTICLE XX.—*Arbitrariness and Special Allowances:*

Where it has been the practice or rule to pay a yard engine crew or either member thereof of arbitrariness or special allowances, or to allow another minimum day for extra or additional service performed during the course of or continuous after the end of the regularly assigned hours, such practice or rule is hereby eliminated, except where such allowances are for individual service not properly within the scope of yard service.

This Article is effective April 10, 1919.

ARTICLE XXI.—*Hostlers' and Hostler Helpers' Rates of Pay:*

	Per-day.
Inside hostlers	\$4.16
Outside hostlers	4.80
Helpers	3.60

The term "helper" applies to employees when used to assist outside hostlers.

Articles XIII and XIV of the yard rules shall apply to hostlers and hostler helpers.

Supplement No. 16

Effective January 1, 1919, except as otherwise provided herein as to employees herein named, the following rates of pay and rules for overtime and working conditions upon railroads in Federal operation are hereby ordered:

PASSENGER SERVICE.

ARTICLE I.—*Rates of Pay:*

(a) Rates for trainmen on trains propelled by steam or other motive power except as provided in Section (b).

Class	Per mile	Per day	Per month
	c.	\$	\$
Conductors.....	4.00	6.00	180.00
Assistant Conductors or Ticket Collectors.....	3.20	4.80	144.00
Baggagemen, operating dynamo	3.00	4.50	135.00
*Baggagemen handling express.	3.00	4.50	135.00
Baggagemen.....	2.77	4.16	124.80
Flagmen and brakemen.....	2.66	4.00	120.00

*Rates specified for "Baggagemen handling Express" apply to baggagemen in the employ of railroads who shall be paid exclusively by the railroads.

(b) The above rates apply on all roads except exclusively suburban roads doing passenger business only, upon which the following rates shall apply:

Class	Per mile	Per day	Per month
	c.	\$	\$
Conductors.....	3.00	4.50	135.00
Ticket collectors.....	2.77	4.16	124.80
Guards performing duties of brakemen or flagmen.....	2.45	3.68	110.40

ARTICLE II.—*Basic Day:*

One hundred and fifty (150) miles or less (straight-away or turn-around) shall constitute a day's work. Miles in excess of 150 will be paid for at the mileage rates provided.

A passenger day begins at the time of reporting for duty for the initial trip. Daily rates obtain until the miles made at the mileage rates exceed the daily minimum.

ARTICLE III.—*Overtime:*

(a) Trainmen on short turn-around passenger runs, no single trip of which exceeds 80 miles, including suburban and branch line service, shall be paid overtime for all time actually on duty, or held for duty, in excess of eight hours (computed on each run from the time required to report for duty to the end of that run) within ten consecutive hours; and also for all time in excess of ten consecutive hours computed continuously from the time first required to report to the final release at the end of the last run. Time shall be counted as continuous service in all cases where the interval of release from duty at any point does not exceed one hour. This rule applies regardless of mileage made.

For calculating overtime under this rule, the management may designate the initial trip.

(b) Trainmen on other passenger runs shall be paid overtime on a speed basis of 20 miles per hour computed continuously from the time required to report for duty until released at the end of last run. Overtime shall be computed on the basis of actual overtime worked or held for duty, except that when the minimum day is paid for the service performed overtime shall not accrue until the expiration of seven (7) hours and thirty (30) minutes from time of first reporting for duty.

Where a more favourable overtime rule exists, such rule may be retained, in which event this section will not apply.

Where the provisions of this section for continuous time on turn-around runs of over 80 miles one way, change existing overtime rules, the effective date will be April 10, 1919; otherwise January 1, 1919.

(c) Overtime in all passenger service shall be paid for on the minute basis at a rate per hour of not less than one-eighth of the daily rate herein provided.

ARTICLE IV.—*Guarantees:*

(a) Regularly assigned passenger trainmen who are ready for service the entire month and who do not lay off of their own accord, shall receive the monthly guarantee provided for in Section (a) of Article 1, exclusive of overtime, except that former higher monthly guarantees shall be preserved.

Extra service may be required sufficient to make up these guarantees, and may be made between regular trips; may be made on lay-off days; or may be made before or after completion of the trip. If extra service is made between trips, which go to make up a day's assignment, such extra service will be paid for on the basis of miles or hours, whichever is the greater, with a minimum of one hour. Extra service before or after the completion of a day's work will pay not less than the minimum day.

The basis of pay for extra service apply only in making up the guarantees. After guarantees are absorbed, schedule provisions for extra service apply.

(b) When a regularly assigned passenger man lays off of his own accord or is held out of service the extra man will receive the same compensation the regular man would have received, and the amount paid the extra man or men will be deducted from the amount the regular man would have received had he remained in service, the sum of the payments to the man, or men, who may be used on the run equalling the monthly guarantee.

(c) Reductions in crews or increases in mileage in passenger service from assignments in effect January 1, 1919, shall not be made for the purpose of off-setting these increases in

wages, but nothing in this order is understood to prevent adjustment of runs in short turn-around and suburban service that are paid under minimum rules, for the purpose of avoiding payment of excess mileage, or overtime that would accrue under these rules without reducing the number of crews. Such runs may be re-arranged, extended or have mileage changed by addition of new train service; separate pools or assignments may be segregated or divided; provided that crews are not taken off or reduced in number. Added mileage up to mileage equalling the mileage rate divided into the guaranteed daily rate does not change, take from or add to the minimum day's pay, and this added mileage is not to be construed as "increase in mileage" within the meaning of this Article.

(d) For the purpose of avoiding payment of excess overtime on turn-around runs in passenger service when any part or leg thereof is over 80 miles, the railroads will be privileged to re-arrange runs, combine pools or sets of runs, and may establish interdivisional runs excepting when this may be prohibited by provisions of existing agreements, such runs to be paid for in accordance with the mileage schedules of this order, but in no case less than the combination of trip rates in effect at the date of this order.

FREIGHT SERVICE.

ARTICLE V.—*Rates of Pay:*

(a) For service paid the through freight rates under schedules in effect prior to January 1, 1919, the rates shall be as follows:

Class.	Per mile.	Per day.
Conductors	5.40c	\$5.40
Flagmen and brakemen	4.08c	\$4.08

(b) For service paid the local or way freight rates under schedules in effect prior to January 1, 1919, the rates shall be as follows:

Class.	Per mile.	Per day.
Conductors	5.92c	\$5.92
Flagmen and brakemen	4.48c	\$4.48

MILK, MIXED AND MISCELLANEOUS TRAIN SERVICE.

(c) The same increases shall apply to milk, mixed and miscellaneous train service as are applied to the service in which they are now classified. Where there is a separate rate for milk, mixed or miscellaneous classes of service, it shall be increased in the same amount compared with the rates in effect December 31, 1917, as the through freight or passenger rate, according to the overtime basis on which it is calculated.

ARTICLE VI.—*Basic Day and Overtime:*

(a) In all road service, except passenger service and where under mileage schedules a more favourable condition exists, 100 miles or less, eight hours or less (straight-away or turn-around), shall constitute a day's work. Miles in excess of miles required for a minimum day will be paid for at the mileage rates provided.

(b) Where there is no existing agreement regarding overtime provisions more favourable to the employees, on runs of 100 miles or less, overtime will begin at the expiration of eight hours; on runs of over 100 miles, overtime will begin when the time on duty exceeds the miles run divided by $12\frac{1}{2}$. Overtime shall be paid for on the minute basis, at not less per hour than one-eighth of the daily rate.

ARTICLE VII.—*Guarantees:*

(a) Regularly assigned way freight, wreck, work and construction trainmen who are ready for service the entire month and who do not lay off of their own accord, will be guaranteed not less than 100 miles or eight hours for each calendar working day, exclusive of overtime (this to include legal holidays). If, through act of Providence, it is impossible to perform regular service, guarantee does not apply.

(b) Crews may also be used in any other service to complete guarantee when for any reason regular assignment is discontinued, but such service shall be paid for at schedule rates unless earnings from such rates would be less per day than would have been earned in regular assignment.

ARTICLE VIII.—*Held Away From Home Terminal:*

Present rules in effect to be continued subject to provisions of Article XXII; it being the intention that the propriety of a standard rule be considered by the Board herein provided for.

ARTICLE IX.—*Monthly, Daily or Trip Basis:*

(a) All service which prior to the effective date of this order was paid on a monthly, daily or trip basis, shall be established upon the mileage basis and paid the rates according to class of service and operated under the rules herein provided.

(b) In branch line service where differentials now exist in either rates, overtime bases or other conditions of service, the main line rates shall be applied for the class of service performed. Miles in excess of the mileage constituting a day will be paid pro rata. If existing rates are higher than the revised main line rates they shall be preserved, but the excess in the rate over the main line may be applied against overtime. The passenger or freight overtime bases shall be applied according to

the rate paid. Other existing conditions of service shall not be affected by the foregoing.

(c) On other than Class 1 roads, independently operated, the rates of this order shall be applied for the classes of service performed, but no change is required in the miles, hours or service for which the former rates compensated. Existing higher rates shall be preserved. This section does not apply to terminal and other roads where recognized standard rates and conditions are in effect.

(d) If this order in any case produces abnormally high earnings because of unavoidable long lay-overs, such cases may be referred back to the Director General for special disposition.

ARTICLE X.—*Arbitraries and Special Allowances:*

The same rates shall apply to all arbitraries and special allowances as are applicable to the service of which they are a part or upon which they are based, or if not related to any particular class of service, the increase applicable to through freight service shall apply, except that in no case shall they exceed the pro rata rate of the service upon which the increase is based. The minimum time or mileage allowances shall remain in effect.

ARTICLE XI.—*Beginning and Ending of Day:*

(a) In all classes of service trainmen's time will commence at the time they are required to report for duty, and shall continue until the time they are relieved from duty.

(b) Trainmen in pool or irregular freight service may be called to make short trips and turn-arounds with the understanding that one or more turn-around trips may be started out of the same terminal and paid actual miles with a minimum of 100 miles for a day, provided (1) that the mileage of all the trips does not exceed 100 miles, (2) that the distance run from the terminal to the turning point does not exceed 25 miles, and (3) that trainmen shall not be required to begin work on a succeeding trip out of the initial terminal after having been on duty eight consecutive hours, except as a new day subject to the first in—first out rule or practice.

YARD SERVICE.

ARTICLE XII.—*Rates of Pay:*

	PER DAY.	
	Denver Differential Territory.	All other Territories.
Foremen	\$5.44	\$5.33
Helpers	5.11	5.00
Switchtenders	4.00	4.00

Where rules of existing schedule agreements provide that switchtenders are paid helpers' rates, such rules will be continued.

ARTICLE XIII.—Basic Day:

Eight hours or less shall constitute a day's work.

ARTICLE XIV.—Overtime:

Except when changing off where it is the practice to work alternately days and nights for certain periods, working through two shifts to change off; or where exercising seniority rights from one assignment to another; or when extra men are required by schedule rules to be used—(any rules to the contrary to be changed accordingly)—all time worked in excess of eight hours' continuous service in a twenty-four hour period shall be paid for as overtime, on the minute basis at one and one-half times the hourly rate. This rule applies only to service paid on an hourly or daily basis and not to service paid on mileage or road basis.

This rule is effective April 10, 1919, but in calculating back pay from January 1, 1919, overtime accruing under former rules after eight hours' service shall be paid at one and one-half times the hourly rate.

ARTICLE XV.—Assignments:

Yardmen shall be assigned for a fixed period of time which shall be for the same hours daily for all regular members of a crew. So far as it is practicable assignment shall be restricted to eight hours' work.

ARTICLE XVI.—Starting Time:

(a) Regularly assigned yard crews shall each have a fixed starting time and the starting time of a crew will not be changed without at least 48 hours' advance notice. Practices on individual roads as to handling of transfer crews are not affected by this section.

(b) Where three eight-hour shifts are worked in continuous service, the time for the first shift to begin work will be between 6.30 a.m. and 8.00 a.m.; the second 2.30 p.m. and 4.00 p.m.; and the third 10.30 p.m. and 12.00 midnight.

(c) Where two shifts are worked in continuous service the first shift may be started during any one of the periods named in Section (b).

(d) Where two shifts are worked not in continuous service the time for the first shift to begin work will be between the hours of 6.30 a.m. and 10.00 a.m. and the second not later than 10.30 p.m.

(e) Where an independent assignment is worked regularly the starting time will be during one of the periods provided in Sections (b) or (d).

(f) At points where only one yard crew is regularly employed, they can be started at any time, subject to Section (a).

(g) Where mutually agreeable, on account of conditions produced by having two standards of time, starting time may be changed one hour from periods above provided.

ARTICLE XVII.—Calculating Assignment and Meal Periods:

The time for fixing the beginning of assignments or meal periods is to be calculated from the time fixed for the crew to begin work as a unit without regard to preparatory or individual duties.

ARTICLE XVIII.—Point for Beginning and Ending Day:

(a) Provisions of existing rules that there shall be a specified point for either going on or off duty, or both, are not affected by anything herein, but schedules having no such rules shall be modified to provide that yard crews shall have a designated point for going on duty and a designated point for going off duty.

(b) The point for going on and off duty will be governed by local conditions. In certain localities instructions will provide that yardmen will report at the hump, others report at yard office, others at engine houses or ready tracks. It is not considered that the place to report will be confined to any definite number of feet, but the designation will indicate a definite and recognized location.

ARTICLE XIX.—Lunch Time:

(a) Yard crews will be allowed 20 minutes for lunch between 4½ and 6 hours after starting work, without deduction in pay.

(b) Yard crews will not be required to work longer than 6 hours without being allowed 20 minutes for lunch, with no deduction in pay or time therefor.

(c) This Article is effective April 10, 1919.

ARTICLE XX.—Arbitraries and Special Allowances:

Where it has been the practice or rule to pay a yard crew, or any member thereof, arbitraries or special allowances, or to allow another minimum day for extra or additional service performed during the course of or continuous after end of the regularly assigned hours, such practice or rule is hereby eliminated, except where such allowances are for individual service not properly within the scope of yard service.

This Article is effective April 10, 1919.

PRICES, RETAIL AND WHOLESALE, IN CANADA, APRIL, 1919, AND IN OTHER COUNTRIES

DURING April there was a slight rise in the level of prices, retail and wholesale. The decline which had occurred in several lines since November, 1918, was halted in some respects and there were advances in several lines, due chiefly to seasonal conditions. Meats began to rise as is usual in the spring. Eggs began to recover from the spring decline, while there was a sharp rise in butter between the middle of March and the middle of April, followed by a steep decline toward the end of April. In some metals there was a slight recovery after the continuous and considerable fall since November. Onions and turnips advanced sharply. There was a rise in wool, but manufactured cottons were lower. In Great Britain and the United States the downward trend in prices since November also appears to have been arrested. In the former, cereals, meat and minerals were upward; and, in the latter, food and leather goods were upward. Bradstreet's index number of wholesale prices in the United States, while higher for April first, was lower for May first.

In retail prices the average cost of a family budget of staple foods in some sixty cities was higher than March, being \$13.35 at the middle of April, as compared with \$13.05 in the middle of March, \$12.57 in April, 1917, and \$7.51 in April, 1914. The increase for the month was due almost entirely to increases in butter, but meats were also higher, particularly beef and mutton. Eggs and beans averaged lower. An-

thracite coal was slightly lower, but bituminous coal and wood were slightly higher. Rents rose in some of the cities and considerable advances were reported to be taking effect on the first of May.

In wholesale prices the index number was slightly higher for April, standing at 279.6 as compared with 277.6 for March, 269.4 for April, 1918, and 136.7 for April, 1914. For November, 1918, the index number was as high as 290.9 and there were slight decreases each month until April. Increases for the month were in grains, fodder, hogs, meats, butter, vegetables, wool, silk, hides, boots, fuel and house furnishings, but there were decreases in fish, fruits, metals, building materials and chemicals.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained.

In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats there were a number of advances throughout the Dominion, es-

pecially in beef and mutton, in which the advances averaged nearly 5c per pound. In pork the advances were slight. Lard, however, was higher. In eggs, prices averaged lower. Milk averaged the same, but increases appeared in some of the cities and decreases in others. Butter averaged nearly 10c per pound higher. The price of creamery butter began to advance after the middle of March, especially in the neighbourhood of Montreal and in some Ontario cities, following an increased demand for export. Prices then began to rise in other cities and by the beginning of April a general advance had been experienced in both dairy and creamery butter. The rise in prices continued in the first two weeks of April. With the advance of spring, production of milk and butter was increasing so that the diminishing supply in cold storage had less effect in raising the prices. In cheese, prices were very little changed. In bread, there was a slight decrease. Tapioca and rice were also slightly lower. Canned tomatoes and peas were slightly down, but canned corn was slightly higher. Beans averaged 1c lower. Potatoes averaged almost the same, being slightly higher in Ontario but lower in Quebec, Nova Scotia, Saskatchewan, Alberta and British Columbia. Anthracite coal was slightly lower, but bituminous coal and wood averaged slightly higher. Rents advanced in a number of the cities and considerable increases in the rates to take effect May 1 were reported in nearly all the cities.

**COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF THE
AVERAGE PRICES IN SIXTY CITIES IN CANADA**

Commodities.	Quantity	1900*	1905*	1910	1911	1912	1913	1917	April 1914	April 1915	April 1916	April 1917	April 1918	Mar 1919	April 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	60.2	49.0	46.6	48.4	58.0	67.8	71.4	75.4
Beef, shoulder, roast....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	41.3	33.0	32.8	33.2	39.6	48.2	50.4	52.4
Veal, roast, forequarter..	1 "	10.0	11.3	12.8	14.0	14.4	15.7	22.7	17.6	17.1	18.1	21.7	26.3	27.4	27.4
Mutton, roast, hindq'r....	1 "	11.8	12.2	15.8	18.0	17.8	19.1	28.1	21.0	20.8	22.6	26.9	33.2	30.9	35.5
Pork, fresh, roast, ham....	1 "	12.2	13.1	18.0	17.8	17.5	19.5	29.6	20.3	18.4	20.9	27.3	35.7	35.4	36.1
Pork, salt, mess.....	2 "	21.8	25.0	34.4	33.0	33.2	35.2	53.5	37.0	34.8	37.0	47.6	67.2	68.0	69.4
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.3	22.5	24.7	38.5	26.1	24.7	27.6	34.5	48.1	49.3	50.6
Lard, pure leaf.....	2 "	26.2	28.2	40.6	36.0	35.6	33.4	59.4	38.2	35.0	37.8	56.4	69.4	69.2	72.6
Eggs, fresh.....	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	48.9	24.0	23.4	26.6	37.1	46.0	54.6	49.8
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	23.1	42.4	23.2	21.8	26.0	32.9	43.9	49.2	43.9
Milk.....	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	62.2	53.4	54.6	52.8	60.6	72.0	82.2	82.2
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	86.4	59.0	66.2	66.6	85.2	98.4	103.4	121.6
Butter, creamery, prints..	1 "	25.5	27.7	31.9	31.5	31.7	33.9	48.0	34.7	37.9	38.3	47.9	54.8	58.0	65.7
Cheese, old.....	1 "	16.1	17.6	18.5	19.2	20.1	20.5	33.0	21.4	23.6	24.7	33.0	33.2	35.8	35.9
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	30.4	19.3	22.0	23.3	30.8	31.1	34.4	34.5
Bread, plain, white.....	15 "	55.5	53.5	68.0	64.5	60.0	61.5	104.4	64.5	72.0	69.0	93.0	117.0	118.5	117.0
Flour, family.....	10 "	25.0	28.0	33.0	32.0	34.0	32.0	64.2	33.0	43.0	37.0	59.0	67.0	67.0	67.0
Rollod oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	30.5	22.0	26.0	24.0	28.0	40.0	37.5	37.5
Rice, good, medium.....	2 "	10.4	10.6	10.4	10.6	11.6	11.4	16.2	11.6	11.8	12.8	13.8	21.4	24.2	24.2
Beans, handpicked.....	2 "	8.6	9.7	10.8	10.4	11.6	12.4	29.8	11.8	13.8	18.3	26.8	38.8	26.0	24.0
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	15.6	13.0	11.6	13.3	14.6	22.1	22.2	22.4
Prunes, medium size.....	1 "	11.5	9.6	9.9	12.2	12.9	11.9	15.4	12.5	12.9	13.0	14.3	17.6	20.0	20.2
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	26.0	23.6	39.9	22.4	32.4	34.4	38.4	42.4	47.6	47.6
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	18.5	10.4	14.6	16.0	17.6	20.0	22.2	22.0
Tea, black, medium.....	$\frac{1}{4}$ "	8.2	8.3	8.7	8.9	8.8	8.9	11.5	8.8	9.2	9.8	10.9	12.8	15.7	15.7
Tea, green, medium.....	$\frac{1}{4}$ "	8.7	8.7	9.1	9.4	9.5	9.3	11.3	9.7	9.7	10.2	10.8	12.1	15.3	15.5
Coffee, medium.....	$\frac{1}{4}$ "	8.6	8.8	8.9	9.2	9.3	9.4	10.1	9.5	9.8	9.9	10.0	10.2	12.1	12.1
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	89.2	43.3	32.0	61.5	99.0	64.3	56.3	56.0
Vinegar, white wine.....	$\frac{1}{4}$ pt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.9	.9	.9
All foods.....		\$5.48	\$5.96	\$6.95	\$7.14	\$7.34	\$7.34	\$11.42	\$7.51	\$7.79	\$8.34	\$10.77	\$12.57	\$13.05	\$13.35
Starch, laundry.....	$\frac{1}{4}$ lbs.	2.9	3.0	3.1	3.1	3.2	3.2	4.0	3.2	3.2	3.3	3.6	4.6	4.7	4.7
Coal, anthracite.....	$\frac{1}{4}$ ton	39.5	45.2	48.1	48.8	51.9	55.0	67.0	52.1	53.1	53.5	64.7	71.8	80.6	80.3
Coal, bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	38.7	52.7	38.4	37.2	37.7	50.8	57.8	61.4	61.5
Wood, hard.....	" cord	32.5	35.3	38.8	41.4	41.3	42.5	52.8	43.8	34.1	41.5	50.6	67.1	73.6	77.2
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.6	38.9	34.2	31.4	30.2	36.9	49.9	55.6	55.9
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	25.0	24.4	23.6	23.0	24.5	26.8	28.1	28.1
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$2.37	\$1.93	\$1.79	\$1.86	\$2.28	\$2.73	\$2.99	\$3.03
Rent.....		\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.82	\$4.85	\$4.17	\$3.98	\$4.27	\$4.56	\$4.90	\$4.91
Grand total.....		\$9.37	\$10.50	\$12.79	\$13.00	\$13.79	\$14.02	\$18.15	\$14.32	\$13.79	\$14.21	\$17.34	\$19.91	\$20.99	\$21.34

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$6.78	\$7.17	\$7.29	\$11.39	\$7.28	\$7.39	\$8.48	\$10.64	\$12.80	\$13.60	\$13.43
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	9.79	6.51	6.61	7.46	9.09	11.01	11.18	11.85
New Brunswick.....	5.38	5.83	6.55	6.84	7.13	7.04	11.22	7.20	7.57	8.41	10.70	12.50	12.94	13.28
Quebec.....	5.15	5.64	6.33	6.48	6.97	6.87	11.15	7.04	7.17	8.03	10.66	12.24	12.57	12.78
Ontario.....	5.01	5.60	6.50	6.67	7.25	7.20	11.00	7.29	7.40	8.30	11.14	12.57	12.86	13.32
Manitoba.....	5.85	6.19	7.46	7.41	7.88	7.87	10.73	7.97	7.93	8.54	9.74	11.97	13.34	12.93
Saskatchewan.....	6.86	6.92	7.86	8.08	8.16	8.25	11.11	8.03	8.33	8.30	10.30	12.58	13.68	13.37
Alberta.....	6.02	6.50	8.00	8.08	8.15	8.83	11.55	7.97	8.33	8.26	10.76	12.72	13.29	13.36
British Columbia.....	6.90	7.74	8.32	8.79	9.03	9.13	11.83	9.13	8.90	8.50	11.14	13.08	14.13	14.40

*December only.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick				Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak.... lb	40	35	30	40	40	37.0	28-30	35	50	35	40.0	29-31	40	30	35
2-Beef, round steak.... "	35	35	30	35	37	34.4	28-30	30-32	40	30	33.7	29-31	38	25	35
3-Beef, rib roast prime.... "	38	30	25	35	35	32.6	25-28	24-28	35	25	28.7	29	38	25	25
4-Beef, shoulder roast.... "	30-35	28-30	20	30	32	28.7	22	18-24	25	20	22.0	22-24	30	22	22
5-Veal, roast, forequarter "	30-35	15	22	22	22	22.7	.....	24	20	14	19.3	22-27	20	20	20
6-Mutton, leg roast, h'q. "	25-35	.....	30	35	.....	31.7	.....	30	35	25	30.0	26-29	30	.....	30
7-Pork, fresh, roast, ham "	40	30	30	35	23	31.6	30	35	35	30	33.3	31-33	36	32	30
8-Pork, fresh, chops.... "	40	30	35	35	35	35.0	32	35	35	35	35.0	31	38	32	30
9-Pork, salt, mess.... "	35-40	40	30	33	35	35.1	32	35	35	32	34.0	30-32	40	30	30
10-Bacon, br'fast, not sli'd "	58	48	35	45	45	48.2	45	45	45	38	42.7	50	55	45	55
11-Fish, fresh, g. quality. "	9-35	15-35	14-30	10-30	15-18	21.1	.....	12-35	5-35	12-35	20.7	14	15-30	15-35	12-35
12-Fish, salt, herrings... doz	75	70	65	60	60	66.0	60	60	60	70	63.3	75	60	.....	80
13-Salmon, canned, med. lb	.....	35	35	35-40	.....	35.8	35-40	38	35	35	36.0	35	40	30-40	35
14-Lard, pure leaf, best.... "	40	38	38	35	38	37.4	35	36	35	33	34.7	34	42	30	35
15-Eggs, new laid..... doz	50	45	45	50	50	48.0	40	50	50	45	48.3	55	50-55	50	50
16-Eggs, storage..... "	.....	.....	40	.....	.....	40.0	.....	45	.....	35	40.0	.....	45	.....	.....
17-Milk, delivered..... qt	14-16	14	12	15	13	13.8	10-11	11-12	13	13	12.5	14	15	13	12
18-Butter, dairy, solids... lb	60	60	55	60	60	59.0	55	60	60	75	65.0	64-66	63	.....	54
19- " creamery, prints.... "	75	67	60	75	70	69.4	60	65	80	70	71.7	67-70	65	65	60
20-Cheese, old..... "	35	.....	.....	.....	.....	35.0	30	.....	32	35	33.5	35-37	40	35	35
21-Cheese, new..... "	.....	38	35	35	38	36.5	30	35	.....	30	32.5	31-33	35	.....	35
22-Bread, plain white.... "	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7-9.3	8.7-9.3	8	8.7	7	7.3	8.3	4.5
23-Flour, family..... "	7.5-7.7	7.9	7.1	7.3	7.5	7.5	6.7	7.3	7.1	7.3	7.2	7	7.3	7.1	6.9
24-Rolled oats, standard. "	8	7.5	8	8	8	7.9	7	7	7	8	7.3	8	8	9	10
25-Rice, medium..... "	14	12	12	10	12	12.0	10	12	10	12	11.3	11	15	12	10
26-Rice, Patna..... "	.....	13	15	12	12	13.0	12	.....	12	15	13.5	.....	12	15	13
27-Tapioca, medium pearl "	22-25	20	22	25	.....	22.6	20	24	20	20	21.2	16	20	23	20
28-Tomatoes, canned 3's can	20	20	25	20	25	22.0	18-20	25	22	22	23.0	20	20	25	17
29-Peas, canned 2's..... "	15	20	20	18	18	18.2	15	20	18	16	18.0	20	20	22	20
30-Corn, canned 2's..... "	25	25	23	20	25	23.6	25	24	22	25	23.7	20	25	25	20
31-Beans, common, dry... lb	12	12	15	15	12	13.2	11	14	25	10	16.3	12	12-15	15	13
32-Apples, evaporated.... "	25	25	23	25	25	24.6	25	22	.....	20	21.0	16	25	20	25
33-Prunes, medium size.... "	18	25	17	20	18	19.6	18	18	20	18	18.7	.....	25	25	18
34-Sugar, granulated.... "	13	11.1	11.1	12	12.5	11.9	11	11.1	11.1	12.5	11.6	12	12	12	11
35-Sugar, yellow..... "	12	10	10	11	11.8	11.0	10	10.5	10	11.1	10.6	11	11	11	10
36-Tea, black, medium.... "	65	60	65	65	65	64.0	65	65	70	65	66.7	65	65	65	70
37-Tea, green, medium.... "	.....	.....	65	80	.....	72.5	75	.....	65	75	70.0	65	65	65	35-60
38-Coffee, medium..... "	50-55	50	60	60	55	55.5	50	55	50	50	51.7	55-60	50	50	35
39-Potatoes, local, per bag of 1½ bu., 90 lbs.....	\$2.10	\$1.50	\$1.25	\$1.85	\$1.50	\$1.64	\$1.20	\$1.80	\$1.80	\$1.90	\$1.83	\$1.50	\$1.75	\$1.88	\$1.75
40-Vinegar, white wine, XXX, per quart.....	.12	.12	.10	.15	.13	.124	.18	.12	.13	.10	.117	.22	.15	.15	.13
41-Starch, laundry, per pound.....	.15	.15	.15	.15	.15	.15	.15	.15	.16	.14	.15	.14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs....	.....	.....	15.00	17.75	14.25	15.67	17.90	.....	17.75	14.00	15.88	14.00	12.00	12.50	13.00
43-Coal, bituminous, domestic, per ton, 2,000 lbs....	6.65	7.50	9.50	10.00	10.00	8.54	9.90	10.00	13.25	10.50	10.50	12.00	9.50	11.00	10.00
44-Wood, hard, best, per long cord. (128 cu. ft.).....	6.00	8.50	10.00	14.00	9.00	9.50	9.00	10.00	15.00	13.00	12.67	14.67	9.00	10.00	10.50
45-Wood, soft, best, per long cord. (128 cu. ft.).....	5.00	6.50	5.00	9.00	5.00	6.20	7.00	7.00	9.00	6.00	7.73	12.67	6.00	9.00	6.00
46-Coal oil, prime white, per gallon.....	.28	.28	.28	.30	.28	.284	.25	.27	.24	.24	.25	.22	.25	.25	.25
47-Rent, house, 6 roomed, san. conveniences, mon....	18.00	14.00	16.00	30.00	20.00	19.00	13.00	25.00	13.00	16.00	17.17	20.00	15.00	14.00	14.00
48-Rent, house, 6-roomed, no san. con., per month.	8.00	9.00	7.00	25.00	15.00	12.45	10.00	16.00	10.00	12.00	12.33	.....	10.00	16.00	7.00

IN CANADA, AT THE MIDDLE OF APRIL, 1919

Quebec (Continued)					Ontario													
St. Hyacinthe	St. Johns	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
30	30	30	35	32.5	35	35-40	32	35	40	38	35-45	40	38	35	43	40	40	38
30	30	30	35	31.6	35	35-40	30	30	40	33	30	35	35	33	40	35	37	35
18	.....	25	25	26.4	30	32-37	30-35	28	30	30	30-35	30	35	28	32	30	32-34	35
23	20	20	25	23.1	27	25-30	22-25	25	28	25-27	22-25	25	28	25	25	28	28-30	30
15	25	15	25	20.8	25	20-22	25-30	28	30	25-28	20-25	30	32	25	35	25	30-32	35
32	25	40	30	30.6	38	30	30-32	32	40	30	35	35	35	30	45	35	35	40
35	30	35	35	33.1	35	38-40	35	33	40	33	32-35	40	43	30	45	35	35	43
35	30	38	35	33.6	38	40	38-42	35	42	35	45	45	43	38	45	40	43	45
33	32	35	.....	33.0	.....	33	30	.....	34	.....	38-40	35	35	33	50	25	32	35
45-48	50	45	48	49.3	52	50-54	45	54	49	* 53	45	55	48	45	50	45	48	50
15-18	15-30	12.5-28	.....	20.6	14-30	25-35	12.5-30	13-25	12.5-28	15-30	12.5-30	15-32	20-30	12.5-30	12-30	15-33	12-30	23-30
.....	60	90	60	70.8	.....	65	60	.....	50	60	50	.....	60-120	75	.....	.....	.....	90
20-30	40	30	45	35.6	50	40-45	38	45	40	30-45	40	45	50	45	50	25-28	35-40	40
35	35	32	37	35.0	38	35-38	35	35	35	36	38	38	35	33	35	35	36	35
50	48	53	50	51.1	60	45	50	45	45	43	55	50	45	50	45	45	42	45
.....	40	.....	.....	42.5	.....	.....	.....	38	.....	.....	.....	.....	.....	.....	.....	.....	.....	16
10	12	14	13	12.9	13	13-14	12	9.1-10	11.1	12	16	14	14	13	12	11.8	12-12.5	11
.....	62	58	62	60.7	.....	60	58	60	65	60	.....	.....	68	60	64	60	a60	a58
65-68	67	68	70	66.6	72	62-65	58-62	67	67	65	70	70	68	67	65	66	67	60
32	35	34	35	35.3	38	35	.....	34	38	.....	35	38	40	.....	.....	35	40	38
.....	30	32	32	32.7	35	.....	32	.....	35	35	33	35	35	34	35	30	35	35
6.3	6.7	8	7.3	6.9	7.3	7.3	7.3	6.3	7.3	7.3	6.7	7.3	7.3	7.3	7.3	7.3	7.3	7.3
6.5	7.5	7.3	6.9	7.1	7.3	6.3-6.7	6.9	6.9	6.5	6	6.9	6.7	6.3	6.2	6	6.5	6.5	6.3
8	10	8.3	6	8.4	8	7	7	7	8	6	7	8	6.3	5.5	8	6.3	6.3	8
12	12	12	12	12.0	.....	12.5	12	11	12.5	12.5	.....	13	13	12	13	13	12.5	.....
15	15	13	.....	13.8	15	.....	13	12.5	15	15	15	15	15-16	15	15	15	15	12.5
20	20	25	18	20.3	18	20	17	20	13	15	15	15	15	15	20	20	15	18
20-25	18	18	15	19.4	20	20	18	20	20	15	20	20	18	18	20	18	20	18
18-25	20	15	18	19.6	20	15	13	18	15	12.5	15	15	15-18	14	18	15-18	12.5	15
18-25	18	20	20	21.2	25	20	18	25	22	25	25	25	22-25	20	23	20	20	30
10	10	12.5	12	12.3	10	10	10	8	12.5	8.3	10	10	.....	10	10	5.8	8.3	8.3
25	25	25	22	22.9	25	22	22	.....	25	22	.....	.....	15	.....	25	.....	.....	8.3
15	25	22	18	21.1	20	20	20	22	20	20	25	20	20	20	20	20	17	18
11	11.1	10-11	11.1	11.3	12	11.1	11	10.8	11.1	11.1	12	12.5	11.8	10.8	12.5	12.5	12.5	11.1
9-10	10	10.5	10	10.4	11	11.1	10	9.1	10.5	11.1	11	11.1	11.1	10	11.8	12.5	11.1	11.1
50-70	50	65	55-70	42.8	70	70	50-70	60-70	60-70	60-70	60-70	.....	60-70	60-70	70	60	60-70	60-70
50	50	50	.....	56.1	60	55	50-60	60-65	70	40-70	60-70	50	55-70	60-70	70	60	60-65	60-70
50	50	40	50	47.8	60	50	35	45	50	50-55	50	40	50-55	40	50	50	40	35
							1.50-											
\$1.65	\$1.75	\$2.00	\$1.65	\$1.73	\$1.80	\$2.10	\$1.75	\$1.40	\$1.50	\$1.50	\$1.65	\$1.95	\$1.65	\$1.40	\$1.50	\$1.25	\$1.25	\$1.25
.14	.16	.13	.10	.145	.125	.125	.125	.12	.14	.13	.12	.14	.12	.9	.10	.12	.15	.10
.10	.15	.12	.13	.135	.15	.125	.12	.12	.14	.15	.13	.13	.12	.12	.15	.15	.13	.125
10.25	10.50	12.00	11.85	11.98	11.85	11.00	11.50	12.50	12.00	12.50	11.50	10.60	11.00	10.50	11.50	11.50	11.50	11.75
10.25	8.50	9.00	.....	10.04	9.25	.....	10.50	10.00	10.00	9.00	9.00	8.50	11.00	12.00	10.00	11.50	9.50	9.00
9.00-	10.00	14.00	12.00	11.63	13.33	b & c	b	12.50	12.00	9.00	15.00	d	15.00	14.00	20.00	16.00	16.00	14.00
7.50-	8.00	9.00	9.50	8.41	16.67	b	15.00	12.00	12.00	6.50-	6.50-	d	.....	12.00	18.00	12.00	12.50	11.00
8.00	9.00	9.50	8.00	8.41	10.66	12.00	9.00	6.00	8.00	8.00	13.00	d	.....	12.00	18.00	12.00	12.50	11.00
.25	.25	.28	.23	248	.20	.25	.25	.22	.28	.25	.....	.25	.25	.23	.25	.25	.25	.26
9.00-	10.00	14.00	.....	.....	18.00	.....	15.00	18.00	20.00	13.00	25.00	15.00	.....	15.00	.....	16.00	20.00	.....
11.00	12.00	18.00	15.00	14.19	20.00	16.00	20.00	20.00	25.00	16.00	30.00	20.00	18.00	25.00	20.00	18.00	18.00	25.00
6.00-	6.00	12.00	.....	.....	15.00-	.....	14.00	15.00	16.00	11.00-	12.00	.....	19.00-	.....	.....	12.00	14.00	.....
11.00	10.00	13.00	12.00	10.57	18.00	11.00	16.00	18.00	18.00	13.00	18.00	15.00	14.00	20.00	13.00	14.00	14.00	16.00

aDairy prints.

bCalculated per cord from price quoted. cMill Wood. dNatural gas.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Ontario (Continued)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak..... lb	35-40	34	30-38	35-38	40	35	38	40	45	32.5-35	32.5	37.5	40	35	37.5
2-Beef, round steak..... "	30-32	32	28-35	32-34	40	30	35	35	40	30-32.5	30	34.2	35	30	32.5
3-Beef, rib, roast, prime.... "	27-30	28	25-30	25	35	28	30	32	35	28-30	28	30.7	32	28-30	30.5
4-Beef, shoulder roast..... "	25-28	25	20-28	28	28	24	25-28	28	30	25-27	25-	26.5	25	25	25.0
5-Veal, roast, forequarter.... "	30-35	28	30	26-28	32	35	30	32	35	35-37.5	35	29.9	35	25-30	31.3
6-Mutton, leg roast, hind q'ter "	28-30	35	32	33	45	36	35	34	40	35	35	35.2	35	40	37.5
7-Pork, fresh, roast, ham.... "	40-45	35	35-37	40	42	50	35	36	40	35-37	35	37.9	38	38	38.0
8-Pork, fresh, chops..... "	45	40	40-42	44	42	48	35	35	40	38	38	40.8	45	38	41.5
9-Pork, salt, mess..... "	28	28	43	38	38	38	38	33	40	40	40	35.7	35	35	35.0
10-Bacon, breakfast, not sliced "	50	45	45-50	45-48	53	55	50	50	50	52	52	49.7	50	50	50.0
11-Fish, fresh, good quality.. "	12-30	20-30	12-25	15	15-30	18-20	.....	20-30	25-30	12-28	12-28	22.2	16-32	15-30	23.3
12-Fish, salt, herrings..... doz	50	40	40	40	55	55	65	50	50	60-65	60-65	60.7	.....	.....	.....
13-Salmon, canned, medium.. lb	50	45	45	40-50	42	35	35	35	40	35-40	35-40	41.4	38	40	39.0
14-Lard, pure leaf, best..... "	35	36	35	36-38	35	33	35	35	35	35	35	36.5	35	38	36.5
15-Eggs, new laid..... doz	45	45	44	44	45	42	42	65	50	65-70	65-70	48.9	50	45	47.5
16-Eggs, storage..... "	.....	.....	.....	.....	.....	.....	.....	.....	.....	60-65	60-65	54.3	.....	.....	.....
17-Milk, delivered..... qt	12	11	12	12	12	13-17	12	15	15	14.3	14.3	12.8	13	12.5	12.8
18-Butter, dairy, solids..... lb	55a-60	62	52	58-60	58	62	a58	60	60	55-60	55-60	64.7	.....	50	50.0
19-Butter, creamery, prints.. "	65	67	60	67	65	68	62	64	70	65-70	65-70	68.0	63-65	60	62.0
20-Cheese, old..... "	40	38	35	38	35	38	35	35	35	35	35	36.8	38	32	35.0
21-Cheese, new..... "	35	36	.....	35	32	36	.....	.....	35	35	.....	34.4	35	.....	35.0
22-Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	7.4	6.5	7.3	6.9
23-Flour, family..... "	6	6.3	6.7	6.7	6.5	6	6.5	7.1	7.1	6.5	6.5	6.5	6.5	6.7	6.6
24-Rolled oats, standard..... "	6.3	7	8.3	7	6.5	6	7	9	7	7.5	7.5	7.1	7.5	8	7.8
25-Rice, medium..... "	12.5	12.5	.....	12.5	13	12.5	12.5-15	.....	12.5	10	10	12.3	.....	12.5	12.5
26-Rice, Patna..... "	15	15	13	15	15	15	12.5	16	12.5	12.5-15	12.5-15	14.4	15	.....	15.0
27-Tapioca, medium pearl.... "	17	18	18	20	15	18	18	20	20	17.5	17.5	17.6	20	18	19.0
28-Tomatoes, canned 3's..... can	20	20	20	22	20	25	18	25	20	20	20	19.8	23	23	23.0
29-Peas, canned 2's..... "	15	15	15	20	15	18	15	20	15	15	15	15.8	18	18	18.0
30-Corn, canned 2's..... "	22	20	23	25	23	20	18	25	23	20	20	22.0	23	23	23.0
31-Beans, common, dry..... "	8.3	12.5	8-10	15	10	15	8.5	12	8	12-15	12-15	10.3	10	15	12.5
32-Apples, evaporated..... "	20	.....	.....	.....	.....	30	12.5	25	18	20	20	20.7	.....	20	20.0
33-Prunes, medium size..... "	20	20	20	20	20	22	15-18	20	20	18-20	18-20	19.9	23	20	21.6
34-Sugar, granulated..... "	12.5	12.5	11.1	12.5	11.1	11.1	11.8	12.5	12.5	12.5	12.5	11.8	12.5	12.5	12.5
35-Sugar, yellow..... "	11.1	10	11.1	11.1	11.1	10	11.1	12.5	11.8	11.1	11.1	11.0	12.5	12.5	12.5
36-Tea, black, medium..... "	60-70	60-70	70	60-70	65-70	55-70	55-70	55-65	55-65	55-65	55-65	64.5	60	60	60.0
37-Tea, green, medium..... "	45-50	60-70	70	60-70	55-65	55-70	60-70	55-60	60-70	55-65	55-65	61.4	70	65	67.5
38-Coffee, medium..... "	45	.....	50	50	45	50	60	55	45	40	40	47.1	40	50	45.0
39-Potatoes, local, per bag of 1½ bushels, 90 lbs..... "	\$1.25	\$1.25	\$1.25	\$1.70	\$2.00	\$1.65	\$1.25	\$2.00	\$1.50	\$1.50	\$1.50	\$1.65	\$1.30	\$1.30	\$1.30
40-Vinegar, white wine, XXX, per quart..... "	.10	.14	.13	.10	.13	.12	.125	.12	.15	.15	.15	.125	.13	.15	.14
41-Starch, laundry, per pound..... "	.125	.125	.13	.10	.14	.15	.15	.15	.15	.10	.10	.131	.15	.12	.135
42-Coal, anthracite, stove size, per ton of 2,000 lbs..... "	12.00	12.00	12.25	12.00	12.00	12.50	11.50	14.00	12.00	13.00	12.50	11.88	15.25	17.00	16.13
43-Coal, bituminous, domestic, per ton of 2,000 lbs..... "	11.00	12.00	11.00	9.50	9.50	10.00	9.50	.....	11.00	11.00	10.00	10.14	12.25	12.00	12.13
44-Wood, hard, best, per long cord (128 cu. ft.)..... "	11.00	15.00	16.00	13.00	12.00	.....	15.00	11.00	11.00	9.00	9.00	13.33	.....	.....	.....
45-Wood, soft, best, per long cord (128 cu. ft.)..... "	8.00	13.00	12.00	9.00	8.00	.....	10.00	9.50	8.00	7.00	7.00	10.87	10.50	10.50	9.82
46-Coal oil, prime white, per gallon..... "	.25	.25	.23	.22	.25	.22	.25	.30	.25	.25	.25	.246	.30	.27	.285
47-Rent, house, 6 roomed, san. conveniences, per month.... "	15.00	15.00	30.00	23.00	20.00	28.00	33.00	22.00	25.00	25.00	25.00	19.92	30.00	20.00	23.25
48-Rent, house, 6-roomed, no san. conveniences, per month "	10.00	10.00	20.00	10.00	15.00	20.00	10.00	14.00	15.00	15.00	15.00	14.30	25.00	15.00	17.38

/Calculated from price per 100lb. eLignite. gSlabs \$2.75 per single load; millwood \$4.25 per single load; millwood \$8.00 per double load or ¾ cord.

IN CANADA, AT THE MIDDLE OF APRIL, 1919—Concluded

Saskatchewan					Alberta					British Columbia									
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
40	35	35	35	36.3	45	35	42	45	41.8	43	45	45	40	45	44	45	43.9	37.7	1
30	30	32	30	30.5	40	30	40	40	37.5	40	40	40	30-35	42	42	38	39.2	34.3	2
28	25	32	30	28.8	35	32	35	35	34.3	33	35	35	27	45	35	38	35.4	30.7	3
25	25	20-22	28	24.8	30	22	28	28	27.0	30	30	30	25	27-32	35	32	30.1	26.2	4
25	25	18-25	30	25.4	25	25	32	30	28.0	32	30-35	30-35	35	30-32	35	35	33.23	27.4	5
35	35	35	35	35.0	40	38	48	40	41.5	45	38-45	38-45	30-35	35	54	45	42.1	35.5	6
35	32	35	40	35.5	40	35	42	38	38.8	36-40	40-42	40-42	30	35-38	33	35	36.4	36.1	7
40	35	45	45	41.3	40	45	45	40	42.5	50	50	50	40	45-55	42	50	47.4	39.8	8
.....	32	35	30	32.3	35	30	38	35	34.5	35	37	37	30	40	35	.....	35.7	34.7	9
60	55	50	55	55.0	50	55	53	50	52.0	54	65	65	55	50	55	60	57.7	50.6	10
15-28	15-25	12.5-30	20-30	22.0	15-35	15-25	15-28	12.5-28	21.7	15-28	18-28	18-28	15-25	15-28	12.5-25	15	20.4	21.6	11
100	.....	75	87.5	.....	90	.....	.....	.....	90.0	.....	.....	.....	.....	.....	40	.....	40.0	65.6	12
40	35	45	35	38.8	45	35	.....	36	38.7	.....	.....	.....	40	30	45	40	38.8	39.2	13
40	35	35	40	37.5	35	40	40	40	38.8	38	40	40	40	35	35	45	39.0	36.3	14
45	45	45	40	43.8	45	75	45	50	53.8	50-60	60	60	55	55	55	55	56.4	49.8	15
.....	.....	30	30.0	.....	35	.....	.....	.....	35.0	.....	.....	.....	50	.....	.....	.....	50.0	43.9	16
15	15	14.3	18	15.6	13	14.3	13	14.3	13.7	16.7	20	20	20	15	16	16	17.7	13.7	17
50	45	55	60	52.5	50	45	.....	57	50.7	47.5a	.....	.....	65	55	65	.....	58.1	60.8	18
65	60	65	65	63.8	60	65	60-65	60	61.9	60-65	45	65	75	67	70	70	64.9	65.7	19
.....	35	35	.....	35.0	35	35	.....	.....	35.0	.....	35	34	40	35	35	40	36.5	35.9	20
35	.....	35	35.0	35	35	35	37-40	35	35.9	40	.....	.....	.....	32	34	40	36.5	34.5	21
8	8	10	8.9	8.7	6.7	8	6.7	8	7.4	10	8.9	8.9	8.9	8.9	8.9	8.9	9.1	7.8	22
6.3	6.5	6.3	6.5	6.4	6.3	6	6.3	6.3	6.2	6.9	6.3	6.3	6.3	6.5	6.3	6.3	6.4	6.7	23
8.5	7.5	7	.....	7.7	6.5	.....	7	6.9	6.8	8.1	9	.....	7	6	7	9	7.7	7.5	24
12.5	10	13	15	12.6	.....	10	12	.....	11.0	15	11	.....	.....	10	12.5	.....	12.1	12.1	25
17.5	12.5	15	12.5	14.4	15	12.5	15	12	13.6	12-5	12.5	12.5	13	15	15	15	13.1	13.9	26
20	17.5	20	20	19.4	17.5	15	18	18	17.1	17.5	20	16	12.5	12	14	15	15.3	18.4	27
25	25	25	20	23.8	20	20	20	20	20.0	20	20	19	20	20	20	20	19.9	20.5	28
20	20	20	20	20.0	17.5	20	20	18	18.9	22.5	20	20	20	16	20	20	19.8	17.6	29
25	25	25	25	25.0	25	25	25	24	24.8	25	25	25	25	25	25	25	25.0	23.0	30
12.5	17.5	13	12.5	13.9	12.5	10-12	15	14	13.1	12.5	15	25	10	8-10	12.5	12.5	13.8	12.0	31
20	25	.....	20	21.7	25	25	27	24	25.3	25	.....	21	20	25	.....	.....	22.8	22.4	32
15	25	20	.....	20.0	25	20	25	20	22.5	17.5	15	19	20	20	28	.....	19.9	20.2	33
12.5	12.5	12.5	14.3	13.0	12.5	13.3	13	12	12.7	14.8	12.3	12.3	11.1	11.1	11.1	9.1	11.7	11.9	34
12.5	12.5	13	12.5	12.6	12.5	12.5	12	11.5	12.1	10	11.1	12.5	10	10	11.1	8.7	10.5	11.0	35
65-75	55-60	60-70	65	64.4	55	55	60-65	52-60	57.1	55-60	60	60	60	60	55	50	57.5	67.8	36
65-75	60	60	60	62.5	60	65	60-70	60-62	62.8	55-60	60	50	60	60	.....	.....	57.5	61.8	37
50	45	55	60	52.5	40	50	40-45	45	44.4	50	50	46-50	50	40	50	50	48.3	48.5	38
\$1.85	\$1.80	\$2.10	\$2.25	\$2.00	\$2.25	\$1.95	\$2.00	\$1.71f	\$1.98	\$2.25f	\$1.80f	\$2.15	\$1.80f	\$1.30f	\$1.69f	\$2.12f	\$1.87	\$1.68	39
.15	.15	.20	.15	.163	.15	.20	.15	.18	.17	.30	.30	.22	.20	.25	.20	.20	.253	.149	40
.20	.175	.15	.15	.169	.15	.15	.15	.15	.15	.15	.15	.16	.15	.10	.15	.15	.144	.14	41
17.50	.....	.....	.....	17.50	d	.....	.....	.....	.....	.....	13.0	.....	.....	.....	.....	.....	13.00	12.84	42
10.75	10.75	10.00	10.50	10.22	d	8.50	8.50	6.50	7.32	6.25	10.50	10.80	10.75	10.15	10.25	7.25	8.91	9.84	43
.....	.....	.....	.....	.....	d	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
10.00	7.00	.....	.....	.....	4	25	.....	.....	.....	.....	6.75	.....	.....	.....	.....	.....	.....	.....	.....
11.00	8.50	10.00	12.00	10.06	d	6.50	.....	.....	5.38	12.00	7.50	7.50	7.00	g	8.00	.....	8.33	8.94	45
.35	.39	.30	.35	.325	.30	.30	.40	.30	.33.8	.40	.55	.40	.30	.35	.45	.30	.393	.281	46
35.00	15.00	35.00	15.00	24.38	22.50	22.00	35.00	25.00	24.88	20.00	15.00	30.00	18.00	25.00	22.00	20.00	20.57	19.64	47
10.00	.....	.....	.....	.....	.....	.....	15.00	.....	.....	.....	.....	.....	10.00	20.00	.....	12.00	.....	.....	.....
15.00	12.00	15.00	25.00	16.13	15.00	12.00	25.00	14.00	15.25	18.00	.....	20.00	12.00	22.00	.....	15.00	16.70	13.29	48

*Including \$1.00 for delivery.

Wholesale Prices

GRAINS AND FODDER.—Wheat was unchanged at the prices fixed for the 1918 crop. Barley eased off slightly at the beginning of the month, but rose toward the end. At Winnipeg, the price was down from \$1.05 to \$1.02, but later reached \$1.08 per bushel. At Toronto the price was down from \$1.03 to 98c, but rose to \$1.07. Oats also declined at Winnipeg, being down to 72c, but rose to 75¾c. At Toronto, the price rose from 70c to 77c. Corn advanced from \$1.80 to \$1.85 per bushel. Flaxseed rose from \$3.65 per bushel to \$4.02. Peas advanced from \$1.80 to \$2.05 per bushel. Rye advanced from \$1.65 to \$1.75. Hay rose from \$24.00 per ton at Montreal to \$29.00, and at Toronto from \$21.00 to \$26.00. Bran and shorts advanced \$2.00 per ton.

ANIMALS AND MEATS.—The best butcher cattle advanced at Winnipeg from \$15.00 per hundred to \$16.00, but eased off to \$15.50. At Toronto butcher cattle eased off 50c from the high prices early in the month. Dressed beef was higher, hindquarters having risen to 26-30c per pound and forequarters to 17-19c at the end of March. Hogs rose to \$21.75 per hundred and dressed hogs to \$27.50 per hundred. Bacon had risen to 42c per pound in March and by the middle of April was up to 44-45c per pound. Medium-sized hams had risen to 35-36c per pound at the end of March and reached 38-39c in April. Lard had risen to 28½c at the end of March and advanced to 29½c at the beginning of April. Sheep rose to \$13.00-15.00 per hundred at Toronto. Mutton was slightly firmer. Lamb was steady at the higher prices reached at the end of March. Fowl rose from 31c per pound to 34c and turkeys from 47c to 50c.

DAIRY PRODUCTS.—Butter had risen to 60c per pound toward the end of March and continued to advance until the third week in April, when the price had reached 66c for finest creamery at Montreal. In the next week, however, the price fell

to 60c. At Toronto, creamery butter had risen to 59c toward the end of March and rose to 65c by the middle of April. In the last week the price fell off 2c. Dairy butter was steady at Toronto until the middle of April when the price rose from 45-47c per pound to 55-60c per pound. In the following week, however, the price fell to 54-56c. Eggs began to rise at Montreal at the end of March and in the first week of April rose from 45c per dozen to 47-48c. Toward the end of April prices reached 49-50c per dozen. At Toronto eggs rose from 45-46c to 47-48c. Contracts for milk for the spring and summer season were made at the same prices as for the winter in many of the cities.

FISH.—Cod, dried, declined from 11c per pound to 10c, and haddock, dried, from 9c per pound to 8c on the Atlantic coast. Whitefish at Toronto was slightly higher at 11c.

FRUITS AND VEGETABLES.—Lemons were slightly lower at \$4.75 per box and oranges were easier at \$5.00 per box. Potatoes were lower at Montreal. Onions advanced from \$2.25 to \$5.00 per hundred. Turnips were higher at \$1.50 per bag.

MISCELLANEOUS FOODS.—Coffee was 2c per pound higher. Glucose advanced. Honey was easier at 24c per pound. Maple sugar was 11c per pound lower at 22-24c.

TEXTILES.—Wool had fallen to 60-70c per pound for washed, but rose to 70-75c. Raw cotton was slightly higher. Gray cottons and prints averaged lower. The prices of several lines of cotton goods were reduced from 10 per cent to 30 per cent. Raw silk was higher, rising from \$6.22½ to \$6.85.

HIDES, LEATHER, BOOTS AND SHOES.—Hides advanced from 16c per pound to 18c. Tallow was easier. Boots were higher, owing to increases in the prices for sole leather, from 10c to 50c per pair.

METALS AND IMPLEMENTS.—Pig iron was \$5.00 per ton lower. Iron bar, black sheets, boiler plates and steel were

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR APRIL, 1919, MARCH, 1919, & APRIL, 1918, 1917, 1916, 1915, 1914 & 1913.

(Average price 1890-1899=100.)

	Number of commodities.	INDEX NUMBERS							
		*April, 1919	*Mar., 1919	*April, 1918	April, 1917	April, 1916	April, 1915	April, 1914	April, 1913
I.—GRAINS AND FODDERS—									
Grains, Ontario.....	6	309.0	281.9	438.9	330.3	182.9	216.9	143.8	136.6
Grains, Western.....	4	304.6	286.5	363.0	290.1	165.4	203.8	124.6	121.9
Fodder.....	5	279.0	249.9	216.5	200.0	179.1	188.6	163.9	144.8
All.....	15	297.8	272.5	344.5	276.2	177.0	204.0	145.4	136.0
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	379.9	368.4	341.9	288.0	213.5	202.8	219.3	188.3
Hogs and hog products.....	6	373.6	344.1	364.7	287.7	204.7	162.1	172.6	184.6
Sheep and mutton.....	3	314.2	290.5	329.2	252.5	217.7	179.8	172.6	172.3
Poultry.....	2	476.2	444.2	409.9	297.3	272.8	211.4	221.8	179.3
All.....	17	377.4	355.0	355.7	282.7	218.1	185.4	194.8	183.1
III.—DAIRY PRODUCTS.....									
	9	282.9	264.1	241.7	215.1	170.1	160.7	148.6	150.9
IV.—FISH—									
Prepared fish.....	6	236.6	246.6	241.6	199.9	151.8	144.6	155.6	160.5
Fresh fish.....	3	247.8	247.8	228.6	233.8	200.9	145.9	161.0	155.2
All.....	9	240.3	247.0	237.3	213.5	171.4	145.2	157.4	158.4
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	1	275.7	275.7	193.0	239.0	183.8	128.7	193.0	96.5
Fresh fruits, foreign.....	3	173.9	183.6	178.7	119.7	105.0	83.4	88.6	108.0
Dried fruits.....	4	249.0	249.0	275.6	198.6	150.9	121.9	121.7	113.2
Fresh vegetables.....	5	275.3	236.0	299.7	542.9	271.5	132.8	190.0	122.9
Canned vegetables.....	3	202.4	202.4	258.3	202.2	105.5	101.2	97.7	125.2
All.....	16	236.1	225.6	256.6	294.6	173.5	114.7	136.8	116.5
(b) Miscellaneous groceries—									
Breadstuffs.....	10	246.1	246.1	261.2	226.7	147.5	164.9	125.4	126.3
Tea, coffee, etc.....	4	192.6	196.4	151.6	142.9	125.4	113.3	107.7	118.2
Sugar, etc.....	6	280.9	305.4	250.5	197.6	162.9	146.8	101.2	115.4
Condiments.....	5	236.5	245.9	227.9	161.4	145.6	120.3	104.6	98.0
All.....	25	245.2	252.3	234.4	193.2	147.3	143.9	112.6	116.7
VI.—TEXTILES—									
Woolens.....	5	380.9	372.9	395.6	261.2	212.7	170.2	138.0	125.2
Cottons.....	4	359.2	360.4	290.3	203.7	151.6	125.6	146.1	143.4
Silks.....	3	145.8	140.6	134.1	112.1	111.2	79.7	93.2	86.7
Jutes.....	2	609.5	609.5	609.5	431.6	320.2	226.6	225.4	213.0
Flax products.....	4	471.8	471.8	391.1	286.9	205.5	168.7	114.7	120.4
Oilcloths.....	2	273.8	273.8	193.7	147.1	132.5	103.5	104.6	104.7
All.....	20	371.6	369.1	335.6	238.1	186.1	145.5	133.6	128.8
VII.—HIDES, LEATHER, BOOTS & SHOES									
Hides and tallow.....	4	300.2	294.5	257.4	291.9	248.5	202.7	206.4	177.3
Leather.....	4	265.0	265.0	263.3	268.5	187.1	172.2	151.4	152.7
Boots and shoes.....	3	244.4	224.2	230.9	221.1	180.6	158.3	155.7	153.9
All.....	11	272.2	264.6	252.3	264.1	207.6	179.5	172.6	161.9
VIII.—METALS AND IMPLEMENTS—									
Iron and steel.....	11	205.1	226.0	276.4	221.2	144.0	103.9	102.7	106.1
Other metals.....	12	181.0	185.8	255.2	277.4	283.2	173.8	124.9	133.2
Implements.....	10	235.6	241.4	220.9	166.0	134.8	140.6	106.6	105.6
All.....	33	205.6	216.0	251.9	224.7	191.8	131.4	112.3	116.3
IX.—FUEL AND LIGHTING—									
Fuel.....	6	245.1	232.5	238.5	211.0	148.3	119.4	127.7	137.6
Lighting.....	4	240.4	240.4	122.4	106.9	88.5	90.0	92.7	92.2
All.....	10	243.2	235.7	192.0	169.3	124.4	107.6	113.7	119.4
X.—BUILDING MATERIALS—									
Lumber.....	14	277.7	282.1	268.3	204.8	182.4	176.7	182.4	178.8
Miscellaneous materials.....	20	219.9	228.4	222.0	191.2	152.5	111.2	113.3	111.8
Paints, oils and glass.....	14	330.7	332.3	297.9	255.2	198.9	150.4	140.8	146.9
All.....	48	269.1	274.4	257.6	213.8	174.8	141.7	141.5	141.6
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	332.1	311.8	207.3	185.1	143.6	146.7	147.1	146.6
Crockery and glassware.....	4	375.4	367.7	279.8	234.5	183.8	155.1	133.9	130.9
Table cutlery.....	2	155.1	155.1	150.7	132.2	126.6	80.3	72.4	72.4
Kitchen furnishings.....	4	258.3	270.2	251.4	177.1	132.4	125.5	124.6	117.8
All.....	16	302.3	295.8	229.4	188.8	148.7	135.2	128.8	126.2
XII.—DRUGS AND CHEMICALS.....									
	16	238.2	240.4	275.9	272.8	260.9	159.2	111.6	112.7
XIII.—MISCELLANEOUS—									
Raw furs.....	4	887.4	887.4	535.4	412.4	295.7	133.8	241.3	346.5
Liquors and tobaccos.....	6	256.2	256.2	209.0	159.0	143.5	135.8	138.4	134.5
Sundries.....	7	213.2	211.8	217.1	172.1	139.9	113.8	108.4	113.4
All.....	17	387.0	386.5	289.1	224.0	177.5	126.3	150.3	175.7
All commodities.....	262†	279.6	277.6	269.4	231.1	181.0	146.4	136.7	136.3

Preliminary figures. †Nines commodities off the market, fruits, vegetables etc., one line of spelter was dropped in 1915.

also lower. Antimony, lead and zinc sheets declined, but copper and quick-silver advanced slightly. Soldering cop-pers declined.

FUEL AND LIGHTING.—Connellsville coke was higher at the ovens. Crow's Nest Pass coal and coke averaged higher.

BUILDING MATERIALS.—No. 1 pine cuts, oak, birch, maple, and British Columbia fir were slightly lower. British Columbia shingles, however, advanced. Cement, soil pipe, iron pipe, lead pipe, nails, sash weights and iron wire declined. Linseed oil, turpentine and varnish advanced, but resin and shellac declined.

HOUSE FURNISHINGS.—Several lines of wood fibre furniture advanced 10 per cent. Earthenware advanced slightly owing to an increase in freight rates from England. Wooden tubs and brooms declined.

DRUGS AND CHEMICALS.—Brimstone and soda ash were slightly lower.

MISCELLANEOUS.—Raw rubber advanced to 56c per pound.

Prices in Other Countries

In the United Kingdom the Ministry of Labour reported the retail prices of food to be only 113 per cent higher on April first than in July, 1914, as compared with a level 120 per cent higher a month before. The chief decreases were in tea, margarine, cheese and eggs. In wholesale prices the index number of the London *Economist* was higher and that of the *Statist* was scarcely changed. Food and minerals were higher. Textiles declined but recovered.

In the United States, wholesale prices of food were upward, being higher at the beginning and middle of April as shown by the various index numbers. *Bradstreets'*, New York, April 12, 1919, commented as follows:

The features of the commodity price movement in March were the very notable tendency of food prices to advance, and that of other products, mostly manufactured goods and raw

materials, to decline, the two movements almost balancing each other. Because of the slight net gain and of the further fact that an equal number of commodities rose and fell, it might be said that the entire price movement was what might be called a stand-off, were it not for the disappointment naturally felt at the upward rush of food prices, which touches the average person in a tender spot.

For this strength in food prices, of course, the exigencies of the European food situation are no doubt chiefly responsible; but as many observers have stated and recent months' export returns confirm, Europe's food needs are many and acute, and probably will not tend to lessen, but rather to grow as the spring season advances and the world's stocks of food fall off, pending the new season's production becoming available.

If, as past experience has shown, food prices are a very important element in prices of other commodities, there certainly does not seem to be much immediate prospect of the headlong break in prices which has been so frequently predicted since hostilities ceased on the western European front.

The index number of the retail prices of foods in the United States calculated by the Bureau of Labour Statistics showed a considerable decrease for February, being down to 172 as compared with 185 for January, 187 for December, 1918, and 183 for November, 1918, and 160 for January, 1918, and 100 for the year 1913. The chief decreases for the month of February were in pork chops, bacon, ham, lard, eggs, butter and cornmeal, but there were slight decreases in several other lines. The index numbers are calculated from the averages of prices of eighteen foods reported to the Bureau by retail dealers in forty-five cities. In addition prices of forty-two articles of food are obtained, averaged and published for fifty cities. Out of these forty-two articles twenty-seven were cheaper in February than in January, while eleven were dearer, including beef, rice, prunes and coffee. The average decrease in the forty-two articles was 7 per cent, but the averages were still 7 per cent higher than a year before.

In Norway the statistical office reported the cost of living for a family in November, 1918, to be 155 per cent higher than in July, 1914. In October the same items cost 159 per cent more than

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	CANADA 29 foods 60 cities	UNITED KINGDOM 21 foods 600 towns	AUSTRALIA 46 foods & groceries 30 towns	NEW ZEALAND 59 foods 25 towns	AUSTRIA ^b 18 foods Vienna	GERMANY ^b 19 foods Berlin	ITALY 7 foods 40 cities	HOLLAND Amster- dame	NORWAY 24 articles 20 towns	SWEDEN 21 articles 44 towns	UNITED STATES 17 foods 45 cities
1910....	\$6.95			991							98
1914....	7.73		1155	1093					115		102
1917....	11.42		1294	1370							146
1914											
Jan....	7.73		1099				95.7		112		104
April....	7.50		1162				96.2		111		97
July....	7.42	100	1164	1070	100	100	94.3		113	100	102
Oct....	7.99	112	1156	1096	104.2	116.4	97.6		115	103	105
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.0		123	113*	108
April....	7.79	124	1318	1212	165.5	165.4	106.5		128	121*	99
July....	7.80	132½	1522	1200	178.6	169.5	113.6		135	124*	100
Oct....	7.81	140	1551	1202	217.2	193.2	120.0		140	128*	103
1916											
Jan....	8.28	145	1504	1236		188.5	125.1		159	130*	107
April....	8.34	149	1520	1258	221.5	219.3	124.9		175	134*	109
July....	8.45	161	1516	1276		217.6	124.6		199d	142*	111
Oct....	9.30	168	1544	1289		209.4	124.2		206d	152*	123
1917											
Jan....	10.27	187	1453	1359	271.7		136.0			100	128
April....	10.77	194	1473	1357			154.6		210d	175	145
July....	11.62	204	1470	1357	296.1					177	146
Oct....	11.81	202	1506	1392					309d	192	167
1918											
Jan....	12.42	206	1505	1427			180.0	179.6		221	160
April....	12.57	206	1528	1464			222.3	176.1		247	154
July....	13.00	210		1491				175.6		268	167
Sept....	13.31	216	1489	1509			251.9	197.8		310	178
Oct....	13.64	220	1521	1515				201.6		320	181
Nov....	13.49	233	1547	1535				203.1		330	183
Dec....	13.65	229	1565	1603f				203.1		330	187
1919											
Jan....	13.78	230		1553						339	185
Feb....	13.41	230		1522							172
March....	13.05	220									
April....	13.35	213									

aJanuary-March, 1914. bBritish Labour Gazette. cJanuary-July, '13; August-December, 1921.

d Basis changed; calculated to previous basis. e 1913-100. f Increase due to potato prices. *Quarter beginning that month.

Wholesale Prices.

	CANADA	UNITED KINGDOM	UNITED STATES				AUSTRALIA			
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics	Annalist	Bradstreet	Dun	Gibson	New South Wales	Common- wealth
	172	44	45	294	255	96	200	225		92 92
1890....	110.3	102.2	72		100.252		91.56a	43.4		1053
1895....	95.6	87.6	62		94.604	6.4346	81.51	42.0		780
1900....	108.2	110.5	75		99.388	7.8889	91.41	44.2	1000c	594
1905....	113.3	103.2	72		110.652	8.0987	98.31	47.3		900
1910....	124.2	113.2	78		137.172	8.9881	119.11	59.3	1295	1003
1914....	136.1	120.3	86	99	146.069	8.9035	119.71	60.8	1303	1140
1917....	237.0	210.0	174	175	261.796	15.6381	204.12	110.3		1662
1914										
Jan....	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	1085
April....	136.7	117.5	82.3	98	141.120	8.7562	119.791	57.7	1389	1118
July....	134.6	116.6	82.4	99	144.879	8.6566	119.708	58.9	1378	1185
Oct....	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1303	1229
1915										
Jan....	138.9	136.5	90.4	98	149.80	9.1431	124.168	64.7	1382	1162 1387*
April....	146.4	151.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362 1660*
July....	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1573	1640 1822*
Oct....	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494 1544*
1916										
Jan....	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300 1502*
April....	179.1	190.5	134.2	110	164.61	11.7550	145.690	71.3	1878	1297 1493*
July....	178.3	191.1	136.5	119	180.71	11.5294	145.142	71.9	1838	1391 1505*
Oct....	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330 1514*
1917										
Jan....	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330 1525*
April....	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361 1587*
July....	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483 1715*
Oct....	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	2014	1550 1804*
1918										
Jan....	258.1	262.9	186.2	185	278.696	17.9366	222.175	118.9	2201	1635 1877*
April....	269.4	270.0	189.8	191	291.404	18.4646	230.813	130.5	2114	
July....	280.4	278.5	193.1	198	285.744	19.1849	232.575	123.5	2185	
Sept....	285.3	283.5	197.1	207	294.276	19.0485	232.582	123.2	2247	
Oct....	289.6	282.6	197.8	204	284.213	19.0167	233.237	119.0	2192	1869
Nov....	290.9	282.6	195.3	206	288.625	18.9110	230.529	118.8	2170	1959
Dec....	288.8	277.0	196.0	206	291.220	19.0376	230.375		2222	1954
1919										
Jan....	286.5	265.9	190.7	202	299.142	18.5348	230.146	119.7		
Feb....	279.8	263.8	187.5	197	281.723	17.6344	220.050	116.7		
March....	277.6	260.1	184.7		297.961	17.2244	217.037	122.9		
April....	279.6	262.4	184.6		311.801	17.2795	219.973	129.8		

aJuly of each year. bFoods. c1901-1900— *Quarter beginning that month.

in July, 1914, in September 155 per cent and in August 160 per cent more. Between August and November there were decreases in the prices of meats, except in pork, flour and meal, coal and coke, while milk and butter were higher.

For wholesale prices in Italy an index number has been calculated on the model of the index number of the *Economist*, London, using a similar list of commodities, the same grouping and base period (1901-1905 = 100), by Prof. Bachi of the University of Macerata. The latest date for which information as to this index number is available is December, 1918. For that month the index number was 286.8 as compared with 550.7 in November, 556.4 in October, 457.6 in January, 1918, 119.8 for July, 1914, and 126.0 for the year 1913. The greatest increases appeared in ores and metals with the least increases in foods. In retail food prices, at Rome, an advance of 1.8 per cent was reported in January, the level being 159 per cent higher than before the war. In Milan the cost of living for a family in February was calculated to be 253 per cent

higher than before the war, food being up 298 per cent, clothing 274 per cent, heat and light 115 per cent, while rent was unchanged.

Prices in Alexandria, Egypt, were reported by the United States Consul to be higher in Jan., 1919, than in 1914, as follows: mutton, 205 per cent; beef, 282 per cent; butter, 258 per cent; flour, 229 per cent; rice, 149 per cent; petroleum, 278 per cent.

The wholesale prices of common foods in Argentina were reported by the United States Consul for 1918 as compared with 1914, increases per cent appearing as follows: cheese, 29.7; rice, 66.7; sugar, 128.6; beans, 42 to 100; olive oil, 250; kerosene, 37.2; flour, 66.7.

In South Africa, the Office of Census and Statistics reported the cost of living on the pre-war standard to be 0.6 per cent higher in Cape Town in February than in January, and 40 per cent higher than before the war. For the Union the increase during the war was calculated at 35 per cent.

COST OF LIVING INVESTIGATIONS AND REGULATION OF PRICES IN NEW ZEALAND

A NEW ZEALAND statute entitled "The Cost of Living Act, 1915," provided for the appointment of a body to be called "The Board of Trade" to investigate and report on conditions of trade, prices, cost of living, etc., in the Dominion of New Zealand, and to enforce the Commercial Trusts Act, 1910. The Minister of Industries and Commerce is ex-officio President of the Board and in his absence the office is filled by another minister of the Crown. The other members are appointed for three years by the Governor-in-council. The duties and powers of the Board are as follows:

- (a) To investigate and report to the Governor upon any case in which it is alleged that there has been an infringement of any of the provisions of the Commercial Trusts Act, 1910;
- (b) To inquire into and report to the Governor upon matters affecting the cost of living, or upon any other question referred to it by the Governor relating to the supply, demand or price of commodities;
- (c) To inquire into and report to the Governor upon any complaint that the price of any class of goods is unreasonably high;
- (d) To consider, inquire into and report upon any question relating to the trade, commerce or business of New Zealand which may be referred to it by the Governor;

- (e) To institute inquiries in reference to markets for goods produced or manufactured in New Zealand, to report the result of such inquiries to the Governor, and to make recommendations to the Governor in regard to trade with other countries;
- (f) To make recommendations to the Governor for legislation in relation to matters referred to it for consideration; and,
- (g) Generally to advise the Governor as to how the trade, industries and commerce of New Zealand can be best encouraged, developed and protected.

The second annual report of the Board covering the year ending March 31, 1918, included the following statement:

The work of the Board for the period under review has consisted mainly in inquiries into matters affecting the cost of living, and especially upon questions relating to the supply, demand, or price of commodities, and into complaints that the prices of particular classes of goods are unreasonably high.

No complaint was received by the Board alleging an infringement of any provisions of the Commercial Trusts Act, 1910, and amendments thereto, and it is therefore reasonable to infer from the omission of the public to lodge complaints in this respect that the trade of New Zealand is free from the operation of commercial trusts. A "commercial trust" is defined in that Act as meaning "Any association or combination (whether incorporated or not) of any number of persons, established either before or after the commencement of this Act, and either in New Zealand or elsewhere, and (a) having as its object or as one of its objects that of (i) controlling, determining, or influencing the supply or demand or price of any goods in New Zealand or any part thereof or elsewhere, or that of (ii) creating or maintaining in New Zealand or any part thereof or elsewhere a monopoly, whether complete or partial, in the supply or demand of any goods; or (b) acting in New Zealand or elsewhere with any such object as aforesaid."

One hundred and forty complaints have been received regarding the high prices of commodities and these complaints have been investigated from time to time and, wherever in the opinion of the Board it was deemed desirable, adjustments of prices have been effected. In addition 478 witnesses were examined by the Board in respect to the inquiries made. The main features of the Board's work in this connection are detailed later in this report.

As was to be expected, the food supply of the Dominion received the Board's particular attention.

The Board investigated the situation as to the supply of wheat as the crop was short and on its recommendation the Government purchased large supplies from the Australian Government. The Board also carried out the measures necessary for government purchase of the crop of the 1917-1918 season at the guaranteed price of 5s. 10d., a member of the Board being appointed Wheat Controller.

The sugar supply was provided for by the Board, arrangements being made with a company for the entire supply of the Dominion at a fixed price lower than in any other country in the world. Difficulties as to supplies of sugar were reported to be temporary only.

The meat trade also received considerable attention. Two state meat shops had been set up by the Board in January, 1917, as butchers had refused to keep in force prices approved by the Board. At the end of twelve months, the period for which the meat shops had been taken over by the Board, the master butchers agreed to observe the meat prices fixed by the Board and the state meat shops were taken over by the previous owner, who had leased them to the Board and operated them for the year under the Board's direction. The prices having been set as low as possible, a slight loss was incurred on the year's business, namely £1,053, less than one-fifth of a penny per pound on the turnover. The operation of these shops, however, was found to have stabilized the meat prices throughout the Dominion as butchers outside of Auckland observed the prices recommended by the Board throughout.

The Board also co-operated with the Department of Agriculture in allotting supplies of meat.

In fish the Board reports that the development of the industry was greatly retarded owing to difficulties in connection with supplies of materials due to war conditions. The city of Auckland was supplied with fish at cheaper prices than any other part of the Dominion as a result of the enterprise there shown, the municipality having its own trawlers, Fisherman using motor boats were also handicapped by the shortage of gasoline. In this connection the Board secured almost regular supplies at a reasonable price, and by strenuous efforts supplies of wire, rope, nets, etc., were secured from abroad. An investigation was made into a charge that fish were being destroyed in order to maintain high prices in the South Island. This allegation was found to be incorrect as the fish destroyed were not fit for human consumption. The Board also investigated the use of the purse seine in order to increase the supplies of fish. It was learned that this was extensively used in the Canadian fisheries and was very successful.

In regard to eggs the Board was asked to make an inquiry as to the desirability of prohibiting the importation of eggs from Asia. The Board ascertained that these eggs were used extensively only by bakers in the winter time, that there was no special danger to the health from the use of Asiatic eggs, and therefore recommended that the importation be not prohibited. The Board, however, suggested to the poultrymen that measures should be taken to preserve eggs in the summer time, when there was a surplus, for use in the winter. The Board also made inquiries as to condi-

tions in the timber industry and the advisability as to the prohibition of the export of timber, the use of substitutes, etc. A special investigation was made into the supplies of galvanized iron and wire as the export of these from Great Britain had been prohibited and stocks in New Zealand were nearly exhausted. It was ascertained that dealers were not taking advantage of the situation by exploiting the public; they were making neither unreasonable profits nor profits commensurate even with those ruling in pre-war times. In reference to control of prices the Board had recommended that it should be empowered to forbid any increase in price except with the consent of the Board, and this recommendation was carried into effect by the legislature in 1917, enabling the Government to fix maximum prices by order-in-council to be altered from time to time on the recommendation of the Board of Trade or under representations made by any other authority, and that such maximum prices should not be exceeded unduly. The Board of Trade decided, under the provisions of the recommendations, to devise a scheme for restricting increases in the prices of groceries, but not to adopt a policy of fixing the prices of articles in general by notice in the *Gazette* because of the violent fluctuations that occur under war conditions. Committees of merchants were formed in each of the large centres to advise the Board and to furnish information as to wholesale prices and market conditions. In this way prices were fixed for a considerable number of commodities on the first of March, 1917, and all alterations in prices thereafter were subject to the Board of Trade's consent. Considerable difficulty was ex-

perienced in preventing increases in the prices of imported articles owing to the increased cost of production abroad, higher freight rates, etc. Manufacturers of some articles were also required to furnish information to justify increases in prices before being allowed to make them.

In regard to footwear the question of cheapening the prices of boots was taken up and a scheme was adopted involving an arrangement with the tanners to supply manufacturers of boots with leather at reasonable prices. Similar arrangements with the manufacturers to restrict their production to the most advantageous lines and to supply merchants and retailers with boots at reasonable prices were made. By thus securing standardization of footwear and a check on the cost of boots the Board reported itself to be "in a position to guarantee that no exploitation is taking place at any step in the production and distribution of these standard boots."

In regard to bacon and ham, owing to a rise in price the Board recommended that export should be prohibited and later that wholesale prices of pork, bacon, and ham should be fixed. This recommendation was carried out by order-in-council. Similarly prices of milk were fixed by order-in-council.

Other investigations were made into the cost and quality of gas and it was recommended that the complaints as to quality made during 1917 should be investigated and that legislation should be introduced requiring certain standards of quality. Attention was also given to prices of coal, grass seed, salt, potatoes, chaff, oats and fertilizers.

The question as to the increased cost

of living was taken up by the Board and, accepting the position taken by the Royal Commission on the Cost of Living in 1912, the Board compared the increase in prices with the increase in wages. It was ascertained that wages had risen on the average from 20 to 25 per cent although there had been decreases in the volume of business in the Dominion with an increase in the note circulation amounting to 170 per cent. The Board reported that as a result of the measures taken by the Government and the Board of Trade to stabilize prices the cost of food had not increased in New Zealand to the same extent as in America. In dealing with the problem of the cost of living the Board reported that the fixing of prices was a remedy that could be applied only with the greatest care as the supply might greatly diminish, if not cease entirely, so that prices should not be fixed except in the case of a commodity of which the whole supply could be controlled from the field of production to the final consumer, the intermediary changes being limited to fair remuneration for services rendered. By such means little could be done to keep down the prices of products imported from abroad. In regard to commodities of which a large part of of the production is exported, for instance butter in New Zealand, the Board recommended that the principle of an equalization fund was sound and that this formed the safest method of easing the burden which falls upon the people because of war prices realized by primary producers. In this instance the price of butter sold for consumption in New Zealand was kept lower than the price for export and the producers for ex-

port were made to contribute to an equalization fund to remunerate the producers who sold for home consumption.

The Board also recommended that steps should be taken to control the

manufacture and sale of goods that might be considered as luxuries as valuable labour was expended on these and should be diverted to the production of essential commodities.

COST OF LIVING INVESTIGATION IN THE UNITED STATES BY THE NATIONAL INDUSTRIAL CONFERENCE BOARD

INQUIRIES into the extent of the increase in the cost of living in the United States have been made from time to time by the National Industrial Conference Board of Boston, Mass., an organization composed of representatives of manufacturers and employers. In August, 1918, a report on wartime changes in the cost of living between July, 1914, and June, 1918, was issued as No. 9 in the series of research reports on industrial problems. In February, 1919, Research Report No. 14, brought this information up to Nov. 1918, and a summary of the further changes to March, 1919, has been issued in the Cost of Living Supplement to the issue for April 21-28, 1919, Vol. III, No. 9, of the *Industrial News Survey*, a weekly publication issued by the organization.

In conducting the inquiry, the statistics of retail food prices collected and published by the U. S. Bureau of Labour Statistics were used. Information as to changes in rent, clothing, fuel, light, car-fare, amusements, insurance, tobacco and other sundries were obtained from chambers of commerce, real estate brokers, charitable and civic organizations, retail dealers, etc.

In food there appeared an increase in cost from July, 1914, to June, 1918, of 62 per cent; to Nov., 1918, of 83 per cent; to March, 1919, of 75 per cent,

there having been a decrease since November of 4.4 per cent. The increases in the 45 cities for which prices were published by the Bureau of Labour Statistics were shown in tables reproduced from the *Monthly Labour Review* of the Bureau, and were reported to show that "increases in food prices were fairly uniform from city to city—and that, as a rule, only slight allowance, if any, need be made to take account of local differences."

In shelter the estimate made by the Board was an increase of 15 per cent in rent over 1914 by June, 1918, 20 per cent by November and 22 per cent by March, 1919. In only one of the ten largest cities did the average increase in wage earners' rents exceed 20 per cent by November, 1918, namely, Detroit, where the increase was between 20 per cent and 40 per cent, being greatest in heated apartments for which a greater demand was reported as a result of higher wages. In certain parts of Philadelphia rent advances were considerably greater than the estimated average of 20 per cent, while the Philadelphia Housing Association placed the average rise at only 11 per cent. In New York the increases were between 10 per cent and 20 per cent. Rents were found to have advanced most "in certain cities where the demand for housing could be met only by the

construction of new buildings at greatly increased cost," especially in large ship-building centres.

In clothing, the increase from July, 1914, to June, 1918, was estimated to be 77 per cent, to November, 1918, 93 per cent, and to March, 1919, 81 per cent, a decrease since November of 6.2 per cent being reported.

It is evident that the price of every article important in the clothing budget of the average family increased greatly between 1914 and 1918. The price of yard goods showed the greatest advance. Cotton fabrics have mounted higher in price than have woollens and the cheaper grades of all fabrics advanced more than the finer and more expensive grades. Increases in the prices of wearing apparel seem to have been greatest for work clothes and for the less expensive grades. Hosiery and underwear advanced in price more than outer garments and furnishings, with the exception of shoes and gloves.

Prices of yard goods and wearing apparel obtained from 150 dealers in 46 cities throughout the country showed that there had been a small decrease in the cost of clothing since November, 1918. Cotton yard goods showed the largest falling off in price, as, for example, 19 per cent for percale and Fruit of the Loom, and 18 per cent for longcloth and gingham. In the made-up garment group, overalls and workshirts, for which during the war price advances were especially pronounced, showed the most significant decreases for the post-war period. Smaller decreases were reported in the prices of hosiery, underwear, shirts, blouses, suits and coats. Average prices of shoes and gloves, on the other hand, rose slightly between November, 1918, and March, 1919.

In fuel, heat and light, the increase in June, 1918, appeared at 45 per cent, in November at 55 per cent, and in March at 57 per cent. The greatest advances appeared in the New England and Middle Atlantic States, and the smallest increases in the far West.

In sundries, increases of 20 per cent to 66.7 per cent appeared in carfare, but in 41 cities, including New York, Chicago and Philadelphia, no increases ap-

peared. Cigars and tobacco were up 20 per cent to 50 per cent. Theatre tickets, newspapers, physicians' fees, drugs, toilet goods, were up considerably. House furnishings were found to be up 100 per cent. The general increase in sundries calculated in several ways therefore appeared at about 55 per cent.

In calculating the advances in the complete family budget, the average percentages of income spent on the above groups were determined from the results of government and other investigations, as follows:—Foods, 43 per cent; shelter, 18 per cent; clothing, 13 per cent; fuel, heat and light, 6 per cent; sundries, 20 per cent. Allowing for the importance of each group in family expenditure on this scale, the increase in the cost of the complete budget over July, 1914, was estimated at between 50-55 per cent in June, 1918, 65-70 per cent in November and 60-65 per cent in March, 1919, as shown in groups in the accompanying table:

INCREASES IN THE COST OF LIVING
FOR WAGE-EARNERS IN AVERAGE
AMERICAN COMMUNITIES, JULY
1914-MARCH, 1919, BY SEPARATE
BUDGET ITEMS.

Budget Items.	July, 1914. to June, 1918.	July, 1914. to Nov., 1918.	July, 1914. to Mar., 1919.
<i>All Items.</i>	<i>52.3%</i>	<i>65.9%</i>	<i>61.3%</i>
Food.....	62%	83%	75%
Shelter.....	15%	20%	22%
Clothing....	77%	93%	81%
Fuel, heat and light.	45%	55%	57%
Sundries,...	50%	55%	55%

COST OF LIVING SURVEY IN SPOKANE

IN October, 1918, the Chamber of Commerce in Spokane, Washington, made an inquiry into the cost of living, and a summary of the information obtained has been published. The nature and results of the inquiry are shown in the following extracts and table.

"To ascertain the cost of living in Spokane a survey has been made by the Chamber of Commerce, the results of which are shown by the tabulated report hereto attached. This data was obtained by a distribution of two thousand questionnaires among the employees of a wide range of industries in Spokane. A good percentage of the questionnaires were filled out by skilled workmen, while there was also a large number contributed by common labourers in packing houses, lumber mills and similar factories and plants. A considerable number came from employees of department stores, wholesale houses, laundries and mills. It may therefore be accepted that the data is fairly representative of the wage and salary earning classes in Spokane. There were 240 replies received in usable form from among 2,000 that were sent out.

"These questionnaires have been segregated according to the number in the families; that is, the questionnaires of the families of two were compiled separately from the families of three, four, five and six. Above six no compilation was made, for the reason that we did not have a sufficient number of replies.

"In addition to the totals and averages of each segregation, we have also compiled an average and totals for the entire 240 families for which questionnaires were returned.

"Items of cost covered by the questionnaires are : Rent, Fuel and Light, Meat, Groceries, Clothing, Carfare, Insurance, Amusements and Sundry. Dental and medical expenses were not included."

"One fact that must be kept in mind is that most of the figures in these tables are estimates. Few families keep accurate expense accounts. The presence of so many round numbers indicates estimates rather than actual daily records of expenditure. It is for this reason that some absurdities appear in the tables. No attempt was made by the Chamber of Commerce to correct these obviously incorrect items, as they go to extremes in both directions and thus tend to offset each other and keep the average true."

	Family of 2	Family of 3	Family of 4	Family of 5	Family of 6	Average
	(52 reports)	(78 reports)	(53 reports)	(32 reports)	(25 reports)	(240 reports)
Rent.....	\$ 16.10	\$ 16.12	\$ 16.38	\$ 14.42	\$ 14.90	\$ 15.75
Fuel and light..	8.28	9.16	8.87	10.94	11.78	9.38
Meat.....	9.10	9.87	10.27	11.02	15.25	10.51
Groceries.....	28.45	31.90	38.99	42.14	49.16	35.88
Clothing.....	15.95	16.36	17.36	18.18	23.75	17.51
Carfare.....	4.02	4.16	4.59	3.95	5.38	4.32
Insurance.....	4.28	5.58	5.12	4.35	6.59	5.06
Amusements...	3.52	4.04	3.16	2.07	2.57	3.32
Sundry.....	9.11	9.65	8.84	7.46	8.47	8.82
Total for mo*..	\$96.14*	104.45*	110.91*	113.75*	134.34*	108.43*
Total for year..	1,153.68	1,253.40	1,330.92	1,365.00	1,612.08	1,301.16

*These totals are not the sums of the above columns, but the averages of the individual totals actually reported. Some families did not report expenditure on some items; for instance in the first column only 46 out of 52 families reported on insurance, and the total represents the average of the 52 totals reported. (Ed. LABOUR GAZETTE.)

FATAL INDUSTRIAL ACCIDENTS DURING THE FIRST QUARTER OF 1919

DURING the first quarter of 1919, the Department received reports of 212 fatal accidents (86 of which occurred in January, 72 in February, and 54 in March) as compared with 299 during the previous quarter. During the corresponding quarter of 1918, there were

350 fatal accidents reported (182 of which occurred in January, 87 in February, and 81 in March). The Department is unable to secure reports and information in regard to all fatal industrial accidents that may occur, but reports are received from all sources available.

TABLE OF FATAL INDUSTRIAL ACCIDENTS OCCURRING DURING JANUARY, FEBRUARY AND MARCH, 1919.

Trade or industry	Locality	Date	Age	Cause of fatality
AGRICULTURE—				
Farmhand.....	Ste. Anne de Bellevue, Que.	Jan. 7	39	Drowned.
Farmer.....	(Near) Perth, Ont.	" 23	...	Struck by breaking saw.
Farmer.....	(Near) Leamington, Ont.	Feb. 10	...	Struck by breaking saw.
LUMBERING—				
Tie maker.....	Dog Lake, Ont.	Jan. 3	...	Struck by tree.
Tie maker.....	Timmins, Ont.	" 4	...	Struck by tree.
Labourer.....	Madawaska, Ont.	" 6	...	Struck by tree.
Foreman.....	Garden River, Ont.	" 6	...	Internal strain.
Logger.....	(Near) Mission, B.C.	" 6	...	Log rolled on him.
Logger.....	Laurierville, Que.	" 11	20	Struck by tree.
Logger.....	Port Alice, B.C.	" 15	...	Struck by stub.
Sawyer.....	Victoria, B.C.	" 18	...	Caught in shaft.
Logger.....	Hutton Mills, B.C.	" 20	...	Tree fell on him.
Logger.....	Hardwich Island, B.C.	" 23	...	Drowned.
Bucker.....	Knox Bay, B.C.	" 24	...	Fall.
Labourer in shanty.....	St. Remi d'Amherst, Que.	" 27	...	Run over by horses.
Lumberman.....	Big River, Sask.	" 28	30	Struck by tree.
Labourer with Lumber Company.....	Echo River, Ont.	" 29	...	Struck by tree.
Tie maker.....	Horborg, Alta.	" 31	38	Tree fell on him.
Teamster.....	Beckworth Island, Ont.	" 31	...	Crushed by log.
Bushman.....	" " "	" 31	...	Crushed by log.
Tie maker.....	Horborg, Alta.	Feb. 1	35	Tree fell on him.
Chokerman.....	Campbell River, B.C.	" 4	...	Struck on head by snag.
Labourer.....	Lauzon Levis, Que.	" 4	37	Lumber fell on him.
Labourer.....	Thor Lake, Ont.	" 5	...	Struck by cant-hook.
Head Feller.....	Port Moody, B.C.	" 10	...	Struck by tree.
Bushman.....	Ramsay, Ont.	" 12	...	Struck by tree.
Teamster.....	Hunstville, Ont.	" 15	...	Struck by sleigh.
Labourer.....	Cache Bay, Ont.	" 21	...	Crushed under load of logs.
Bushman.....	Nesto, Ont.	" 22	...	Struck by log.
Foreman.....	Loughboro Inlet, B.C.	" 24	...	Blasting stumps.
Sawyer.....	Flanders, Ont.	" 26	...	Struck by tree.
Logger.....	Stillwater, B.C.	" 27	...	Collision.
Teamster.....	Burwash, Ont.	" 27	...	Struck by logs.
Labourer.....	Burwash, Ont.	Mar. 4	...	Struck by tree.
Teamster.....	McArthur's Mills, Ont.	" 4	...	Fall.
Timberman.....	Surf Inlet, B.C.	" 6	over 21	Caught between skip and shaft.
Millman.....	Elderbank, N.S.	" 11	...	Caught between chain and drum.
Lumberman.....	St. Henri (Lotbinière, Que.)	" 13	36	Caught under logs in a roadway.
Sawmill employee.....	Portneuf, Que.	" 24	36	Struck by plank projecting from saw.
Logger.....	Roy, B.C.	" 24	...	Struck by breaking haulback.
MINES, SMELTERS AND QUARRIES—				
Coal Shifter.....	Louisburg, N.S.	Jan 1	...	Crushed between car and wall.
Coal Miner.....	Comox, B.C.	" 1	...	Struck by cars.
Blockholder.....	Crean Hill, Ont.	" 3	...	Fell into pit.
Coal miner.....	Glace Bay, N.S.	" 6	...	Fall of stone.
Coal miner.....	Cumberland, B.C.	" 6	...	Struck by cars.
Labourer.....	Sydney, N.S.	" 7	...	Fall.
Mucker.....	Schumacher, Ont.	" 11	...	Crushed under rock.
Steamfitter.....	Stratheona, Alta.	" 12	37	Water poured over him causing cold.
Roperider.....	Canmore, Alta.	" 22	25	Fall of coal off pillar.

TABLE OF FATAL INDUSTRIAL ACCIDENTS OCCURRING DURING JANUARY,
FEBRUARY AND MARCH, 1919.—Continued.

Trade or industry	Locality	Date	Age	Cause of fatality
MINES, SMELTERS AND QUARRIES—				
<i>Continued.</i>				
Dinky driver.....	Coleman, Alta.....	Jan. 24	18	Crushed by cars.
Loader.....	Comox, B.C.....	" 27	over 21	Fall of rock
Workman.....	New Liskeard, Ont.....	Feb. 2	...	Struck by crosshead.
Coal miner.....	Cobalt, Ont.....	" 4	...	Hit by crosshead causing fall.
Coal miner.....	Coleman, Alta.....	" 4	27	Fall of coal in crosscuts.
Miner.....	Timmins, Ont.....	" 5	34	Internal injuries.
Chainrunner.....	St. George's (Chignecto) N.S.....	" 6	30	Lost footing.
Labourer.....	Schumacher, Ont.....	" 5	...	Struck by rock.
Shiftman.....	Springhill, N.S.....	" 10	...	Run over by box.
Blaster.....	Creighton Mines, Ont.....	" 11	...	Struck by rock.
Coal miner.....	Nordeg, Alta.....	" 12	49	Fall of coal and rock.
Runners (2).....	Worthington, Ont.....	" 8	...	Crushed under ore.
Belt man.....	Maggie, Ont.....	" 11	...	Crushed under ore.
Labourer.....	Port Colborne, Ont.....	" 16	19	Fell from a crane.
Coal miner.....	Springhill, N.S.....	" 19	47	Fall of coal.
Loader.....	Medicine Hat, Alta.....	" 20	32	Fall of coal.
Employee of gravel pit.....	Tp. of Gloucester, Ont.....	" 21	17	Fall of gravel.
Miner.....	The Pas, Man.....	" 22	...	...
Coal miners (2).....	Cumberland, B.C.....	" 24	...	Jammed by cars.
Chainrunner.....	Chignecto, N.S.....	" 25	...	Fall.
Miner.....	Courtenay, B.C.....	" 26	...	Fall from bin.
Miner.....	Silverton, B.C.....	" 26	over 21	Lost his balance and fell from tram-way.
Drill helper.....	Creighton Mines, Ont.....	" 26	...	Struck on head by ore.
Coal trimmer.....	Halifax, N.S.....	Mar. 1	...	Fell from deck to scow below.
Miner.....	Madoc, Ont.....	" 1	21	Caught between cage and timbers.
Coal passer.....	DeWolfe's Island, N.S.....	" 3	...	Fall from wharf.
Carter.....	St. Barnabe, Que.....	" 4	28	Fall of gravel.
		or 5	...	...
Miner.....	New Denver, B.C.....	" 15	...	Struck by hammer.
Miners (2).....	Sandon, B.C.....	" 18	35	Snow slide.
Chainrunner.....	St. George's Mine, N.S.....	" 26	22	Runaway trip.
RAILWAY, CANAL AND HARBOUR				
<i>CONSTRUCTION—</i>				
Carpenter (railway).....	Carleton Place, Ont.....	Jan. 6	...	Struck by plank.
Labourer (railway).....	Allandale, Ont.....	Feb. 6	...	Struck on head by bar.
Bridge worker.....	Belmont, Ont.....	" 21	45	Fell off bridge.
Labourer.....	Princeton, B.C.....	Mar. 5	...	Struck by rockslide.
Labourer.....	Oxdrift, Ont.....	Mar. 10	...	Struck by train.
Canal employee.....	Niagara Falls, Ont.....	Mar. 17	29	Struck by falling trestle.
Canal employee.....	Stamford, Ont.....	" 25	28	Struck by gin pole.
Labourer with Dredging Co.....	Port Robinson, Ont.....	" 25	...	Infection.
BUILDING AND CONSTRUCTION—				
Labourer.....	Sault Ste. Marie, Ont.....	Jan. 11	53	Struck by falling wall.
Carpenter.....	Quebec, Que.....	" 16	over 21	Fell from scaffold.
Labourer.....	Port Arthur, Ont.....	" 31	...	Fell down stairs.
Plate hanger.....	Vancouver, B.C.....	Feb. 7	...	Collapse of plank.
Labourer.....	Ottawa, Ont.....	Feb. 21	...	Crushed under gravel.
Electrician.....	Toronto, Ont.....	Feb. 25	50	Crushed by elevator.
Labourer.....	Winnipeg, Man.....	Mar. 5	...	Struck by pick handle.
Painter.....	Dartmouth, N.S.....	" 11	...	Shock caused fall.
Contractor.....	Toronto, Ont.....	" 14	40	Fell from building.
Labourer.....	Sault Ste. Marie, Ont.....	" 21	...	Fractured leg.
Carpenter.....	Beaver Cove, B.C.....	" 31	...	Fell from building.
METALS, MACHINERY AND CON-				
<i>VEYANCES—</i>				
Shipyards employee.....	Toronto, Ont.....	Jan. 1	45	Fell from scaffold.
Shipwright.....	Victoria, B.C.....	" 2	45	Crushed between timbers.
Steel works employee.....	Sydney, N.S.....	" 7	...	...
Apprentice woodworker.....	Sydney Mines, N.S.....	" 9	...	Fell from cart.
Steel plant employees (2).....	Sault Ste. Marie, Ont.....	" 10	49	Crushed by train.
			31	...

TABLE OF FATAL INDUSTRIAL ACCIDENTS OCCURRING DURING JANUARY,
FEBRUARY AND MARCH, 1919.—Continued.

Trade or industry	Locality	Date	Age	Cause of fatality
METALS, MACHINERY AND CONVEYANCES—Continued.				
Steel plant employee.....	Hamilton, Ont.....	Jan. 10	53	Struck by boards.
Ironworker.....	Sault Ste. Marie, Ont.....	" 11	53	Crushed.
Boilermaker.....	Vancouver, B.C.....	" 15	...	Struck by boiler.
Locomotive works employee.....	Montreal, Que.....	" 17	23	Caught in belt—crushed.
Steel company helper.....	Sault Ste. Marie, Ont.....	" 20	45	Burned.
Ship carpenter.....	Quebec, Que.....	" 24	40	Fell into hold of vessel.
Shipyard employee.....	Vancouver, B.C.....	" 30	...	Hit by boom.
Steel company employee.....	Montreal, Que.....	Feb. 4	...	...
Steel company employee.....	Orillia, Ont.....	" 4	...	Fell off building.
Locomotive works employee.....	Longue Pointe, Que.....	" 14	39	Crushed between trucks.
Steel company employee.....	Midland, Ont.....	" 18	...	Gassed.
Ironworker.....	Sydney, N.S.....	" 20	...	Drove spike through hand.
Foundry employee.....	Montreal, Que.....	" 27	...	Burned by molten metal.
Engineering company fitter.....	Toronto, Ont.....	Mar. 7	...	Struck on head by steel.
Elevator operator.....	Thorold, Ont.....	" 15	28	Cable broke—crushed by elevator.
Steel company employee.....	Sydney, N.S.....	" 18	...	Crushed by casting.
C. N. R. shop employee.....	Moncton, N.B.....	" 19	45	Explosion of gasoline tank.
Metal worker.....	Toronto, Ont.....	" 20	...	Hit by crane.
Car shop employee.....	St. Pierre aux Liens, Que.....	" 21	32	Struck by a steel beam.
Shipbuilding company machinist.....	Port Arthur, Ont.....	" 28	...	Crushed by drilling machine.
PULP AND PAPER—				
Labourer with Pulp Co.....	Iroquois Falls, Ont.....	Jan. 5	...	Gassed.
Log cutter with Pulp Co.....	Iroquois Falls, Ont.....	Feb. 6	...	Struck by tree.
Workman with Pulp Co.....	Sault Ste. Marie, Ont.....	" 12	17	Caught in shafting.
Employee with Paper Co.....	Iroquois Falls, Ont.....	" 17	50	Clothing caught in shafting.
Employee with Paper Co.....	Fort Frances, Ont.....	Mar. 19	26	Caught in reel.
FOOD, TOBACCO AND LIQUOR—				
Employee of flour mill.....	Chatham, Ont.....	Jan. 1	58	Caught in shaft.
Engineer with storage Co.....	London, Ont.....	" 3	...	Fell off ladder.
Manager of Milling Company.....	Thorndale, Ont.....	" 6	...	Caught in machinery.
Milk factory employee.....	Hamilton, Ont.....	" 29	19	Fell down elevator shaft.
CLOTHING—				
Textile employee.....	Paris, Ont.....	Jan. 3	...	Caught in machinery.
Employee of knitting mill.....	Toronto, Ont.....	Feb. 25	55	Caught in machinery.
LEATHER—				
Saddlery company employee.....	St. Catharines, Ont.....	Feb. 5	...	Crushed toe—infection.
WOODWORKING TRADES—				
Labourer with box company.....	London, Ont.....	Mar. 3	...	Struck by slab.
CHEMICALS AND EXPLOSIVES—				
Employee of oil company.....	Port Moody, B.C.....	Jan. 1	...	Explosion.
Paint company employee.....	Montreal, Que.....	" 4	40	Crushed by elevator
Acetylene company employee.....	Winnipeg, Man.....	" 15	45	Explosion.
Chemical company employee.....	Quebec, Que.....	" 27	24	Hit by bricks.
Electrode moulder.....	Niagara Falls, Ont.....	Feb. 4	30	Electrocuted.
STEAM RAILWAY SERVICE—				
Sectionman.....	Harriston, Ont.....	Jan. 9	40	Struck by train.
Engineer.....	Montreal, Que.....	" 9	43	Scalded.
Conductor.....	Toronto, Ont.....	" 10	...	Crushed between cars.
Labourer.....	Waterford, Ont.....	" 11	...	Struck by car.
Labourer.....	Sault Ste. Marie, Ont.....	" 16	43	Struck by engine.
Engineer.....	Victoria, B.C.....	" 16	...	Struck by auto.
Brakeman.....	Niagara Falls, Ont.....	" 17	26	Run over by cars.
Fireman.....	London, Ont.....	" 17	...	Fell off water tank.
Fireman.....	Niagara Falls, Ont.....	" 17	...	Struck by train.
Labourer.....	Toronto, Ont.....	" 23	35	Struck by car.
Brakeman.....	Revelstoke, B.C.....	" 24	...	Crushed between cars.
Conductor.....	Field, Ont.....	" 24	41	Derailment.
Brakeman.....	St. Paulin, Que.....	" 27	...	Run over by train.
Section foreman.....	Battleford Sub. Division.....	" 28	46	Struck by train.

TABLE OF FATAL INDUSTRIAL ACCIDENTS OCCURRING DURING JANUARY, FEBRUARY AND MARCH, 1919.—*Continued.*

Trade or industry	Locality	Date	Age	Cause of fatality
STEAM RAILWAY SERVICE—Continued.				
Engineer.....	Quebec, Que.....	Jan. 29	45	Drowned—shunting engine jumped off wharf.
Fireman.....	Quebec, Que.....	" 29	over 21	Drowned—shunting engine jumped off wharf.
Yardman.....	Quebec, Que.....	" 29	over 21	Drowned—shunting engine jumped off wharf.
Car coupler.....	Montreal, Que.....	" 31	30	Crushed under cars.
Labourer.....	L'Assomption, Que.....	" 31	35	Crushed under cars.
Brakeman.....	Rossland, B.C.....	" 8	45	Knocked off coach by projecting rock.
Brakeman.....	Windsor, Ont.....	Feb. 10	...	Crushed by car.
Brakeman.....	Tadanac, B.C.....	" 11	...	Fall off train.
Sectionman.....	Quebec, Que.....	" 11	65	Crushed by hand car.
Brakeman.....	Nanaimo, B.C.....	" 15	over 21	Slipped when coupling.
Employee C.N.R.....	Blue River S.D. Mile 83.6...	" 22	59	Snow slide.
Agent.....	St. Constant, Que.....	" 24	45	Struck by plank.
Mail Clerk.....	Flatlands, N.B.....	...	...	Collision.
Superintendent.....	Fargo, Ontario.....	Mar. 5	51	Internal injuries.
Agent.....	Utterson, Ont.....	" 6	30	Struck by train.
Conductor.....	Newtonville, Ont.....	" 12	44	Fell between rails.
Sectionman.....	Renton, Ont.....	" 15	44	Struck by car.
Labourer.....	Watts, Alta.....	" 18	...	Fell from flat car.
Sectionmen (2).....	Glacier, B.C.....	" 16	...	Struck by train.
Sectionman.....	Portage la Prairie, Man.....	" 20	35	Struck by switching engine.
Engineer.....	Ardath, Sask.....	" 24	...	Deraiment.
Fireman.....	Ardath, Sask.....	" 24	...	Deraiment.
Operator.....	Ardath, Sask.....	" 24	...	Deraiment.
Engineer C.N.R.....	Yellowhead Pass.....	" 30	45	Buried in snow-slide.
Employee.....	Farnham, Ont.....	" 31	44	Struck by tender of engine.
Chief engineer.....	M.P. 26, Blue River, S.D.....	" 31	...	Snow-slide.
ELECTRIC RAILWAY SERVICE—				
Employee of street railway.....	Montreal, Que.....	Jan 1	61	Fell between cars.
Employee of street railway.....	Toronto, Ont.....	" 11	44	Fell between cars.
Employee of electric railway.....	Pinaua, Man.....	Mar. 25	...	Drowned.
Conductor, street railway.....	Winnipeg, Man.....	" 28	...	Run over by street car.
NAVIGATION—				
Sailor with steamboat company.....	Ashtabula, Ohio.....	Mar. 17	...	Drowned.
Trolleyman with Navigation Co.....	Erieau, Ont.....	" 31	...	Fell off tower.
PUBLIC UTILITIES.—				
Lineman.....	Stamford, Ont.....	Jan. 4	...	Fell off pole.
Lineman.....	Niagara Falls, Ont.....	" 14	25	Fell from pole.
Lineman.....	Rossland, B.C.....	Mar. 30	...	Electrocuted.
Postman.....	Toronto, Ont.....	Feb. 3	...	Run over by street car.
Fireman.....	Toronto, Ont.....	Feb. 7	...	Explosion of fire extinguisher.
Motorman with power company.....	Iroquois Falls, Ont.....	Feb. 17	...	Caught in shafting.
MUNICIPAL EMPLOYMENT.—				
Engineer.....	Toronto, Ont.....	Jan. 18	...	Electrocuted.
Snow carter.....	Quebec, Que.....	" 20	18	Fall.
Overseer.....	Vankleek Hill, Ont.....	Feb. 7	...	Crushed under gravel.
MISCELLANEOUS TRADES—				
Teamster.....	Beaconsfield, Que.....	Jan. 3	40	Drowned.
Labourer.....	Montreal, Que.....	Jan. 4	40	Crushed by elevator.
Store employee.....	Quebec, Que.....	" 21	45	Fell down elevator shaft.
Messenger.....	Montreal, Que.....	" 24	12	Fell down elevator.
Teamster.....	Vancouver, B.C.....	Feb. 1	...	Fell down elevator shaft.
Labourer.....	Vancouver, B.C.....	" 10	...	Found dead at foot of ladder.
Teamster.....	Brandon, Man.....	" 12	...	Kicked by horse.
Elevator operator.....	Toronto, Ont.....	" 19	24	Crushed by elevator.
Glass company employee.....	Wallaceburg, Ont.....	" 21	...	Struck by horse.
Storekeeper-in electric plant.....	Toronto, Ont.....	" 25	50	Crushed by elevator.
Storekeeper.....	Halifax, N.S.....	Mar. 19	...	Descending elevator dropped.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING 1918

WHILE the following tables of fatal industrial accidents occurring in Canada during 1918 have been made as complete as possible, it should be understood that they do not necessarily include all the industrial accidents which might have occurred during the year. With respect, however, to the provinces of Nova Scotia, Ontario, Manitoba and British Columbia, the Department, in addition to other information, has received from the various Workmen's Compensation Boards statements of all fatalities reported to them during the year, so that it is felt that in these provinces the field has been fairly well covered. In addition to the Workmen's Compensation Boards mentioned, the Department has received information of fatal industrial accidents from a number of other agencies, among which are: The Board of Railway Commissioners of Canada; the Department of Public Works and Mines of Nova Scotia; the Factory Inspector of New Brunswick; the Bureau of Mines of Quebec; the Bureau of Mines and Chief Factories Inspector of Ontario, the Ontario Railway and Municipal Board and the Temiskaming and Northern Ontario Railway Commission; the Bureau of Labour of Manitoba; the Bureau of Labour of Saskatchewan; the Chief Inspector of Mines and the Chief Factory Inspector of Alberta; and the Department of Mines and the Chief Factory Inspector of British Columbia.

According to the record, 1,222 fatal accidents occurred during 1918, as compared with 1,195 during 1917, and 950 during 1916. In 1918, as in 1917, the highest percentages of accidents were recorded in connection with the operation of the steam railways, in the mining and lumbering industries, and in the metal and machinery trades. Of the 1,222 fatalities, mining, smelting and quarrying operations were responsible for 263 deaths, or 21.5 per cent of the total; the steam railway service accounted for 255, or 20.9 per cent; lumbering operations accounted for 155 deaths, or 12.7 per cent; while in the metals, machinery and conveyances group there were 122 fatalities, this being 10.0 per cent of the total. These percentages vary only slightly from those recorded for the same groups in 1917, the percentage for 1918 in mining being slightly higher and for steam railway service slightly lower than in the previous year.

The greatest number of accidents in any industry from any one cause occurred in the steam railway service where 153 fatal accidents were caused through the victim being run over by, or caught between, cars. In mines, smelters and quarries 104 fatalities were caused through explosions, the disaster at the Stellerton coal mines accounting for 88 of these fatalities.

The accompanying tables give by months the fatalities in the various industrial groups, also the causes.

FATAL INDUSTRIAL ACCIDENTS DURING 1918

	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total	Percentage of Total
Agriculture.....	1	3	4	2	2	6	3	7	1	2	3	2	36	2.9
Fishing and Hunting.....					1	4				2			5	.4
Lumbering.....	16	11	8	17	23	10	20	13	5	14	1	17	155	12.7
Mines, Smelters and Quarries.....	99	18	15	14	14	11	12	14	28	9	12	17	263	21.5
Railway Canal and Harbour Construction.....			3	4	1	4	1	1	1	1	3		7	.6
Building and Construction.....						4	6	14	7	12	8	10	76	6.2
Metals, Machinery and Conveyances.....	3	4	10	7	11	18	14	11	11	8	7	14	122	10.0
Woodworking Trades.....	1	1	1			1	1						5	.4
Pulp and Paper Mills.....	2	2	5	2	5	3	1	1					2	2.0
Clothing.....									1				2	.2
Textile.....		1			2	1							4	.3
Food, Tobacco and Liquor.....		2	2			2	1	11	3	8	2	3	41	3.4
Chemicals and Explosives.....	4	4	3	5	5	4	5	3	5	3	6	5	52	4.3
Leather.....	1												3	.2
Steam Railway Service.....	37	21	17	19	12	19	15	16	19	24	25	31	255	20.9
Electric Railway Service.....				2	1			2		1		2	8	.6
Miscellaneous Transport.....	4	6	2	1		3	4	3	5	5	3	3	39	3.2
Navigation.....			1	1		3		1			1		7	.6
Public Utilities.....		2	2	4	3	2	1	2	6	3	2	2	29	2.4
Municipal Employment.....	1	1			5	2	3		1				13	1.1
Miscellaneous.....	5	9	6	3	1	3	5	12	5	7	13	6	75	6.1
	183	87	81	85	90	96	92	111	98	99	86	114	1222	100.0

FATAL INDUSTRIAL ACCIDENTS IN 1918, BY INDUSTRIES AND CAUSES.

CAUSES.	Agriculture	Fishing	Lumbering	Mines, Smelters and Quarries	Railway, Canal and Harbour Construction	Building and Construction	Metals and Machinery	Woodworking	Pulp and Paper	Clothing	Textile	Food, Tobacco and Liquor	Chemicals and Explosives	Leather	Steam Railway Service	Electric Railway Service	Miscellaneous Transport	Navigation	Public Utilities	Public and Municipal Employment	Miscellaneous	Total
Animals, horses and mules.....	4					1	1				1						1			1	1	10
Animals, other.....	1																				1	2
Asphyxiation.....				1			1						2			1						5
Assault.....																1						1
Boiler and steam pressure apparatus.....							1															1
Cars, steam and electric railway cars and locomotives.....				2	2	1	1					1										7
" Runover by or caught between.....			9	7		4	6					5	1		153	2			3		2	194
" Derailment and collision of.....															38		2		4	3		48
" falls from or in.....			1												23							23
" Mine and quarry.....				6																		6
" Hand and motor and velocipedes.....															2							2
Cold, exposure to, including frostbite.....			1	1																		2
Conveyors and hoisting apparatus.....			1	20		1	5	11		2	2	7			4					3	1	72
Drowning.....		5	28	1		1	6	4	1	5	3	3					7	6			3	70
Electricity.....				4		1	2	10	1	2		1	9			1			16		2	56
Explosive substances.....				2	105						2	12				5		1		1		130
Falls of persons.....	9		10	32		140	27	1	3		1	3	7	1	2	5	13	1	3	2	26	187
Heat prostration.....						2	1															3
Lightning.....	1																					1
Machinery.....			15	4	1	1	19		4			6	5		2	1				1	11	81
Objects: falling.....	11	5	75	68		7	22		6			6	2	1	9		6			1	3	211
" flying.....		1	3	2			1	2	1													10
" being handled.....							2								2							5
" sharp.....				4					1													5
Poison, blood.....				3	1							2	3	1	4						2	18
Ropes, hawser and other.....								1														1
Hot substances and flames.....				1	7		2	9	1				6				2					38
Poisonous substances.....																1						8
Suffocation.....				1	2							4										5
Trucks, hand, lorries and wheelbarrow.....												1										1
Tools, hand.....			1				1	1														3
Vehicles, animal-drawn.....																	1					2
Vehicles, motor-driven.....	2					2	1					1					1	4			2	13
	36	5	155	263	7	76	122	5	25	2	4	41	52	2	255	8	39	7	29	13	75	1,222

FIRST ANNUAL REPORT OF THE WORKMEN'S COMPENSATION BOARD OF ALBERTA

THE Workmen's Compensation Board of Alberta has recently issued its first report upon the administration during the year 1918 of the Alberta Workmen's Compensation Act, 1918, which became effective on August 1 so far as it applies to industries coming within the scope of schedule 1. For industries coming within the scope of schedule 2 the Act did not become effective until January 1, 1919.

The Workmen's Compensation Board was appointed on April 29, 1918, as follows: Mr. John T. Stirling, Chairman, and Messrs. W. T. McNeill and J. A. Kinney, Commissioners. The number of employers and employees coming within the scope of schedule 1 were, at the end of 1918, 264 and 10,259 respectively. Schedule 1 covers employment in or about: (1) coal mines, (2) coke ovens, (3) briquetting plants, and (4) mines other than coal. To these have since been added (5) employees of workmen.

On July 17 the Board made its first assessment of 3 per cent on the average monthly payroll of those industries coming under schedule 1 and since that time assessments have been made every two months at the same rate. The total amount of payrolls on which assessments were made was \$5,540,512, and the total amount of assessments was \$96,322, of which \$94,638 had been collected at the end of the year.

Five fatal and 938 non-fatal accidents were reported to the Board and claims were made in the cases of 662. Out of the 943 accidents claims to the

number of 362 were disposed of by payments of compensation, 284 were disposed of without compensation, while in 75 cases further payments have still to be made, leaving 222 cases (including the five fatalities) still under consideration at the end of the year.

The total amount of compensation paid amounted to \$13,442, and a further amount of \$270 was expended in medical aid. The amount of compensation for continuing disabilities and outstanding accidents was estimated at \$15,920, and the expenses of the administration amounted to \$10,378, leaving an estimated balance of \$54,985 at the end of the year.

Five regulations have been made by the Board from time to time, the first two of which are designed to reduce as much as possible the opportunity for malingering by keeping track of the progress being made by the injured workman towards recovery. These regulations which are now in effect are as follows:

1. In addition to the report required to be forwarded to the Board in accordance with the provisions of Section 62, sub-section 2 of the Act, the physician or surgeon attending any workman shall forward to the Board progress reports on the first and fifteenth days of each month during the time such injured workman is unable to resume work as a result of injuries sustained by him as stated in the report first mentioned herein, and shall also forward to the Board a final report within three days after said workman is, in his opinion,

able to resume work. All reports required to be provided in accordance with this regulation shall be on a form which may be prescribed from time to time by the Board.

2. Every employer in addition to the report required to be forwarded to the Board in accordance with the provisions of Section 62 of the Act shall also forward, on a form prescribed by the Board, within 24 hours after the same comes to his knowledge, notification that the injured workman has returned to work, or is, in his opinion, able to return to work.

3. All claims for compensation, in accordance with Section 42, sub-section 3, shall be made on forms which may be prescribed from time to time by the Board.

4. Every employer included in the Workmen's Compensation Act shall keep posted in a conspicuous place on the premises where the work is carried on, where it may be seen, such notices as the Board may, from time to time, require to be posted.

5. No payment under Section 45 of the Workmen's Compensation Act, 1918, will be considered by the Board unless sanction has been given by an officer of the Board for an operation to be performed or other treatment to be given, or unless it can be proved, to the satisfaction of the Board, that, in an extreme emergency case, it is necessary to perform such operation or give such treatment before such sanction could be obtained.

REPORT OF THE WORKMEN'S COMPENSATION BOARD OF MANITOBA FOR 1918

ACCORDING to the 1918 report of the Workmen's Compensation Board of Manitoba there were 1,756 compensatable accidents reported during the year, of which four were fatalities, two permanent total disability, 69 permanent partial disability, and 1,643 temporary disability. During the year 24 awards for pensions in fatal cases and 31 awards for pensions in both partial and total permanent disability cases were made. Lump sum settlements were effected in 44 cases. The total amount of compensation awarded was \$408,817, of which \$138,439 was paid for temporary disability and medical benefits, \$118,765 was awarded to provide pensions for permanent disability, and \$151,613 to provide pensions in fatal cases.

The report also contains revised

figures for 1917 which show that from March 1, the date on which the Act became operative, 1,323 compensatable accidents were reported, four of which were fatalities. The total amount of compensation awarded in 1917 was given as \$312,872.

The advance premiums collected for 1918 based on estimated payrolls for the year were as follows: premiums paid to insurance companies, \$195,960; premiums chargeable self-insurers, \$263,885; making a total of \$459,845. The contribution to the Board's expenses for administration based at 7½ per cent of the premiums as authorized by Section 77 of the Act was \$34,488; but the administration expenses for the year were in excess of this amount, being \$39,318. These figures, however, are subject to some revision.

During the year the Board endeavoured to interest employers in the placing of injured men in light occupations during that part of the recovery period when they would be able to do some work of a less strenuous nature than that in which they were engaged at the time of injury. The Board suggested to the employers that when they had work

suited to a workman not 100 per cent deficient, they inform the Board in order that it might place some of these deficient men and so reduce the amount of compensation payable in each individual case. Although such co-operation in the opinion of the Board would react to the benefit of both employers and employees, very little attempt was made to give aid along the lines suggested.

RECENT LEGAL DECISIONS AFFECTING LABOUR

A RAILWAY employee at Point St. Charles, Quebec, was assisting a yard foreman in repairing a coupling and when working under the car another car collided with the train and the two men were run over, the former being killed. His widow brought action against the railway company for \$10,000 under the Quebec Workmen's Compensation Act. The company contested the claim on the ground that the deceased workman was earning more than \$1,000 a year. This plea of the defendant company was upheld by the Superior Court, but notwithstanding this the Court awarded the widow \$6,000 with interest and costs, under the common law, of which amount \$2,000 was for herself and \$4,000 for her infant daughter. The judgment of the court was based on the ground that the plaintiff's declaration contained allegations of fault that brought the case within the purview of the common law; that judgment of the court allowing her to have recourse to the Workmen's Compensation Act did not affect her right to sue under the common law; that the Superior Court had jurisdiction to decide actions under the common law as well as under the Workmen's Compensation Act; that the plaintiff was justified in relying upon the allegations of fault in order to have the case decided under the common law; and

that the accident was caused by the fault of the Company as alleged. (*Quebec—Fisher v. Grand Trunk Railway Company.*)

A coal miner in Alberta was seriously injured by an explosion which caused the loss of his right eye, and greatly impaired the sight of the other. He claimed damages under common law in the sum of \$10,000. The evidence given by the plaintiff himself showed that the accident was due to his using an iron

scraper as a tamping rod on account of having broken his wooden rod on the previous day. It was pointed out by the Court that the use of an iron tool for this purpose is contrary to the law. The Mines Act which was posted up on the premises of the mine contains the following provision: "In the process of charging or stemming for blasting, a person shall not use or have in his possession any iron or steel to be used as a pricker, charger, tamping rod, scraper or stemmer. . . ." On account of the accident being due to a violation of the law by the victim himself, the Court gave judgment dismissing the plaintiff's claim for common law damages and costs, and at the same time declared that he was entitled to the maximum allowance of compensation, under the Workmen's Compensation Act, 1918, which is

Common law damages awarded in case under Workmen's Compensation Act

No common law damages for miner hurt through own illegal act, but allowance under Compensation Act granted

\$10.00 per week. (*Alberta—Garbonie v. Western Commercial Company, Limited.*)

A workman was injured by a heavy box falling on his leg and breaking it.

He brought action for \$10,000 under the Quebec Workmen's Compensation Act alleging that he was earning an average annual wage of \$900 which brought him within the scope of the Act, and that he had suffered permanent partial incapacity of 78 per cent. Three

weeks later this action was dropped and proceedings were taken under the common law. The Superior Court condemned the employers to pay \$6,837.75 damages. The employer appealed to the Court of King's Bench on the ground that the common law did not apply and action should have been taken under the Workmen's Compensation Act as the wages of the respondent were less than \$1,000 a year. The appeal was maintained by the Court and the action of the respondent was dismissed with costs. (*Quebec—Canadian Steel Foundries, Limited, v. Stychlinsky.*)

**Damages
awarded under
common law
lost on appeal
where
Workmen's
Compensation
Act applies**

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

At the beginning of May the percentage of unemployed among members of trade unions was 4.38 as compared with 5.62 at the beginning of April. During May there was a slight reduction in the amount of unemployment notwithstanding the increased number of returned soldiers. The depression in the coal mining industry continued. In civic employment there was a decrease of nine per cent in comparison with April, 1919, but a considerable increase in comparison with May, 1918.

The time loss on account of industrial disputes during May was very much greater than during either April, 1919, or May, 1918. There were in existence during the month 84 strikes, involving 77,688 workpeople and resulting in a time loss of 893,816 working days. Sixty-nine strikes were reported as having commenced during May. At the end of the month 49 strikes, involving about 63,972 workpeople, remained un-terminated.

The average cost of the weekly family budget of staple goods was slightly higher, being \$13.53 at the middle of May as compared with \$13.35 in April, \$13.05 in March, \$12.66 in May, 1918, and \$7.42 in May, 1914. The index number of wholesale prices rose to 284.1 in May as compared with 279.6 in April, 290.9 in November, 1918,

275.8 in May, 1918, and 136.3 in May 1914.

Proceedings under the Industrial Disputes Investigation Act

During the month of May the Department received reports from three Boards of Conciliation and Investigation established to deal with disputes between (1) the Montreal Tramways Company and certain of its employees, being members of Division No. 790, Amalgamated Association of Street and Electric Railway Employees of America, (2) the Hull Electric Company and certain of its employees, being members of Division No. 591, Amalgamated Association of Street and Electric Railway Employees of America, and (3) various firms in Toronto, constituting packing houses and abattoirs, and certain of their employees, members of the Amalgamated Association of Meat Cutters and Butcher Workmen of North America.

Further negotiations also took place in connection with the establishment of the Board to deal with the dispute between the Corporation of the City of Hull and its firemen; and the Board established in connection with the dispute between the Winnipeg Electric Railway and its conductors and motormen was completed by the appointment of a chairman. Six applications were

received for the establishment of Boards.

**House of
Commons
Committee
on Prices**

Upon a resolution introduced by Sir Thomas White, Minister of Finance, a special committee of the House of

Commons was appointed on May, 30th "for the purpose of inquiring forthwith as to the prices charged throughout Canada for foodstuffs, clothing, fuel and other necessities of life, and as to the rates of profit made thereon by dealers and others concerned in their production, distribution and sale; also as to rentals of dwelling houses in industrial centres of Canada and rates of return of capital invested therein, with power to send for persons, papers and records, examine witnesses under oath, engage accountants and other necessary assistants and to report to the House from time to time the result of their inquiry with any recommendations they may make with a view to affecting a reduction in such prices and rentals."

**Royal
Commission
on Industrial
Relations
in Canada**

Reference was made in the April issue of the LABOUR GAZETTE to the appointment by the Government of a Royal Commission on Indus-

trial Relations to consider and make suggestions for securing a permanent improvement in the relations between the employers and employed in Canada. The Commission has already travelled from Victoria, B.C., to the Maritime provinces, and has conducted hearings at all the different industrial centres. The views of employers and workmen are being consulted and anyone is at liberty to appear and make a statement. The itinerary covers 26 industrial centres in all the provinces except Prince

Edward Island. The final hearing was arranged to be held in Ottawa on June 13, and it is expected that a report will be prepared immediately thereafter.

**Saskatchewan
Minimum
Wage Board
Appointed**

The government of Saskatchewan, acting under the provisions of the Minimum Wage Act, 1919, for fixing

standard minimum wages, hours of employment, and conditions of labour for female workers in Saskatchewan, recently announced the creation of the Minimum Wage Board with membership, as follows: Mr. W. F. Dunn, Moose Jaw, chairman; Mrs. Austin Bothwell, Regina; Mr. H. Perry, Regina; Mrs. M. I. Robertson, Saskatoon; Mr. J. F. Cairns, Saskatoon. The secretary of the board is Mr. T. M. Molloy, Commissioner of Labour, Regina. The act, which became effective on May 1, was printed in the April issue of the LABOUR GAZETTE. Saskatchewan is the third province in the Dominion in which a minimum wage board has been established, the other provinces being Manitoba and British Columbia.

**Programme of
First Interna-
tional Labour
Conference**

The programme of the first international labour conference established under the League of Nations, which is to meet at Washington in October, is expected to include the discussion of the following subjects: application of the principles of the eight-hour day or forty-eight hour week; question of prevention or providing against unemployment; women's employment (a) before and after childbirth, including the question of maternity benefit, (b) during the night, (c) in unhealthy processes; employment of children (a) minimum age of employ-

ment, (b) during the night, (c) in unhealthy processes; extension and application of the international convention adopted at Berne in 1906 on the prohibition of night work for women employed in industry and the prohibition of the use of white phosphorous in the manufacture of matches.

**Dominion
Government
Grant for
Technical
Education**

A government bill for the promotion of technical education in Canada passed its first reading in the House of Commons on June 5,

The bill proposes an appropriation of \$10,000,000, to be expended in instalments during a period of ten years beginning with \$700,000 during the present fiscal year. Out of this sum quarterly amounts may be paid to the several provincial governments in proportion to the population of the various provinces, but a grant payable to any province in a year shall not exceed the amount expended by the government of that province on technical education within such year. All payments shall be applied and used for technical education in the manner agreed upon by the Minister of Labour and the Provincial Government and approved by the Governor in Council. No portion of any grant shall be used in meeting any liability incurred prior to July 1, 1919. Not more than 25 per cent of the annual grant payable to any province shall be applied for acquiring land, erecting, extending, or improving buildings or supplying furnishings or equipment. Each province taking advantage of this act shall make annual reports to the Minister of Labour, setting forth the work done in that province to promote technical education and shall furnish such evidence as the Minister of

Labour may require to show that the grants are expended for technical education as provided by the act. It shall be the duty of the Minister of Labour to encourage and foster the development of technical education in the various provinces of Canada, and, with this end in view, he may hold such conferences and arrange for such surveys and investigations as he may from time to time deem advisable. The Minister of Labour shall make an annual report on the work done under this Act and shall include in his report the reports on technical education made by the several provinces.

**Resignation of
the Industrial
Board in the
United States**

It will be remembered that in March last the Secretary of Commerce in the United States Government established

an Industrial Board to consult with producers and dealers in the principal commodities and to recommend what would be fair prices to be paid for the principal raw materials in order to give some guidance and assurance to producers in carrying on their business. It was anticipated that such prices would be paid by all government agencies in making their purchases and would thus set a standard throughout the country. The Board first took up prices of iron and steel and after securing information from dealers and manufacturers recommended for the principal lines a scale \$5 to \$10 per ton lower than those prevailing. These prices were put into effect by the dealers and some increase in business was reported to have followed. The Director General of the United States Railroad Administration, however, finding himself unable to agree to make his purchases at these prices, made his purchases on the open market. There

were complaints and criticisms in various quarters as to these proceedings and the members of the Board resigned. The Secretary of Commerce secured an opinion from the United States Attorney-General as to the powers of such a Board and was informed that the Board had no legal status, such arrangements being contrary to the Sherman Anti-Trust Law and outside the scope of special war measures. The resignations of the members of the Board were, therefore, accepted.

**Profit-sharing
in British
Shipbuilding
Industry**

A profit sharing scheme has been inaugurated at the shipyards and marine engine works of A. A. Gray and Company, of West Hartlepool, England. Under this scheme twenty per cent of the total annual profits will be distributed among the workers. All employees over twenty-one years of age who have been with the company over one year will participate, but wilful loss of time to the extent of more than twelve days in a year will disqualify an employee from sharing in the profits for that year. Time lost by a lockout or general district strike will not be deducted, but any time lost by a strike on a smaller scale will be considered wilfully lost. Four thousand workers in Hartlepool will benefit by the scheme, and it is intended to extend the plan next year to the company's shipyards at Wear. The profit-sharing scheme is to be operated for three years and will then be renewable by consent.

It is anticipated that the scheme will tend to improve time-keeping, prevent waste and increase output.

**British Trade
Unions reject
offer of
Government
shipyards**

Some time ago the shipping controller of Great Britain invited the co-operative societies to take over the national shipping yards at Chepstow and Beachley. This offer was refused for the reason that the

principle of the co-operative movement was production for use while the construction of ships was distinctly production for profit. Two proposals were then made to the trade unions interested, one being addressed to the Federation of Engineering and Shipbuilding Trades which is mainly a consultative body representing 42 unions and the other to the trade unions of the shipbuilding and engineering industries. In each case the purchase price was left to be agreed upon, and was to be secured by a second mortgage debenture and to be paid by annual instalments. It was proposed to the unions that a company be formed to borrow the money for working expenses secured by first mortgage debentures, and that the government have joint control for the first three years in the matter of appointing the management. In the proposal to the Federation, the government agreed to place orders for work at the yards at the prevailing market terms and in sufficient numbers to keep the yards busy for at least three years. These proposals were declined by the Federation at their annual conference in May. The official report of the action of the conference in the matter was in part as follows: "The policy of this Federation is in favour of the development of national resources under public ownership, as submitted in the report of the Industrial Conference called together by the Government in connection with which the following sentence is quoted from the report: "The sale of national ships, shipyards and factories is strongly resented by labour, especially as this has taken place at a moment when ships might have been made of the greatest use in national needs, both in relieving the necessities of the world and preventing the creation of monopolies." These considerations were strongly supported by the delegates, and the conference decided that they could not accept the offer made, it being against the basic principles of trade unionism. The ship-

yards are now the property of the nation, and the conference demands that they remain national property and be carried on in the national interest."

Work of Joint Industrial Councils of Standard Oil Company

Last year there were established at the five refineries of the Standard Oil Company, of New Jersey, industrial councils composed of employees and company representatives on a plan closely akin to that recently adopted by the International Harvester Company, an account of which appeared in the LABOUR GAZETTE for May. During the first year of operation there were brought before these councils for discussion 119 different subjects, and in every case friendly settlements were reached. The matters dealt with were classified under the following headings: wages, 45; working conditions, 12; promotions and discharges, 11; hours, 10; methods of wage payments, 9; industrial representation plan, 10; sanitation, housing and social welfare, 11; miscellaneous, 11.

Labour

Commission of Rhode Island

A Commission of Labour has recently been appointed by the governor of the state of Rhode Island composed of the State Commissioner of Labour, two representatives of employers and two representatives of the workers. The duties of the commission are: "To do all in its power to promote the voluntary mediation and conciliation of controversies and disputes between employers and employees, and to avoid resort to strikes, lockouts, boycotts, blacklists, discriminations, and legal proceedings in or arising out of such controversies and disputes and matters of employment". Meetings of the commission are held at least once a month. Subject to the approval of the governor, the commission has the power to appoint special boards of mediation when ever the situation requires such action.

State subsidy for unemployment benefits in Spain

A Royal Decree has recently been issued in Spain under which the State is to grant an annual subsidy for unemployment benefits, equal in amount to the subscriptions collected by workmen's mutual unemployment benefit societies and similar institutions which have a separate organization for dealing with unemployment. Societies claiming the State contribution must not pay benefits which exceed 60 per cent of the daily wage, nor must such benefits be paid for more than 90 days in each year. Further, the societies must guarantee that such benefits shall not be utilized to build up state funds. The total amount of the State subsidy is limited to \$400,000.

Forty-eight hour week in Europe

The movement for a forty-eight hour week in various European countries, is very marked. On April 17 a law was unanimously passed in France by the Chamber of Deputies fixing a week of 48 working hours for employees of either sex and of all ages in industrial and commercial establishments. This, it is understood, applies also to Algeria and the French colonies. The day before the passing of this law an agreement was made between the Union of Metallurgical and Mining Industries and the Federation of the Metallurgical Workmen of France, the first clause of which states that the representatives of the employers declare that they accept the application of the eight-hour effective working day in the metallurgical industries and in those of mechanical, naval and electrical construction. The agreement became effective on June 1.

The Italian textile manufacturers, last March, agreed to concede a 48-hour week in response to the demands of their operatives, to come into effect on May 1. A committee of representatives of the employers and workers in equal numbers was appointed to en-

sure the enforcement of the 48-hour week throughout Italy, to make this reform international as soon as possible, and to persuade the workmen to moderate their other demands in view of the concession in the matter of hours. Agreements have also been made whereby in engineering establishments, shipyards and allied trades, hours are to be reduced from 60 or 55 to 48 per week without reduction of wages and with minimum rates of pay. In foundries where continuous work is carried on the hours are to be reduced from 72 to 48 per week by adopting the system of three shifts, and there are to be extra percentage bonuses on output in order to encourage workmen to contribute to the reduction of the number of hands employed on each shift. These agreements will affect about 500,000 work-people.

In Spain a Royal Decree was issued on March 14 establishing a maximum working day of eight hours in the building trades, and another decree increased wages in these trades. In the mining industry a commission composed of three industrial engineers, three mine owners and three workmen was appointed to consider whether such concessions were immediately possible under conditions at present ruling in the metallurgical industries.

**President
Wilson on the
relations
between capital
and labour**

A message from President Wilson, which was read at the sessions of the United States House of Representatives and Senate, on May 20, con-

tained the following statements with respect to the future attitude of the nation towards labour:

"The question which stands at the front of all others in every country amidst the present great awakening is the question of labour. . . . How are the men and women who do the daily labour of the world to obtain progressive improvement in the conditions of their labour, to be made happier and to be

served better by the community and the industries which their labour sustains and advances? How are they to be given their right advantage as citizens and human beings? We cannot go any further in our present direction. We have already gone too far. We cannot live our right life as a nation or achieve our proper success as an industrial community if capital and labour are to continue to be antagonistic instead of being partners; if they are to continue to distrust one another and contrive how they can get the better of one another. That bad road has turned out a blind alley. It is no thoroughfare to real prosperity. We must find another leading in another direction and to a very different destination. It must lead not merely to accommodation but also to a genuine co-operation and partnership based upon a real community of interest and participation in control. . . . The genius of our business men and the sound practical sense of our workers can certainly work such a partnership out when once they realize exactly what it is that they seek and sincerely adopt a common purpose with regard to it. . . .

"Legislation can go only a very little way in commanding what shall be done. Those who really desire a new relationship between capital and labour can readily find a way to bring it about and perhaps Federal legislation can help more than State legislation could. Some positive legislation is practicable. The congress can now help in the difficult task of giving a new form and spirit to industrial organization by co-ordinating the several agencies of conciliation and adjustment which have been brought into existence by the difficulties and mistaken policies of the present management of industry and by setting up and developing new industrial agencies of advice and information which may serve as a clearing house for the best experiments and the best thought on this matter, upon which every thinking man

must be aware that the future development of society directly depends."

Jottings

A convention is to be held at Calgary in August to consider the development of natural resources and the creation of industries suited to the Western provinces.

Subject to satisfactory arrangement with the city of Regina, the Saskatchewan Co-operative Elevator Company intends to erect twenty-one houses to be rented to employees of the company on the basis of actual cost. The plans call for four different types of residence, and by mingling the types monotony will be avoided. The houses will be set back twenty-five feet from the street and will be provided with ample garden space.

At the last annual meeting of the Montreal branch of the Canadian Manufacturers' Association a resolution was unanimously adopted recommending that the general convention of that body urge the Dominion Government to enact legislation making it a criminal offence for policemen or firemen to go on strike, but at the same time making full provision for redress of any grievances and the hearing of any complaints.

According to recent press dispatches, the British government has decided to no longer recognize the British Police Union and has stated that members who insist upon retaining membership will cease to be policemen. In its stead the government will set up a statutory body before which every policeman will be entitled to take his grievances.

At a recent meeting of the Wilmington Employers' Association, Mr. J. P. Bird, general manager of the National Manufacturers' Association of America, in urging the co-operation of employee and employer said that in the state of New Jersey every labour bill before

being presented to the state legislature is passed upon by a joint conference of employers and employees, and that the bills thus presented have always passed unanimously.

A trade union college was recently opened in Boston for members of the American Federation of Labour and their immediate families. A strong faculty, giving part of their time from other university duties, will conduct courses in English, law, economics, government, labour organization, and physics. The management of the college is in the hands of a committee consisting chiefly of representatives of the Boston Central Labour Union. Over 150 students were enrolled on the opening day.

Following the action of Messrs. Richard Hall and Son, Limited, a dry-goods firm of Peterboro, in granting unasked a reduction in hours during the summer months, the firm's employees of their own initiative inserted a full page advertisement in the local press expressing their appreciation of such consideration, and asking the public to patronize a store that gives to its employees "such liberal and humane treatment." The hours during the summer months, beginning June 2, are from 8.30 a.m. to 5 p.m. except on Saturday when they are from 8.30 a.m. to 9.30 p.m. A half-holiday is given on Thursdays during July and August.

Owing to an error in the source of information it was stated in the April issue of the LABOUR GAZETTE that the War Labour Board of the United States was discontinued by the Department of Labour on February 15 last. This statement really applied to the War Labour Policies Board. The National War Labour Board of the United States still grants hearing in accordance with its post-war policy as outlined in the March issue of the LABOUR GAZETTE.

INDUSTRIAL CONDITIONS DURING MAY, 1919

I.—General Review

During May industrial conditions were more or less disturbed throughout the whole country, particularly in the West, by strikes in Winnipeg and other western cities

The Labour Market

and in Toronto, Ottawa, Montreal, Amherst, Halifax, etc. Disregarding this, there was an improvement in the labour market during May, as, notwithstanding the increased number of returned soldiers, the actual amount of unemployment during the month was slightly less than during April. The depression in the coal mining industry continued but there was some increase in activity in the lumber industry. The demand for farm labourers was not so pronounced as in the previous month.

In the metals and machinery group, there was some reduction in employment in the Sydney steel plants, but otherwise conditions were fairly well maintained, except where affected by strikes. Shipyards in the East were active, but on the west coast generally they were quiet and a number of men were laid off. In the food group employment was very active. In textiles employment was steady with activity among tent, awning and sail makers. In the clothing group there was a good demand for help, mostly female. Pulp and paper workers were well employed. Printers were active and there was some demand for help, though in some districts the industrial situation caused a reduction in advertising work. In the woodworking group there was an improvement in activity in the sash, door and planing mills corresponding with the increased activity in building. There was some demand for furniture workers. Tanneries and rubber factories were active and there was a demand for shoe workers. In the clay,

glass and stone group there was activity in the cement plants and a considerable improvement in employment in the brick yards. In the paint, oil and chemical plants there was some improvement. The steam railways were active in transporting returned soldiers and the repair shops continued to be busy. Street railways were active with increased summer traffic. Garages were busy. Ship labourers and longshoremen were well employed, although inland navigation lines were not quite so active as in former years. In metal mining there was practically no change from the previous month. In coal mining the depression of the previous month was accentuated by the general strike in District 18. There was a considerable improvement in employment in the building trades although the activity was mainly confined to dwelling houses and repair work. There was some increase in railway construction work. The lumber industry was very active, particularly in the Fernie district where difficulty was being experienced in filling the orders received. Considerable fishing was reported and several canneries were preparing to start operations.

The loss of time on account of industrial disputes during May was very much greater than during either April, 1919, or May, 1918. There

Strikes

were in existence at some time or other during the month, 84 strikes, involving 77,688 workpeople and resulting in a loss of 893,816 working days, as compared with 37 strikes, 12,415 workpeople and 111,083 working days in April 1919; and 39 strikes, 15,169 workpeople and 112,281 working days in May, 1918. On May 1, there were on record 15

strikes affecting 2,600 workpeople. Sixty-nine strikes were reported as having commenced during May, compared with 27 in April. Eight of the strikes commencing prior to May and 28 of those commencing during May were reported terminated, leaving 49 strikes affecting approximately 63,972 workpeople on record at the end of May.

The general movement in prices was again slightly upward, partly due to the seasonal changes and partly to recoveries in some lines from the decreases which have occurred between November, 1918, and April, 1919. The wholesale prices index number rose to 284.1 as compared with 279.6 in April, 275.8 in May 1918, and 136.3 in May, 1914. The general level was thus still somewhat lower than in November 1918, when the highest point

was reached at 290.9. Increases appeared in grains, fodder, animals and meats, vegetables, textiles, hides and leather, but there were decreases in dairy products, fish, cottons, iron and steel, fuel and a number of other lines.

In retail prices the average cost of a family budget of food rose to \$13.53 as compared with \$13.35 in April and \$13.05 in March, which was the low point resulting from decreases in February and March. In January the same list costs \$13.78, in May 1918, \$12.66, and May 1914, \$7.42. The chief increases for May were in meats and in potatoes, and there were slight increases in eggs, with some increases also in milk and butter. In fuel, anthracite coal averaged slightly lower, but wood was higher, there was also a considerable increase in rent in many cities throughout the country.

II.—The Industries and Trades

Sydney reported a slight reduction in employment at the Sydney Mines steel plant, and it was anticipated that present conditions would continue for two or three months. At the middle of the month work at the ship plate mill was suspended. The output of the Dominion Steel Company's plant in tons was as follows: pig iron, 24,800; rails, 18,000; wire, rods, etc., 3,700, as compared with 29,200 tons of pig iron; 21,000 tons of rails, 5,200 tons of bars, etc., in April. Three blast furnaces were in operation. The output of the Sydney Mines steel plant was as follows: iron, 7,900 tons; steel, 11,000 tons, as compared with 5,300 tons of iron and 8,100 tons of steel in April. Four steel furnaces and one blast furnace were in operation. Labour conditions at this plant were normal during the month. The boatbuilding and repairing yards were active. Halifax reported that the rolling mills and the furnace foundry were very active.

In boat and shipbuilding there was plenty of work, although the industry was hampered slightly by a strike in the building trades. The electrical trades and metal workers were quiet, due to a strike. Westville reported that the steel industry was very quiet, but that the Eastern Car Co. was well employed. The International Engineering Co. at Amherst was well employed and needed a few more machinists, though the group was affected by the general strike. Truro reported that automobile machinists were working night and day. Charlottetown reported that machinists and metal workers were active. At St. John the rolling mills continued to be well employed. Fredericton reported the machinery plants and foundries busy, while automobile and motor workers were well employed. Montreal reported that the structural steel industry was about normal, that engine and boiler workers were busy, and that shipbuilders were well employed, until the strike which commenced towards the end

of the month. Sheet metal plants were active and the electrical trades were well employed. Quebec reported the boat and shipyards very busy with activity in the rest of the group, except that stove and furnace foundries were dull. The structural iron and steel works at Sherbrooke were busy. The iron working plants and machine shops at St. Hyacinthe were active. The Canada Iron Foundry, Limited, at Three Rivers ran full time with over 400 men, and other foundries were also well employed. The shipyards had over 1,700 men steadily at work. Sorel reported the shipyards active but with the reduced staffs of the previous month. Ottawa reported that such inactivity as existed in this group was due either directly or indirectly to strikes. The foundries generally reported an improvement in business due to the wish of the retailers to stock up in anticipation of labour troubles. The foundry at Hull reported slackness towards the end of May due to a decreased demand for material. Toronto reported that the structural steel industry was quiet due to strikes. Boiler manufacturers were active on marine boilers. The automobile, tractor and agricultural implement industries were active so far as labour troubles permitted. Electrical workers were well employed. Hamilton reported activity in this group except that moulders and stove and furnace workers were on strike. At Niagara Falls the metal working industries continued to be active with a demand for skilled workers in some lines. Women were in demand in an automobile accessories factory and in a can factory. Welland reported some improvement in the steel industries as compared with previous months. Boilermakers and electrical workers at St. Catharines were well employed. The motor car company at Brockville was working overtime. Motor boat builders and engine manufacturers were fairly active. The Kingston Shipbuilding Co. was active, but the employees of the locomotive company were out on strike. Belleville reported that the rolling mills

were fairly active and that the foundry was steadily employed. The foundries at Peterborough were idle due to industrial troubles which indirectly affected machinists and fitters, causing a few of these to be laid off. Among electrical workers the slackness of the past few months continued and some of these men returned to homes in the old country while others returned to their pre-war work on the farms. Galt reported activity in this group with a demand for stove and furnace workers and sheet metal workers. Brantford reported fair activity only in the portable engine and farm implement factories. There was some demand for sheet metal workers at Kitchener. At Guelph there was some demand for moulders and handymen. Stratford reported that electrical and brass workers were active. The closing of a plant at Woodstock threw a number of skilled machinists out of work, but the wagon and sleigh plants took on some additional men. At London the rolling mills were busy and the threshing-machine firms were very busy. The Ford Co. resumed operations in their automobile plant. Electrical workers were on strike. At St. Thomas the iron-works and foundry had a normal month. The auto industry at Chatham was working to full capacity. The auto and auto-parts factories at Windsor were very busy. The Pemberthy Injector Co. was busy on a large order of valves for Australia. The Canadian Bridge Co. was active. All machine shops were busy and there was some demand for machinists. The Dominion Truck Co. took on additional help. Orillia reported that the agricultural implement factory was rather quiet. At Winnipeg there was a general strike. Brandon reported machine shops and agricultural implement plants busy. Automobile firms at Regina were well employed. The rolling mills at Medicine Hat were practically closed down. At Lethbridge the iron workers were busy, and many mechanics were employed in the garages. Vancouver reported some activity in the steel shipyards but slackness in the

wooden shipyards. Automobile repair and motor engine workers were active. Sheet metal and electrical workers were very well employed, but stove and furnace workers were quiet. Employment was very slack at the American Can Works. New Westminster reported that shipyard work was almost at a standstill, small yards only being busy on repair work. Machine shop work was very slack and there was considerable unemployment. Victoria reported that the iron shipyards and foundries laid off a number of men but that the wooden shipyards were fairly busy. About 600 hands were employed at the assembling plant of the Foundation Shipbuilding Co. installing engines, boilers, etc., in new vessels. The foundry at Nanaimo was rather quiet.

Sydney reported that the abattoirs and meat-packing establishments were

**Foods, liquors
and tobacco**

active. At Halifax extra help was employed by the aerated water and soft drink firms. Bakers and confectioners were active during the whole month. Westville reported that the flour, feed and grinding mills were only partly employed. The milk plant at Truro worked to capacity. Charlottetown reported dullness in the abattoirs and packing houses, but activity among bakers and confectioners. At St. John the flour and feed mills ran steadily and the sugar refinery was busy day and night. Bakers, confectioners, creameries and breweries were all active. The flour mills at Moncton were quiet, but the bakeries, biscuit factories and soft drink factories were very active. Cheese factories throughout the district resumed operations and were actively engaged. The flour mills at Fredericton were quiet. Montreal reported the flour and feed plants active, the soft drink and brewery workers busy, and cigar-makers normally employed. Quebec reported activity in this group except that soft drink workers and brewers were comparatively quiet. Sherbrooke reported that the packing houses and abat-

toirs, creameries and cheese factories and cigar factories were busy. The butter and cheese factories at St. Hyacinthe were in full operation. Three Rivers reported tobacco and cigar workers fairly well employed. Ottawa and Hull reported activity. Toronto reported that the flour, feed and cereal plants were active and that abattoirs and meat packing houses had a fair month, though production was curtailed by strikes. Bakers and confectioners had steady employment and aerated water and soft drink firms reported a seasonal advance. Cigar workers were active. Fruit-canning firms were well employed with the coming of the strawberry season. Hamilton reported some demand for help at the fruit and vegetable canneries. Brockville reported the flour and feed mills fairly active. The Lyang Produce Co. was busy on an order of condensed milk for France. Flour and feed mills and brewery at Kingston were active. Flour and feed mills at Belleville were busy. The flour and feed mills at Peterborough after having been practically closed down, resumed operations and worked full time with a large staff. Galt reported the flour and feed mills, creameries and soft drink firms all busy with a demand for bakers and confectioners. Brantford reported that the flour mills were very slack, but that the preserving company was very busy and short of female help. Cigar factories were well employed. Kitchener reported that the sugar factory closed down for the summer, but that the flour mills were all running full time. There was a demand for help in the sausage factories and packing houses and breweries and for girls at the biscuit factory. The flour and feed mills at Guelph were running to capacity. Woodstock reported some demand for female help in the bakeries and confectioneries. A number of cigar-makers at London were unemployed owing to a strike. The flour mills at St. Thomas were busy. At Chatham the flour mills were running overtime and the sugar refinery had its usual number of employees. The abattoir and

packing house was idle. The cereal company company at Windsor was in need of packers. The soft drink establishments were rather quiet owing to the continued cold weather. Very little work in cigar factories was done owing to industrial trouble. The breweries were running with reduced staffs. The general strike affected this group in Winnipeg. Brandon reported activity except that cigarmakers were dull. At Regina the flour mill remained closed, but the abattoir had a fair month. At Moose Jaw the flour, feed and cereal mills were active. The Quaker Oats mill at Saskatoon was steadily engaged. The flour mills at Medicine Hat were working day and night. Candy makers were very active and soft drink establishments reported considerable improvement due to the warmer weather. The brewery workers at Lethbridge were all working full time. At Fernie the bakeries, confectioneries and dairies reported an improvement over the previous month. Brewers and soft drink workers were very active until the close of the month when they were forced out through the strike in sympathy with the coal miners of District 18. Vancouver reported general activity in this group except that fruit and vegetable canning had not yet started. New Westminster and Victoria reported considerable activity. Nanaimo reported that cigarmakers and brewery workers were quiet.

Truro reported the woollen mills and mattress factory running full time with full staffs. Moncton reported that the Humphrey woollen mills, the Maritime linen mills and the Atlantic underwear factory were operating normally. At Fredericton the cotton mill was working to capacity. Montreal reported that the cotton and woollen mills and knitting factories were active and that tent and sail makers were busy. Quebec reported the cotton mills busy and tent, awning and sail makers well employed. At Sherbrooke and St. Hyacinthe the woollen and cotton mills were

busy, also the hosiery and underwear establishments. The Penman Manufacturing Co. worked day and night. The Wabasso Cotton Co. at Three Rivers employed 1,200 hands throughout the month. Toronto reported that woollen and knitted goods factories were active and that tent, awning and sail makers were well employed. Textile firms reported large European orders ahead for hosiery, underwear and sweaters. There was a demand for carpet workers. Hamilton reported that weavers were in demand at the cotton factories and that the hosiery and knitted goods factories were short of help. The cotton mill at Kingston was active, but the hosiery mill employed a few hands only. Peterborough and Galt reported that all the textile firms were working full time. The Niagara silk mills at Brantford were short of both skilled and unskilled help. The Brantford Cordage Co. was somewhat busier than last month. The knitting works at Kitchener was only fairly well employed, but the felt and twine factories continued to be busy. Guelph reported activity in the textile group with a demand for female help at the linen mills. The carpet mills were fairly active. The hosiery companies at London were busy. At Chatham the woollen mills were active, but the pad and textile company was very quiet. The tent and awning firms at Windsor took on several additional hands. In Winnipeg employment was affected by the strike. Vancouver reported that knitting goods factories and tent, awning and sail makers were busy.

Sydney reported ready-made clothing firms and steam laundries active.

Halifax reported quietness in the clothing factories as out-of-town buyers were ordering in small lots; there was, however, no unemployment. The steam laundries were very active and dyers were very busy, particularly with ladies' goods. Dry cleaning establishments also were very

**Textiles,
cordage and
carpets**

**Clothing and
laundering**

active. Truro reported that the cap and shirt factories were closed down indefinitely. Charlottetown reported a very busy month. Ready-made clothing establishments at St. John reported increased activity and the steam laundries, dyeing and cleaning establishments were very well employed. Moncton reported that tailors and dressmakers were very actively engaged, that the hat and cap factories were very busy and that the steam laundries in some cases were re-modelling their plants to deal with the steadily increasing business. Fredericton reported that tailors and seamstresses were in demand. The steam laundries, dyeing and cleaning houses were increasingly busy. Montreal reported that ready-made clothing factories were active and that hat, cap and whitewear workers were well employed. There was some unrest in this group. Quebec reported activity except that the steam laundries were rather quiet. The Popular Shirt Co. at Sorel employed about 100 hands. Clothing manufacturers at Ottawa reported a good month. Toronto reported that the ready-made clothing industry was busy, as in addition to domestic requirements large orders had been received from the Roumanian government. Female help for women's clothing was greatly in demand. Whitewear factories and laundries were in full operation. Steam laundries were very busy and dyeing and cleaning establishments continued to be active. Hamilton reported a demand for help in the shirt and collar factories and in the steam laundries and cleaning houses. Niagara Falls reported a demand for female help. Kingston reported activity in ready-made clothing. The Deacon Shirt Co. at Belleville was very busy mainly on a Belgian order. The women's whitewear factories at Peterborough were busy. The steam laundries at Galt were advertising for help. The overall company at Brantford was exceptionally busy. Kitchener reported a demand for help in all branches of the shirt and collar industry. The button factories,

whitewear factories and steam laundries were also short of help. Guelph reported a demand for operators at the whitewear and trouser factories. At Stratford there was a shortage of hand sewers, and the steam laundries were increasingly active. Fur goods workers were dull. The Greene-Swift Co. at London was extremely busy. The overall factory at Chatham was very quiet. The shirt factory at Windsor reported a heavy spring business and laundries and dry cleaning establishments were very busy. At Winnipeg workers in this group were either on strike or indirectly affected by the strike. Regina reported a demand for help in the steam laundries and dyeing and cleaning works. Vancouver reported that the ready-made clothing industry was exceptionally busy both in men's and women's wear. The overall trade, however, was not quite so busy as usual at this time of the year. Dyeing and cleaning establishments were busy but the steam laundries were only fairly active. Victoria reported the shirt and overall factories operating steadily, while the steam laundries, etc., were doing a steady business. Nanaimo reported that the steam laundry was working steadily though hindered by Chinese competition.

St. John reported that the pulp mill was operating steadily. Sherbrooke reported the pulp and paper mills busy. At Three Rivers the pulp and paper companies were steadily employed throughout the whole month. Hull reported that the pulp and paper mills had been running to capacity although somewhat affected by high water during the last week in May. Hamilton reported that felt and tar paper firms were active. St. Catharines reported the pulp and paper group well employed. The Spanish Pulp and Paper Co. at Sault Ste. Marie was active. This company is building an extension to their plant. The Powell River paper mills, near Vancouver, were held up by a strike. Victoria reported that

**Pulp, paper
and fibre**

the pulp and paper industry was very busy, largely on foreign orders.

Halifax reported that there continued to be some shortage of compositors and pressmen. Moir's paper box factory was active. Truro reported slight unemployment among printers. Charlottetown reported dullness in this group. St. John reported the newspaper and job printing houses and binderies were active and that the paper box factories were busy. Moncton reported the printers' offices were all busy, and Fredericton reported that bookbinders were also active. Montreal reported employment good among printers, bookbinders and lithographers, and Quebec reported that the paper bag and box factories were busy. Printers were well employed at Three Rivers, but at Sorel there was dullness with a considerable reduction in the number of workers. due, it was stated, to competition of the larger cities. Ottawa reported that the general labour situation had brought about a reduction in advertising printing in job, engraving and lithographing plants and that there had been some reduction in staffs. Toronto reported that printers, bookbinders and lithographers had an active month, while the paper box firms were short of help. Hamilton and St. Catharines reported activity in this group. Printers were active at Kingston and Peterborough and at Belleville the bindery also was busy. Galt reported the paper box factories very active. The Hempell box factory at Brantford was steadily employed. Kitchener reported that the paper box factories ran full time and that a few extra printers were employed. Stratford, Guelph and Woodstock reported activity in the printing trades. London reported the paper box companies busy, while overtime was worked in the printing trades. Windsor reported some quietness throughout this group. In Winnipeg employment was affected by the strike. Brandon report-

ed the newspaper and job printers busy. At Regina there was a demand for printers, and publishing houses and binderies were normally employed. Job printing at Medicine Hat was rather quiet but at Lethbridge it was active. Fernie reported that printing trades were very active up to May 24, when the inauguration of the strike caused orders to drop off. Vancouver reported employment very good among printers and fair among paper box and bag workers. New Westminster reported the printing trades normal. At Nanaimo printers were quiet.

The sash, door and planing mills were active at Sydney, but at Halifax they were affected by the strike. **Woodworking and furniture** plants at Westville were inactive during the month. Employment was good at the Amherst Piano Co. Charlottetown reported a continued improvement in this group. St. John reported the sash, door and planing mills running steadily, also the wooden box factory and brush and broom factories. At Moncton the sash and planing mills were very active and the cooperage plant was steadily engaged. The sash and planing mills at Fredericton were active. Montreal reported that wooden box and furniture workers had a fair month, but that piano workers were quiet. Quebec reported activity in the group. St. Hyacinthe reported that sash and planing mills and box factories were in full operation. Three Rivers reported that the chair and sash and door factories, also the coffin and casket and toy factories had a very active month. Sorel reported quietness. Ottawa and Hull reported activity in the sash and planing mills and wooden box factories. Toronto reported sash and door factories, box-making plants and furniture factories active. Piano manufacturers were affected by a shortage of skilled labour. The Curtiss Aeroplanes, Ltd., which have been making victrolas, closed down temporarily. Niagara Falls reported

increased activity in the planing mills with a shortage of bench men. At St. Catharines all branches of the wood-working trade were well employed. Brockville reported the sash and planing mill fairly active. The Corporation of Brockville introduced a by-law to raise \$22,000 for aiding industries and a new furniture factory was being located there. Kingston reported the sash and planing mills very active and the broom and piano factories fairly busy. The sash and planing mills at Belleville had a good month. A new furniture factory was about to be opened up in the city. Box factories were fairly active at Peterborough. The sash, door and planing mills at Galt were advertising for help. At Brantford the sash and planing mills were very active and the piano case company was fairly busy. Kitchener reported a demand for cabinet makers and machine hands in the furniture factories. Broom factories were fairly busy and the wooden toy factory reported trade good. At Guelph the piano and sewing-machine factories were very active. At Stratford the furniture and chair factories continued to be active, the broom factory ran steadily and a little cooperage work was done. Woodstock reported a demand for finishers, cabinet makers and machinists in furniture factories, while some returned soldiers obtained employment in the organ plant. At London the planing mills and the barrel and piano companies were very busy. The sash and planing mills at Chatham were rather quiet. At Windsor the sash and door factories reported a marked improvement and the piano factory ran to full capacity. The broom factory was dull. At Orillia the furniture factory added a few returned soldiers to its staff. At Winnipeg employment was affected by the strike. The sash and planing mills at Brandon, Regina, Moose Jaw and Medicine Hat were busy. Fernie reported that sash and door factories were fairly active until May 28, when operations were suspended due to a strike of the civic power plant

employees. Vancouver reported fair activity in the planing mills and box factories. New Westminster reported the sash and door and box factories were very busy. The sash and planing mills at Victoria were operating steadily.

St. John reported that the tannery was active. Fredericton reported the shoe and larrigan factories were very busy and the tanneries well employed. Harness makers were rather dull.

**Leather,
boots, shoes
and rubber**

Montreal reported activity throughout the group. At Quebec the shoe factories were active but the tanneries were quiet. The tannery at St. Hyacinthe was very busy. The tannery at Sorel was active. Toronto reported that the boot and shoe factories were operating to capacity, that trunk, bag and harness manufacturers were active, and that rubber plants had a good month. Hamilton reported that shoe workers were in demand. The rubber footwear factories at St. Catharines were well employed. Kingston reported the tannery very active. Leather workers at Peterborough were well employed. Shoe workers were in demand at Galt. The shoe company at Brantford was running normally. At Kitchener there was a demand for help at the tanneries and shoe factories. The Dominion tire factory was working overtime with a demand for labour. The rubber factories were well employed. At Stratford the tannery and harness repairers were very busy. The tanneries at Woodstock absorbed all the labour available and harness repairers were very busy. London reported the tannery and harness and leather companies very busy while the shoe companies worked considerable overtime. St. Thomas reported shoe workers busy. In Winnipeg the industry was affected by the strike. At Brandon the tanneries and bag companies were busy. New Westminster reported the tannery running at full capacity. Boot and shoe workers were busy at Vancouver.

St. John reported that cut stone and granite work was dull. Moncton reported

**Clay, glass
and stone**

ed that the Humphrey Glass Works resumed operations and expected to continue on an in-

creasing scale during the summer. The cement works were all busy. Montreal reported that the glass factories were quiet. Stonecutters at Quebec were dull. At Sherbrooke the cut stone and granite workers were fairly busy, but the brickyards were quiet. Toronto reported that brick makers had plenty of work. Hamilton reported activity in the brickyard and in the tile and pipe plants and cement and lime works. Brockville reported cut stone and granite workers very active but the brickyards not very busy. At Kingston cut stone and granite workers were fairly well employed. At Belleville the pottery was active and the Canada cement plant was working to capacity. Kitchener reported that marble and granite cutters were busy, that cement workers were active, and that brick, tile and sewer pipe workers were busier than during the previous month. Stratford reported that employment was fair in the brick and tile plants. London reported that the brick plants were working at full capacity for the first time in four years. Chatham reported normal conditions in this group. Windsor reported that in brick, lime, cement, etc., employment had been better than for many months. Regina reported employment good in cut stone and granite work. At Medicine Hat the stoneware industry was brisk and there was a scarcity of help in the brickyards. Nanaimo reported the brickyards practically idle.

The paint works at Halifax were working to capacity. Montreal reported

**Paints, oils,
chemicals,
explosives**

the paint and varnish industry active and the chemical, drug and medicine plants fairly well employed. Quebec

reported cartridge and ammunition work dull. The powder factory at Sherbrooke

was fairly active. The paint mills at Three Rivers were very active. Toronto reported that paint and varnish plants were in steady operation and that chemical and medicine plants were active. Niagara Falls reported that the electrochemical plants generally were busy. The Scarfe Varnish Co. at Brantford was well employed. Kitchener reported activity in the oil and grease companies. Windsor reported that the paint and varnish companies were very busy, that the Canadian Salt Co. had increased its staff, that the patent medicine firms were busy, and that the toilet articles factory required female help. In Winnipeg this group was affected by the strike. At Regina the oil works ran full time with a full staff and the soap works was very well employed. The linseed oil mills at Medicine Hat reported a good month. Vancouver reported the oil refinery at Ioco busy, also the paint and oil works and soap works. The paint and soap factories at Victoria were busy.

The earnings of the Canadian Pacific Railway Co. during April were \$13,-

108,904 as compared with \$13,328,848 in April, 1918. Sydney reported steam and electric railways and rail-

way repair shops active and navigation and 'longshore work more active during May than in the preceding month. Halifax reported that 'longshore work had been rather quiet. Westville reported that freight and passenger traffic on both steam and electric railways continued quiet. Charlottetown reported the steam railway very busy. St. John reported steam railways were busy transporting returned soldiers and that general traffic increased. The street railway started running on the summer routes causing an increase in employment. Navigation and 'longshore work was dull. Moncton reported that special train crews were used in addition to the regular crews owing to conditions occasioned by the return of overseas troops. The locomotive and car repair

shops were busy on repair and remodeling work, the usual staff being employed. Transfers and garages were very busy. Fredericton reported that railroad workers were well employed. Montreal reported that the tramways company employed additional help on repair work on a large scale. 'Longshoremen were active. Quebec reported increase in passenger train crews. The railway repair shops were busy and the electric railways were active. Ship labourers and 'longshoremen were very busy. Garages also were very busy. Sherbrooke reported the street railways quiet but railway repair shops steadily employed. Three Rivers reported that transportation companies, both rail and water, were very active. St. John's reported activity in navigation. Sorel reported that the number of boats put into commission by the steam railways was slightly less than previous years. Toronto reported that railway traffic was heavy mainly on account of the large numbers of soldiers returning from overseas, in addition to which there was an extensive movement of freight. Railway repair shops were busy, street railwaymen had an active month, and there was plenty of employment for sailors and 'longshoremen. Hamilton reported that the steam and electric railways were active in passenger business and fairly active in freight. The inland navigation lines were only fairly active. Niagara Falls reported that electric lines were busy and that freight handlers were wanted. Brockville reported that 'longshore work was rather quiet. Railway repair shops were active. Kingston reported that the street railways and railway repair shops were active and that employment was good at 'longshore work. Galt and Brantford reported that all railways were busy. Kitchener reported the steam railways very active in the freight department. Garages were very busy but liveries were rather quiet. The railway repair shops at Stratford were active, but liveries and garages were quiet. London reported that the steam railways were busy and that all crews laid off during

the winter had been re-engaged. St. Thomas reported that although freight traffic was heavy the use of long trains kept the number of crews reduced. The steam and electric railways at Chatham were very busy. The liveries and garages at Windsor had a very busy month due to the street railway strike. Brandon reported that the steam railways and garages were busy. The street railway, railway repair shops and transfers were on strike. The steam railways and railway repair shops at Regina were only fairly busy, and transfers, liveries and garages were all active. Moose Jaw reported that passenger traffic was heavy but that freight traffic was light. The steam railways at Medicine Hat were fairly active in all departments, showing an improvement over the previous month. Transfers, liveries and garages were brisk. Vancouver reported the repair shops active and 'longshore work fair, with a slight increase in coastal navigation. New Westminster reported that the railway repair shops had taken on additional men and that the street railways were operating almost to capacity.

Quebec reported that activity had commenced in the quarries. Sherbrooke reported that the cop-

Mining and quarrying

per mines were very quiet but that the asbestos mines and granite quarries were busy. During May Cobalt mines worked at full capacity, but despite full working forces, the output showed a decline. A total of 29 cars containing approximately 2,354,471 pounds of ore were shipped in May as compared with 24 cars containing about 1,809,681 pounds in April. Bullion shipments for the month amounted only to 269,016 ounces as compared with 649,400 ounces in April. Some industrial unrest was recorded in the Cobalt, Porcupine and Kirkland Lake districts. Dullness was reported in the Trail district, but there was little visible unemployment as all men released by the curtailment of operations in the smelter were being

used in construction work or had moved out of the district. Nanaimo reported that the quarries were idle and that there was very little metal mining going on.

Sydney reported the output of the Dominion collieries as 258,000 tons of coal and 37,400 tons of coke with 150 ovens in operation, as compared with the same amount of coal and 48,000 tons of coke and 450 ovens in operation in April. The output of the Sydney mines was 52,000 tons of coal and 8,000 tons of coke with 146 ovens in operation, as compared with 45,000 tons of coal and 7,600 tons of coke and 148 ovens in operation in April. Labour conditions at the collieries were normal except that the Jubilee mine worked half time during part of the month. Westville reported that a great many miners were unemployed and that others worked only half time. The International Coal Co. worked full time and raised about 13,000 tons. Fredericton reported that there was still considerable depression in coal mining operations at Minto. Fernie reported that up to May 21 activities in this industry, excluding coke manufacture, were comparatively favourable, the local mines operating on an average of five days per week. The general strike at District 18 which became effective on May 24 caused a complete tie-up of the whole industry. The coke ovens were closed down throughout the month. Nanaimo reported that the coal industry was quiet and that many mines were working short time. It was anticipated that one large mine would shortly close down.

The value of building permits issued in 35 cities during April amounted to \$6,457,906 as compared with \$3,014,365 in March and \$3,027,305 in April, 1918. Sydney reported considerable building work during May with carpenters well employed. Westville reported that the building trades were very quiet. Truro

reported that carpenters had a busy month, also that painters were busy and that experienced workers were scarce. Charlottetown reported that stonecutters and bricklayers had a very busy month, also painters, paperhangers, plumbers and carpenters. Steamfitters and lathers were quiet. Moncton reported that the building trades were very active and that carpenters, masons and other workers were in good demand. At Fredericton carpenters and painters were very busy, but masons, plasterers and bricklayers were slack due to lack of new construction work. Montreal reported that carpenters and painters were busy but that other building tradesmen were quiet. Quebec reported a considerable amount of repair work and extensions, but very few new buildings. Sherbrooke reported considerable activity. At Three Rivers the building trades were fairly active, and at St. John's and Iberville they were better employed than during the preceding month. At Sorel the building trades were quiet. Ottawa reported that a number of new buildings were being erected. Toronto reported that the building trades generally were well employed. The Toronto Housing Commission began operations on plans and sites approved by the Government. Hamilton reported that a considerable number of small dwellings were being built and that the building trades were actively employed. At Niagara Falls there was a decided increase in the building trades. At St. Catharines and Brockville the building trades were fairly active and at Kingston they were well employed. At Peterborough, Galt and Brantford they were active on dwelling houses. Kitchener reported that bricklayers, carpenters and building labourers were all busy. Guelph reported a demand for carpenters. Woodstock reported improved conditions in the building industry. London reported that about 100 applications had been received for loans under the government housing scheme and that building opera-

tions had already commenced. St. Thomas reported that building tradesmen were well employed. Windsor reported that about 100 houses were in the course of construction. Carpenters were well employed at Sault Ste. Marie. Brandon reported dullness. Regina reported that about 50 dwellings were in the course of erection. Plumbers and steamfitters were in demand, and painters and paperhangers were greatly in demand. Moose Jaw, Saskatoon and Medicine Hat reported an improvement in employment. Vancouver and New Westminster reported a slight increase in employment in the building trades due to alterations to industrial plants and the erection of dwelling houses. The building trades at Nanaimo were very quiet.

During the month railway construction activities were carried on quite extensively by the Canadian Pacific Railway. In addition to those already employed, over 3,000 men were taken on during the month. Of these, over 2,000 were employed in the four western provinces and the balance in Ontario and Quebec. During the latter part of the month the Grand Trunk Railway added 200 men to their construction workers in Ontario.

Westville reported great activity in the lumber mills. Charlottetown re-

Lumbering ported that the industry had a very quiet month. Fredericton reported that the lumber mills were in full operation and gave employment to a large number of men. Quebec reported that river driving was in full swing under favourable conditions, but that the mills had not yet started the season's cut. Sherbrooke reported that river drivers were well employed and that saw and shingle mills were busy. Three Rivers reported that the St. Maurice Lumber Co. were preparing

their mill for the season. Ottawa reported that the sawmills ran about ten days in May only, the high water closing them down, but that as soon as the water permitted they would again run at full capacity. Fernie reported that in every section of the district there was remarkable stimulation of the lumber market and that operators were finding it exceedingly difficult to fill the orders placed, the unfavourable winter and late spring and high water conditions having retarded progress. Vancouver reported that the saw and shingle mills were fairly busy. New Westminster reported that all the sawmills in the district were running and that many of the shingle mills were working double shifts. Victoria reported that the lumbering and logging industry was fairly active with indications of improvement in the near future. Nanaimo reported that the logging camps of the district were working steadily and that the sawmills were also operating normally.

Sydney reported that lobster fishing was good with a fair catch of cod and

Fishing a few halibut but that at the end of the month a great storm destroyed all lobster traps and fishing gear, etc., causing the lobster factories to make a considerable reduction in their working forces. Charlottetown reported that herring and cod fishing was active, fish being plentiful. Three Rivers reported several good catches of shad, much of which was being packed and shipped away. St. John's reported activity. Vancouver reported that the fish-drying and packing plants were not very busy. New Westminster reported that the spring fishing was better than during last year and that several canneries were preparing to start operations. Victoria reported that whale fishing had been tied up to some extent owing to the engineers' strike. Nanaimo reported that whale fishing was in full swing.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

PROCEEDINGS FOR THE MONTH OF MAY, 1919, WITH TEXT OF BOARD REPORTS

DURING the month of May the Department received reports from three Boards of Conciliation and Investigation established to deal with disputes between (1) the Montreal Tramways Company and certain of its employees, being members of Division No. 790, Amalgamated Association of Street and Electric Railway Employees of America, (2) the Hull Electric Company and certain of its employees, being members of Division No. 591, Amalgamated Association of Street and Electric Railway Employees of America, and (3) various firms in Toronto, constituting packing houses and abattoirs, and certain of their employees, members of the Amalgamated Association of Meat Cutters and Butcher Workmen of North America.

Further negotiations also took place in connection with the establishment of the Board to deal with the dispute between the Corporation of the City of Hull and its firemen, and the Board established in connection with the dispute between the Winnipeg Electric Railway and its conductors and motormen was completed by the appointment of a chairman.

Applications Received

During May applications for Boards were received as follows:—

(1) From the Winnipeg Electric Railway in connection with a dispute with the men employed in the shops, car department and track department of the company. By the consent of the disputants this matter was referred to the same Board as was established to

deal with the dispute between the Winnipeg Electric Railway and its conductors and motormen, composed as follows: the Honourable Mr. Justice T. L. Metcalfe, Winnipeg, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. J. Bowes Coyne, nominee of the company, and Mr. R. S. Ward, appointed by the Minister in the absence of a recommendation from the employees. The employees concerned in this dispute became involved in a general strike called in Winnipeg on May 15 and procedure before the Board was suspended. The general strike is dealt with on another page.

(2) From employees of various firms in Toronto, constituting packing houses and abattoirs, and certain of their employees, members of the Amalgamated Association of Meat Cutters and Butcher Workmen of North America. The personnel of the Board and the text of the Board's report appears in the present article.

(3) From employees of the Union Stock Yards of Toronto, Limited, being cattle drovers, members of the Amalgamated Meat Cutters and Butcher Workmen of North America. This industry did not fall within the scope of the Industrial Disputes Investigation Act and a Board could be established only by the consent of both parties. This consent was received from the employer and a Board was established, Messrs. Gideon Grant and Fred Bancroft, Toronto, being appointed members thereof on the recommendation of the employer and employees respectively.

(4) From members of the Fire Department of the Corporation of the

City of Toronto. The employer being a municipality a Board could be established only by the consent of both parties, and the consent of the Municipality was refused.

(5) From employees of the Corporation of the City of Lethbridge, being members of Civic Employees Federal Union No. 70. The employer being a municipality a Board could be established only by the consent of both parties. This consent was granted by the City and a Board was established composed as follows: Mr. C. F. Jamieson, Lethbridge, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. E. H. Wilson and Donald McNabb, Lethbridge, nominees of the company and employees respectively.

(6) From employees of the Dominion Power and Transmission Company, Hamilton, being members of Division No. 876, Amalgamated Association of Street and Electric Railway Employees of America. A Board was established composed as follows: His Honour Judge Colin G. Snider, Hamilton, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. S. F. Washington, K.C., Hamilton, and Fred Bancroft, Toronto, nominees of the company and employees respectively.

Other Proceedings under Act

During May other proceedings under Act took place as follows:

The Board established to deal with the dispute between the City of Hull and its employees, being firemen, members of the International Association of Fire Fighters, Local Union No. 174, was completed by the appointment of a chairman. The Honourable Mr. Justice F. S. MacLennan, Montreal, was first appointed, but resigned and Mr. D'Arcy Scott, Ottawa, was appointed in his stead. Dr. Archambault, Mayor of Hull, who was appointed on the nomination of the Corporation, resigned, was re-nominated by the Council and again resigned, and the Minister stayed procedure pending receipt from the Corporation of Hull of advice as to its wishes. The employer being a municipality procedure could take place only by mutual concurrence. The employees ceased work for a few hours and the dispute was arranged by negotiations with the City Council.

The Board established to deal with the dispute between the Winnipeg Electric Railway and certain of its employees, being conductors and motormen, was completed by the appointment by the Minister of Labour of the Honourable Mr. Justice T. L. Metcalfe, Winnipeg, as chairman, in the absence of a joint recommendation from the two members first appointed.

Report of Board in Dispute between the Montreal Tramways Company and certain of its employees

A REPORT was received from the Board established to deal with the dispute between the Montreal Tramways and certain of its employees, being members of Division No. 790, Amalgamated Association of Street and Electric Railway Employees of America. The Board was composed as follows: Mr. Joseph Perrault, Montreal, chairman, appointed by the Minister in the

absence of a joint recommendation from the other two members, Messrs. Joseph Quintal and J. T. Foster, nominees of the company and employees respectively. The report was signed by Messrs. Quintal and Foster, and contained a proposed schedule of rates and rules. Mr. Perrault advised that it was his intention to submit a minority report but this had not been received at the close of the month.

Report of Board

In the matter of The Industrial Disputes Investigation Act, 1907, and of a dispute between The Montreal Tramways Company, employer, and certain of its employees being members of Division No. 790, Amalgamated Association of Street and Electric Railway Employees of America, employees.

To the Honourable
the Minister of Labour,
Ottawa.

Dear Sir,

The undersigned, members of the Board of Conciliation and Investigation in this matter, beg to submit the following report of their proceedings held in accordance with the constitution of the Board dated March the twenty-eighth, 1919. The members, after having duly taken the oath of office proceeded immediately and with all due diligence to investigate the causes of the dispute between the Montreal Tramways Company, hereinafter called "The Company", and the said members of the Amalgamated Association of Street and Electric Railway Employees of America, hereinafter referred to as "The Employees".

The Board met for the first time on Wednesday, April the second, 1919, all the members being present and conferred upon the subject. After examining the grounds and contentions of the parties to the dispute, the examinations of witnesses under oath was begun in accordance with the existing statute.

The deliberations proceeded from day to day, with four notable exceptions.

The first due to the illness of one of the members of the Board which lasted three days.

The second due to the desire of the Chairman to terminate details concerned with his identification with the Montreal, Light, Heat & Power Company dispute.

The third was due to the suggestion of the Chairman that the employees meet with the management of the Company for discussion concerning the matter of wages, hours and conditions.

The fourth delay arose because of the Canadian Car and Foundry dispute which required the personal attention of Mr. J. T. Foster, the representative of the employees on this Board.

Other and minor delays were either expeditious or unavoidable.

The members of the Board, with these exceptions, have been in deliberation continuously, up to and including May 14th, 1919.

As a result of investigation and deliberation, we respectfully submit the following conclusions.

The demands of the Employees were embodied in a memorandum submitted to the Company on January 23rd, 1919, and refused by the said Company on February 20th, 1919. Application for the appointment of a Board of Conciliation and Investigation was made by the Employees on February 27th, 1919, the said Board being legally established on March 28th, 1919.

The important features in the said memorandum are briefly these:—

(a) That an increase of wages be granted by the Company approximating 40 per cent to be enforced from February 1st, 1919, until February 1st, 1920.

(b) The establishment of the universal nine (9) hour day.

(c) Reclassification of employees covering occupation and seniority.

An agreement was quickly reached on the question of reclassification and the conciliatory attitude of the Employees on the question of hours enabled adjustment of this issue.

The real difficulties of the dispute are centred in Clause (a).

The Company refused the demands of the Employees on the following grounds:—

First: That it is operating under a contract, entered into with the City of Montreal by which its operating expenses are fixed by a Tramways Commission appointed by the Lieutenant-Governor in Council. This Commission having fixed the operating allowance for the fiscal year ending June 30th, 1919, no extra charges could legally be met covering this period.

The existing contract between the Company and the City of Montreal on the 28th day of January, 1918, substantiates the position of the Company *re* this contention.

The estimated sum of money involved in the uncovered period would be approximately \$672,916.00.

Second: Owing to a verbal agreement under which an increase of approximately 22 per cent and aggregating the sum of \$691,000.00 had been granted by the Company to the Employees, division of opinion arose through the fact that the Company interpreted the agreement to run from June 1st, 1918, to June 30th, 1919; while the Employees held to the opinion that the agreement went into effect June 1st, 1918, and was indeterminate.

The evidence placed before the Board consisted of fiscal statements, copy of contract between the City of Montreal and the Company, financial reports and oral evidence from the officers of the Company and the Tramway Commission, from which we arrived at the following conclusion.

That the Company cannot legally add the cost of increased wages to operating expense, as provided for in the said charter.

The Employees submitted the following evidence orally by witnesses who are officers and officials of their Organization and essentially contended:

That they, the Employees, were unable to exist on the present wage schedule owing to the increased cost of living. Carefully compiled statements were presented indicating that the cost of living to the individual employee on

the basis of five members in each family was no less than \$1,798.00 per annum.

The majority of the Board consisting of Mr. Joseph Quintal and Mr. J. T. Foster concurred in the reliability and the detail of this contention.

After carefully weighing all evidence brought before your Board, both written and oral, the aforesaid majority members have reached the following conclusion:—

(a) That an agreement should be executed between the Company and the Employees which will provide for an increase in wages, beginning July 1st, 1919, and terminating June 30th, 1920, which will increase the wages of the Employees of the Company on an average of approximately 27 per cent.

(b) That the hours and working conditions will be as outlined in the attached schedule.

(c) The classification and seniority is also provided for in the attached schedule, and the details for our three recommendations are fully developed in the attached schedule headed:

Agreement entered into this

of nineteen hundred and
nineteen.

Throughout its deliberations the Board has been impressed by the good will and the very evident endeavours of all parties to reach an amicable and satisfactory conclusion of the dispute. We hope that our efforts will be instrumental in bringing about a final agreement in the public interest.

Respectfully submitted,

(Sgd) JOSEPH QUINTAL.

“ JOHN T. FOSTER.

Agreement entered into this of
May nineteen hundred and nineteen,
between the Montreal Tramways Com-
pany hereinafter called the party of the
first part, and the Montreal Tramways
Employees Division seven hundred and
ninety (790), party of the second part.

Witnesseth:

That in the operation of the Railways and properties of the Company, both parties hereto mutually agree as follows:—

Section I.

WAGE SCALE FOR CONDUCTORS AND MOTORMEN.

Commencing from July first, 1919, and continuing during the period of this agreement, the wages of motormen and conductors shall be paid as follows:—

For first year service	37c per hour
For second year service.....	40c per hour
For third year service.....	44c per hour
After three years	48c per hour

A. Conductors and motormen on suburban lines engaged in handling Steam Railroad Cars shall be paid 5 cents per hour in excess of minimum rate.

Conductors and motormen handling and operating milk cars and heavy freight to be paid 5c per hour in advance of regular rate.

The same applies to motormen and conductors in charge of Youville Store Car.

Motormen in charge of Sweepers, Snow Plows and Levellers shall be paid 5 cents per hour over maximum rate.

Other men engaged in this work shall be paid 3 cents over maximum rate.

(a) When a snow plow, leveller or sweeper completes its work at an hour of the day that a fraction of a half-day is lost, employees working on said snow plows, levellers or sweepers shall be paid for such fraction of a day the amount they would have earned if they had been able to make their regular run.

WAGES FOR INSPECTORS, INSTRUCTORS, ETC., OPERATING DEPARTMENT

	Per month
Instructors, 2 at	\$150.00
Travelling Instructors	130.00
Training School Clerk	100.00
Passenger Inspector, first year	135.00
Passenger inspector after first year	150.00
Freight service, one at	125.00
Freight service, one at	120.00
Day Depot Clerks, first year.....	135.00
Day Depot Clerks, after first year...	150.00
Night Depot Clerks, first year	120.00
Night Depot Clerks, second year....	135.00

Instructors and Inspectors shall receive free uniform. Inspectors will also be provided with one waterproof coat each year.

Signalmen will be paid same wage and on same basis as conductors and motormen.

For all employees that are actually paid on a monthly basis, except those specifically mentioned elsewhere in this agreement, shall

receive an increase in the following manner:— Those actually receiving \$100.00 and more an increase of 20 per cent, those actually receiving less than \$100.00 shall be given 25 per cent increase.

With reference to the application of certain employees in the rolling stock and construction department for readjustment of classification the Company will give this their earnest consideration.

Regular employees, paid by the hour, other than those specifically mentioned in this agreement, shall receive an advance of 12 cents per hour except in certain special cases, as shown on schedule attached.

The Company will not discriminate against an employee because such employee is or is not a member of the Amalgamated Association of Street and Electric Railway Employees of America.

The Company agrees to meet and treat with a duly accredited Committee of Employees on all matters of grievance which may arise from time to time.

Any employee elected to office in the Association of which requires his absence from Company's employ or Delegates to conventions of the Association shall be entitled to a holiday that will allow them to attend to such conventions or to do such committee work or other work that may be necessary, and shall retain his seniority right and in the case of officer upon retirement from office, return to his proper place in the service of the Company.

In cases where an employee is suspended for a violation of the rules and if upon investigation is not found guilty, he shall be re-instated in his regular position and be paid for any time lost during the period of his suspension at his regular rate.

The present system of hours of work for conductors and motormen to remain in effect.

When conductors and motormen have chosen or been assigned to regular scheduled runs and that part of such runs are suppressed, they shall receive the full amount of wages they would have earned by these runs, the same as if they had been completed unless the equivalent is offered.

This will not apply to Saturdays, Sundays and holidays.

Uniforms for motormen and conductors to consist of summer and winter caps, summer suit and winter trousers every year, overcoat every second year.

When an employee's uniform is damaged or destroyed while in the performance of his duties, same shall be repaired or replaced by the Company.

The Company shall furnish free of cost uniforms clothing and caps for conductors and motormen who have been in the service of the Company for a period of three years and over.

The charge, as at present, made against conductors and motormen under three years in the service to be continued.

Cars shall be sent morning and evening, as at present, to carry employees to and from their work.

Present arrangements regarding hours of duty at barns and shops to remain as at present.

Present conditions regarding hours of work and time allowed for Sundays and holidays to continue in effect.

Employees of the Mechanical Power and Construction Department called on night emergency duty, outside of regular working hours, shall be paid time and one half for the time engaged with a minimum of four hours.

Switchmen and hillmen to be paid 30 cents per hour for actual time worked.

Hours of work and allowance for overtime to remain as at present, for conductors and motormen.

Selected conductors and motormen shall be paid in addition to their regular rate 3 cents per hour, while training new men.

Signalmen shall be supplied with rubber boots and waterproof coats.

In all shops, power houses and barns of the Company, employees shall be allowed five minutes to wash up.

For the convenience of employees the Company will endeavour to provide lavatory accommodation—as early as possible—at or near the terminus of various lines on which no proper accommodation now exists, and will maintain the same in sanitary condition.

Present arrangement regarding hours to work to remain as at present for employees in Cashiers' Department.

The Company will consider making arrangements for improving the present system of handling cash and tickets between the outside offices and the main office.

Salaries of the following employees will be:—

	Per month
Day Cashiers, Night Boxmen and Emergency Clerks	\$75.00 to \$85.00
Night Cashiers	80.00 to 90.00
Day Boxmen	65.00 to 75.00
Outside Cashiers	60.00 to 70.00
Inspectors	90.00
Head Office Boxmen	95.00

This agreement and provisions shall continue in force and binding upon the respective parties hereunto from the first of July, 1919, until July first 1920, and from year to year thereafter. Either party desiring a change shall notify the other party in writing, not less than sixty days prior to the ending of each period, which ending of each period shall be the first day of July. Under such written notice the agreement shall be open to consider the change or changes desired.

Signed on behalf of the

Montreal Tramways Company,

Fiscal year

First of July.

Signed on behalf of Division 790,

Employees of the Montreal Tramways Company.

SCHEDULE

Exceptions to uniform increase to employees paid on hourly basis.

Car cleaners over 20 years of age will be rated from 27 cents to 32 cents per hour.

Construction night watchmen and foremen watchmen, track grinders, temporary checkers, night emergency men, helpers in stores Department, stablemen, floor sweepers and cleaners, firemen heating buildings and all employees under 20 years of age will receive an increase of 6 cents per hour on their present rate.

Report of Board in Dispute between the Hull Electric Company and certain of its employees

A REPORT was received from the Board established to deal with the dispute between the Hull Electric Company and certain of its employees, being members of Division No. 591, Amalgamated Association of Street and Electric Railway Employees of America. The Board was composed as follows: Mr. D'Arcy Scott, Ottawa, chairman, appointed by the Minister in the absence of a joint recommendation from

the other two members, Messrs. G. D. Kelley and Fred Bancroft, nominees of the company and employees respectively. The report was signed by the chairman and Mr. Kelley, and contained recommendations regarding changes in wages and conditions as a settlement of the dispute. Mr. Bancroft presented a minority report, also submitting therewith a proposed schedule of rates and rules.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Hull Electric Company, employer, and Division No. 591, Amalgamated Association of Street and Electric Railway Employees of America, employees.

To the Honourable G. D. Robertson,
Minister of Labour.

Sir,—

The undersigned members of the Board of Conciliation and Investigation appointed by you in the above matter have the honour to report as follows:

The Board sat in the Court House in the City of Hull on Wednesday and Thursday, the 14th and 15th of May, 1919, and heard representatives of the employees and the employer.

The Board had the advantage of having before it during its investigations the report of the Board appointed by the Honourable the Minister of Labour a year ago to deal with somewhat similar disputes between parties herein as those now before us. The report is dated May 25th, 1918, and is signed by the Chairman, His Honour Judge Gunn, and the member of the Board appointed on the recommendation of the employees.

The Board has not gone beyond that report in its investigations of the conditions of the parties herein prior to May, 1918, but has given careful consideration to any changes of circumstances and conditions affecting the parties herein since the date of the report of May, 1918.

The Hull Electric Company has not paid dividends for the past 16 years. For the year ending June 30th, 1918, it had a deficit of \$34,000.00, and the general manager states that notwithstanding an increase in rates allowed by the Railway Commission during the past year the Company's financial statement

for the year ending 30th June next will show a still larger deficit. While the financial condition of the company may well be considered in dealing with the matters before us we must see that the employees get fair remuneration for the services they perform. The cost of living in Hull and Aylmer is not as high as in many municipalities of similar sizes in the Province of Ontario.

The demands of the employees are contained in a letter addressed to Mr. Gordon Gale, the vice-president and general manager of the employer, dated March 31st, 1919, a copy of which is attached to the application to the Department of Labour by the employees for the appointment of a Board of Conciliation and Investigation. These demands are 28 in number and are numbered from one (1) to twenty-eight (28) inclusive.

For the sake of clearness it is proposed to deal with the demands *seriatim* and to number them and quote them in full as they appear in the letter of March 31st, 1919. Where the present payments or practices are given they are not quoted from the letter, but are put in by the undersigned for the purpose of easy comparison.

Trips, minimum hours of labour and payment for extra time have been carefully considered and arranged on previous occasions, and unless specifically stated in any particular item it is not our intention to make any changes in these matters.

The cost of living continues to increase and for this reason and in order that the employees may live comfortably and be suitably rewarded for their labour it is our opinion that certain increases in the rates of wages should be given. These increases should be effective from the 1st of May, 1919, as the award of the report of May, 1918, expired on April 30th, 1919. We recommend that the rates and conditions we suggest should remain in effect for one year. The terms of last year's award to continue unless changed herein.

1. Freight crew:

	Employees' Demand.	Present Rate or Practice.
Conductors, per month	\$145	\$105
Motormen, per month	145	105
Brakemen, per month	120	80
Trolleyman, per month	115	75

(Minimum eight (8) hours asked.) Present minimum 12 hours.

Recommended:

Conductors	\$110
Motormen	110
Brakemen	90
Trolleyman	80

2. Power plant employees:

	Employees' Demand.	Present Rate or Practice.
Runners or operators, per hour	60 cents	33 cents
Sub-station employees, per hour	60 cents	27 cents
Oilers, per hour	55 cents	27 cents

Recommended:

Runners or operators ..	36 cents
Sub-station employees..	30 cents
Oilers	30 cents

3. Trackmen:

	Employees' Demand.	Present Rate or Practice.
Trackmen, per hour	55 cents	31 cents
Other trackmen, per hour.	55 cents	30 cents
Track foremen, per hour.	60 cents	33 cents
Foreman on extra gang, per hour	60 cents	33 cents

Recommended:

Trackmen, per hour ...	34 cents
Other trackmen, per hour	33 cents
Foremen, per hour	36 cents

4. Car barn employees:

	Employees' Demand.	Present Rate or Practice.
Machinist, per hour	75 cents	45 cents
Armature winder		45 cents
Blacksmith, } per hour	65 cents	32 cents
Carpenter, }		37 cents
Motor repairers, } per hour	33 to 35 cents	
Airbrake fitters, }	60 cents	34 cents
Troublemens, }		34 cents
Car cleaners, }	25 to 30 cents	
Helpers, }	55c.	25 to 30 cents
Metermen, }		28 to 32 cents

Recommended:

These men should all have an increase of three cents per hour, and be placed on a nine hour day. Provided that the daily pay of any car barn employee shall in no case be less than his daily pay prior to 30th of April, 1919.

5. Sweeper and snowplow work:

	Employees' Demand.	Present Rate or Practice.
Per hour	65 cents	39 cents

Recommended:

These men should be paid three cents per hour over their wages when otherwise employed, therefore as the maximum of their regular wages may vary there should be no stated maximum fixed in this case.

6. Flagmen or switchmen:

	Employees' Demand.	Present Rate or Practice.
Per day	\$3.50	\$2.25

Recommended:

\$2.50 per day.

7. Aylmer Station Agent:

	Employees' Demand.	Present Rate or Practice.
Per month	\$160.00	
Salary, per month		110.00
Aver. per mo. express ..		15.80
Aver. per mo. telegraph.		5.70
Overtime, 5 p.m. to 6 p.m. except Sunday		21.50
Total per month ...		153.00

Recommended:

The extras fluctuate but the amounts given are an average. The salary should be increased by \$5.00.

8. Operating men:

	Employees' Demand.	Present Rate or Practice.
Conductors and motor-men, per hour	60 cents	
First six months		29 cents
Second six months		31 cents
Second year		34 cents
Over two years		36 cents

Recommended:

The periods of service for which remuneration is fixed should not be changed, but an increase of three cents should be given in each case.

	Employees' Demand.	Present Rate or Practice.
9. Linemen, per hour ..	60 cents.	36 cents
Groundmen, per hour ..	55 cents	30 cents
Rubber boots to be supplied.		
Teamster to be paid for Sundays.		

Recommended:

Both linemen and groundmen should get a three cent an hour increase, and should be supplied with rubber boots when necessary. The

teamster should be paid a reasonable amount for his Sunday work looking after his horse, which we fix at 75 cents per Sunday.

Employees'
Demand.

- 9a. Construction fore-
man, per hour.. 65 cents
Construction em-
ployees, per hour 57 cents

Recommended:

As employer is doing no construction work at present there is no necessity to deal with positions where there are no employees.

Employees' Present
Demand. Rate or
Practice.

10. That the employees be paid semi-monthly. Time and a half after eight (8) hours and for Sundays and holidays in all departments. monthly

Time and a half
after regular
working hours.

Recommended:

Employees should be paid semi-monthly.

11. Uniforms:

1st year employee to pay half the cost of uniform.

2nd year employee to receive uniform free.

One pair of winter pants to be supplied free every year, and overcoats every second year free.

Present rate or practice:

- 1st year men pay full cost.
2nd year men pay $\frac{3}{4}$ cost.
3rd year men pay $\frac{1}{2}$ cost.
4th year men pay $\frac{1}{4}$ cost.
5th year men pay nil.

Winter trousers and overcoats, one each every second year. Free to men getting uniform free; all others pay $\frac{1}{2}$ cost.

Recommended:

The present practice of the employer should not be interfered with.

12. That the men doing sweeper or plow work have the privilege of leaving the sweeper or plow on the siding at meal time, or if the Company desires that the work should go on they to supply meals free.

Present rate or practice:

Arrangements subject to requirements of service.

Recommended:

We see no reason to interfere.

13. Car men, carrying mail or delivering newspapers, be given one hour extra pay, and if the same crew carries the mail and delivers newspapers they to receive two hours' extra pay.

Recommended:

We see no reason to interfere.

14. If conductors or motormen are employed as switchmen or otherwise they to receive same wages as they would operating cars.

Recommended:

We see no reason to interfere.

15. That the overtime due the spare men and the increase due the trolley men according to our interpretation of the terms of the award of May 25th, 1918, namely: time and a half for overtime due sparemen and 33 cents to the trolley men be paid in full.

Recommended:

The sparemen should get overtime after they have worked the number of hours a regular man doing the same class of work has to work before he gets overtime.

16. Rubber boots to be supplied to trackmen.

The employer agrees to this.

17. Park employees, per month, \$85.00.

Recommended:

These men have nothing to do with the railway. Their work is not heavy nor is any skilled labourer required. We see no reason to interfere.

18. Power house employees to be paid time and a half for Sundays and holidays.

Recommended:

The employer should try and prevent men working regularly every Sunday. We would give no extra time for Sunday, but the employer should arrange for spares so as to allow regular men off on Sundays or one other day in each week.

19. That an operator be placed at semaphore and D. rail at Beemer's Junction."

Recommended:

This is being operated in accordance with the requirements of the Railway Commission and we see no reason to interfere.

20. Minimum of three (3) hours' pay for trippers or trailers.

Recommended:

Two (2) hours allowed.

The two hour allowance at present covers a run and this should not be changed.

21. Teaching apprentices, five (5) cents per hour extra.

Recommended:

Teaching an apprentice is no more arduous than doing the work himself. We see no necessity for an extra allowance.

22. That a closed shop be established.

Recommended:

No necessity for interfering with present arrangements.

23. That all cars run to shed to be housed over night, whenever possible.

Recommended:

This can be left to the employer to regulate.

24. That all differences arising out of the suspensions, dismissals, charges, accidents, wages, etc., be investigated by a Committee selected by the men, and that no changes in working conditions or wages will be made with the men individually during the life of any agreement or award.

Present practice: Committee of employees now have this privilege. Change with individuals sometimes necessary.

Recommended:

The present arrangement seems to work satisfactorily and need not be interfered with.

25. That our regular runs consist of an average of eight (8) hours per day and a minimum of seven (7) hours for any regular run.

Recommended:

No necessity to interfere with present arrangements.

26. That \$40.00 change be supplied to relief men and \$50.00 to regular day men.

Present practice:

\$40.00 Aylmer line.

\$35.00 City line.

Recommended:

This may be left to the employer to regulate.

27. That cars leaving shed for points on the line be manned by two men.

Recommended:

There should always be two men on a car that has to be moved backwards.

IMPROVEMENTS.

28. That the siding at Rock Cut be extended and a switch be placed at both ends, so that freight crews may pull cars from both ends.

That airbrake cars be equipped with air sanders. Double windows to be put on in vestibules of cars.

Cars left outside during winter season, trolley pole to be left on trolley wire to heat the cars.

Leave of absence if requested before close of season to be granted.

Recommended:

Some of these matters have already been arranged and the others may be safely left to the employer to regulate.

Many employees work regularly seven (7) days a week; this practice should be discouraged. Every man should have and should take one day's rest a week and the Company should provide relief help or spares so as to give its regular men one day a week's rest.

Mr. Fred Bancroft, the member of the Board appointed on the recommendation of the employees, does not join in this report but intends submitting a minority report.

All of which is respectfully submitted.

Dated at Ottawa, May 28th, 1919.

(Sgd.) D'ARCY SCOTT,
Chairman.

(Sgd.) G. D. KELLEY.

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Hull Electric Company (employer) and certain of its employees, being members of Division No. 591, Amalgamated Association of Street and Electric Railway Employees of America (employees).

Hon. G. R. Robertson,
Minister of Labour.

Sir,

The Board of Conciliation appointed by you to enquire into the differences existing between the parties mentioned above, held public sessions in the Court House at Hull on the 14th and 15th of May, 1919.

The company was represented by Mr. Gordon Gale, Vice-President and General Manager of the Hull Electric Railway Company, and Mr. A. E. Meach, Superintendent of Transporta-

tion. The employees were represented by Messrs. Jos. A. Noel, W. A. Sutherland, S. E. Seguin, J. R. Culley, Jos. Noel, F. Dargis, N. Seguin and M. Sinclair, International Officer of the A.A. of S. & E.R.E. of A.

The requests of the employees were set out in a schedule of 28 clauses, and included requests for shorter hours, increased pay and improved working conditions.

The conditions under which the employees are working are the result of a Board of Conciliation making an award in May, 1918, which was accepted by both parties and which continued in effect until April 30th, 1919, when the employees sought to have it changed. The changes suggested are contained in the schedule filed with the Department of Labour, and which was in review before the Board during the public session.

The representatives of the employees argued very emphatically before the Board that the present wages were insufficient, due to the high cost of living, and that the hours of labour were too long. They presented a document showing the cost of living for a family of five in Hull, and the total amount for a year was \$1,422.65. This stated the men did not include many items necessary in a home.

The representatives of the company argued that the Hull Electric Company had not paid any dividends and was working with a deficit facing it at the end of the fiscal year. Last year, after the award of the Board was made, the Dominion Railway Commission granted the company certain increases in rates. Despite this, the manager states that the company is working at a loss. The representatives of the employees argue that the company has had surpluses, although dividends have not been paid on the common stock. It is a matter of distribution of earnings, state the men.

There are approximately 140 employees involved. The greater portion of these are motormen and conductors who are engaged on regular runs. They

number about 70. The hours of the motormen and conductors are arranged to make the daily average as nearly as possible 9 hours. At present the daily average works out at about 9 hours and 20 minutes. The motormen and conductors are working seven days a week.

The employees in the car barns and the shops work 10 hours a day and six days a week.

All the employees request an eight-hour day with the usual overtime rates after regular hours are worked.

The Board had the advantage during the hearings of last year's award, and the following from the award of 1918 would indicate the conditions at present:

It is not out of place to state here that the coaches, electrical equipment, power plant and sub-station, machinery, road and tracks, are all first class and up to date, and demand a high degree of skill, efficiency and responsibility from the trained staff of employees."

After taking into consideration the award of last year and the general conditions laid down, and the evidence submitted, the following recommendations are made which it is hoped will be satisfactory to both parties.

First: That the terms of last year's award be continued with the following changes:

RATES OF WAGES RECOMMENDED.

Motormen and Conductors.

	Present wages.	Recommended.
First six months	29 cents.	36 cents.
Second six months	31 cents.	39 cents.
Second year men	34 cents.	42 cents.
Third year men	36 cents.	45 cents.

Freight Crew.

Motormen and conductor.	\$105	\$120
Brakeman	80	95
Trolleyman	75	90

Power Plant Employees.

Runners or operators	\$ 80	\$ 95
Oilers	65	80
Sub-station employees ..	65	80

Trackmen.

Trackmen	31 cents.	40 cents.
Labourers	30 cents.	39 cents.
Track foreman	33 cents.	42 cents.
Foreman on extra gang	33 cents.	42 cents.

Linemen.

Linemen	36 cents.	50 cents.
Groundmen	30 cents.	40 cents.

Miscellaneous.

	Per hour.	Per hour.
Snow plow and sweeper work	39 cents.	48 cents.
	Per day.	Per day.
Flagmen and switchmen	\$2.25	\$3.00
	Per month.	Per month.
Aylmer Station agent. . .	\$110	\$125
Construction foremen. . .	Increase of 9c. per hr.	

Car Barn and Shop Men.

Included are machinists, armature winders, carpenters, blacksmiths, motor repairers, air brake fitters, trouble men, car cleaners, helpers, truck repairers, and metermen.

It is recommended that the employees in the car barns and shops as enumerated above be given an increase of 9 cents per hour all round over the present hourly rate, and the hours per day be cut down to nine.

Employees in car barns and shops now working seven night shifts per week shall be given one night off each week.

Power Plant Employees.

It is also recommended that relief help be employed for the power stations for the purpose of providing the power plant employees with one day off in seven. They should not be compelled to work every day without relief. As they are paid on the monthly basis they should be granted certain holidays in summer with pay, and paid for time lost through sickness. These employees have an eight hour day.

Sparemen.

With regard to what are known as sparemen working as conductors or motormen. These men should be paid overtime rates when in any one day their working hours exceed nine.

Freight Crew.

Members of the freight crew now receiving overtime after a twelve hour shift shall receive overtime pay after nine hours.

Teamsters.

The teamster who attends to stable and furnace on Sunday shall receive one half day's pay for this work.

Overtime Rates.

Overtime at time and one half rate shall be paid after regular hours as outlined in the 1918 award, with the exception of changes of hours outlined in this award referring to sparemen, freight crew, employees of power houses, car barns and shops.

Semi-monthly Pay.

The employees' request to be paid wages semi-monthly ought to be granted, and it is so recommended.

Nothing in this award shall be construed to reduce any employees' wages, individually, and any employee not specifically included in this award, but included in the schedule of the employees, shall be granted a similar increase of 9 cents per hour as those mentioned in this report.

The rates of wages recommended shall be effective from May first, 1919, and the further recommendations shall take effect upon the acceptance of this award.

The terms of this award shall remain in effect until April 30th, 1920, and thereafter unless 30 days' notice in writing is given by either party to the other.

Respectfully submitted,

(Sgd.) FRED BANCROFT.

In submitting the above minority report I feel that the majority report is not even fair to the employees of the Hull Electric Railway Company. There was no evidence submitted to warrant the statement contained in the report signed by the majority members that "the cost of living in Hull and Aylmer is not as high as in many municipalities of similar sizes in the Province of Ontario." There was a reference made to London, Ontario. The employees' representatives showed in detail the cost of living in the localities in which they resided. The majority report states: "The Hull Electric Company has not paid dividends for the past 16 years. For the year ending June 30th, 1918, it had a deficit of \$34,000, and the general manager states that notwithstanding an increase in rates allowed by the Railway Commission during the past year the Company's financial statement for the year ending 30th of June next will show a still larger deficit." There was no investigation of the company's finances to warrant such a statement. The majority members have assumed too much in this direction in my opinion. They well know the great and wealthy corporation behind the Hull Electric Company. The question of distribution of earnings enters into the whole matter. Recently a Board of Conciliation awarded the conductors and motormen on the Montreal Street Railway system a maximum rate of 48 cents per hour and a minimum rate of 37 cents. The majority award

gives to the Hull Electric Railway conductors and motormen 32 cents per hour minimum and 39 maximum. Yet, when wages were lower in Montreal, the rates were used as a reason why employees in the Hull district should not get more.

The wages awarded by the majority

members are insufficient under the circumstances, and the conclusions arrived at, in my opinion, are not based upon the evidence submitted at the enquiry.

Respectfully submitted,

(Sgd.) FRED BANCROFT.

Report of Board in Dispute between Various Firms in Toronto, constituting Packing Houses and Abattoirs, and certain of their employees

A REPORT was received from the Board established to deal with the dispute between various firms in Toronto, constituting packing houses and abattoirs, and certain of their employees, members of the Amalgamated Meat Cutters and Butcher Workmen of North America. This industry did not fall within the scope of the Industrial Dispute Investigation Act, but mutual consent of the disputants to refer the matter to a Board was given. The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. R. J. McLaughlin and Fred Bancroft, Toronto, nominees of the company and employees respectively. A unanimous report was presented by the Board and was accompanied by a proposed schedule of rates and rules.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between various firms constituting packing houses and abattoirs in Toronto (employers) and certain of their employees, members of the Amalgamated Meat Cutters and Butcher

Workmen of North America (employees).

To the Honourable
the Minister of Labour,
Ottawa.

Sir,

The Board of Conciliation herein has the honour to report as follows:

On Wednesday, the 21st day of May, 1919, at 10.00 a.m., the Board established by you in this dispute met in the City Hall, in Toronto, and continued in session the 22nd, 23rd, 24th, 26th, 28th and 29th days of May. The members were all in attendance throughout.

The representatives of the employers and of the employees attended each session of the Board.

After many consultations between the parties, both in the Board's presence and with the Board absent, an agreement was reached on all points excepting the clauses referring to wages.

The wage clauses were taken into consideration by the Board when it was finally decided that no agreement between the parties could be made on these clauses.

After hearing the statements of the parties and considering these statements and the various estimates of the present cost of living and the documents and papers put in, the Board recommends for acceptance by the employers and employees the increase of wages set down in the second schedule, all of

which is returned herewith as part of our report.

All of which we have the honour to submit.

Toronto, the 29th day of May, 1919.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) R. J. McLAUGHLIN,
Nominee of employers.

(Sgd.) FRED BANCROFT,
Nominee of employees.

SCHEDULE I.

Schedule of rules and conditions of labour agreed upon by the employers and employees, no agreement having been arrived at as to wages. The parties agree mutually to observe the following rules, regulations and terms until the 31st day of December, 1919, and thereafter until thirty days' notice in writing of intention to terminate it has been given by either party to the other or posted in a conspicuous place in the various plants.

Clause 1.—The regular hours of labour shall be 48 hours per week and shall be completed between 7 a.m. on Monday and 12 noon on Saturday in each week. Preparatory men will start and end their day's work as at present.

The hours of labour during each day shall be completed in consecutive hours and not more than one hour allowed for dinner.

Where work is being done now by employees in shifts, and in the case of cleaners who begin in the afternoon, the 48 hour week shall govern, but the above-mentioned hours for beginning and ending the week's work shall not apply.

Clause 2.—Overtime shall be paid after the regular day's work has been performed, except in the case of killing and affiliated gangs who have started late in the day, in which case overtime shall begin not later than 5 p.m. each day except Saturday when overtime for these gangs shall commence at 12 noon.

Overtime shall be paid at the following rates: Time and one-half for all overtime. Double time for all holidays and Sundays, but not to apply to men engaged in operations the nature of which requires them to be carried on regularly on holidays and Sundays.

Clause 3.—Forty hours' work per week to be guaranteed to all persons employed in the packing industry, excepting weeks in which there is a holiday when the guarantee shall be 33½ hours per week.

Clause 4.—When an employee is transferred from one department to another, he shall be allowed sufficient time to make the necessary change of clothing. When, on account of change of temperature to 30 degrees or lower and heavy coats are required, they shall be provided by the employer.

Clause 5.—Should an employee or employees feel that he or they has or have been unjustly dealt with by dismissal or otherwise, the matter shall at once be taken up with the foreman. Should a satisfactory adjustment not be made the affected person or persons may appeal the matter through the proper officials up to the general manager of the Company. Such an appeal up to and including the general manager shall be made in person and the employee may be accompanied by a committee of not more than two of his fellow-employees. Failing satisfactory adjustment the employee with the committee of fellow-employees, accompanied by an officer of the local organization to which he belongs shall have the right to a further conference with the general manager in an endeavour to arrive at a settlement. Such complaint shall be made at convenient time and place during working hours and disposed of without unnecessary delay. No employee covered by this agreement shall be suspended, reduced or dismissed without just and sufficient cause, and on request he shall be given the reasons, in presence of the Committee therefor, by the foreman or other officer of the employer. If after proper investigation it is found

that an employee has been disciplined unjustly he shall be reinstated with full rights and be paid for all time lost. All complaints arising out of dismissals from the service shall be made within three days.

Clause 6.—No employee shall be suspended, reduced or dismissed because of trade union membership or for trade union activity not carried on at the premises, nor interfering with the operations of the plant, nor shall any person be refused employment because he or she belongs to a trade union.

Clause 7.—Employees attending conventions or other duties affecting themselves shall, upon giving proper notice to the foreman or superintendent, be permitted to absent themselves, without pay, to attend to such duties in the same manner as workers attending to the duties of fraternal organizations, so long as such absence from the plant does not unduly interfere with the operations of the plant. Upon their return such workers shall be reinstated into the service with all their former rights.

Clause 8. There shall be no discrimination against any employee or prospective employee because of creed or colour.

Clause 9.—Seniority shall govern in all promotions below the grade of foreman, other things being equal.

Clause 10.—Where piece-workers are employed, piece rate schedule shall be constantly displayed for unhindered inspection.

Clause 11.—Employees shall not be forced to join Company Sick and Death Benefit Associations.

Clause 12.—Copies of these schedules shall be printed or typed and framed and posted in prominent places.

Clause 13.—All female workers when the nature of the occupation requires it shall be supplied with rubber boots and overall aprons at one half cost price.

Clause 14.—No discrimination shall be shown against members of committees elected by employees to transact their business.

Clause 15.—No person shall suffer any reduction in wages or existing privileges by the adoption of this agreement.

Clause 16.—Each honourably discharged soldier returning to work in any plant in which he was employed at the time of enlistment shall be assured of his seniority as though his employment had been continuous.

SCHEDULE II.

Schedule of wages recommended by the Board for acceptance by employers and employees.

Clause 1.—A flat increase of six cents per hour on the regular wages paid on the 31st of March, 1919, or when the 48 hour week was introduced, shall be given to all persons engaged in the packing industry, not including the office staff or travellers.

2. Where piece work is now in practice in the butchering trade the gross increase shall be included and computed in piece work rates. The wages of those paid by the week is to be increased in the same ratio.

3. Boys between 16 and 18 years of age shall receive not less than 25 cents an hour. When a boy reaches the age of 18 and does a man's work he shall receive the same pay as a man.

4. The increase of wages hereby given shall apply on and from the 1st day of May, 1919, and continue to the 31st day of December, 1919, and thereafter until thirty days' notice in writing is given by either party to the other, of an intention to change the rate.

5. Fred Bancroft, nominee of the employees, joins in these recommendations excepting that he recommends that the increase in wages shall continue to the 31st day of March, 1920.

29th May, 1919.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) R. J. McLAUGHLIN,
Nominee of employers.

(Sgd.) FRED BANCROFT,
Nominee of employees.

PROCEEDINGS OF THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

Case No. 29.—The Canadian Pacific Railway Company and its Sleeping Car Porters

A DISAGREEMENT existed between the Canadian Pacific Railway Company and its sleeping car porters regarding a schedule of wages. The men claimed that the rate proposed under Supplement No. 17 to General Order No. 27 of the United States Railroad Administration, effective May 1, 1919, (which is printed elsewhere in this issue) was insufficient to meet the increased cost of living, and further that the gratuities from the public on which they depend to a very large extent had declined from an average of \$65 a month in 1914, to about about \$50 a month in 1919. The company contended that they could not consistently vary from the rate of wages covered by Supplement No. 17, which they felt provided an equitable increase. The following joint statement of rates of wages was submitted to the Board:

	Jan. 1, 1918	Mar. 1, 1918	Aug. 1, 1918	Dec. 1, 1918	May 1, 1919
			(Order 27)	(Pre- sent rates)	(Pro- posed rates)
Standard Car:					
1st year.....	\$42.50	\$45.00	\$62.50	\$62.50	\$67.50
2nd year.....	42.50	50.00	Flat	Flat	Flat
3rd year.....	42.50	55.00	...	...	...
Over 10 years	42.50	60.00	...	...	...
Tourist Car:					
1st year.....	40.00	45.00	52.50	62.50	67.50
2nd year.....	40.00	50.00	55.00	Flat	Flat
3rd year.....	40.00	55.00	55.00	...	...
Over 10 years	40.00	60.00	55.00	...	...
Observation Compartment.....	55.00	65.00	71.50	71.50	80.00
In charge.....	42.50	65.00	71.50	71.50	80.00
Troop and Coolie Trains	55.00	...	71.50	71.50	80.00
Hospital Trains.....	55.00	65.00	71.50	71.50	80.00

The decision of the Board was as follows:

The Board finds that the monthly wage rates of these sleeping-car porters have been, generally, higher than the wage rates paid to similar employees in the Pullman Company's service, that certain of the conditions of employment are different, and that such differences in respect to gratuities, mileage, terminal lay-overs, etc., justify a departure from the rates and conditions established by Supplement No. 17. The Board, therefore, decides that from January 1 to April 30, 1919, the monthly rates for sleeping-car porters in the employ of the Canadian Pacific Railway shall be not less than the increased rates provided for in Supplement No. 17 to General Order No. 27. That from May 1, 1919, porters in standard sleeping-cars and in tourist cars shall be paid \$75.00 per month; In observation-compartment cars, in charge, and on troop, coolie, and hospital trains, \$85.00 per month; the above awarded monthly rates to include mileage and work under conditions and practices as at present established.

Note.—Porters assigned for a trip or trips, or employed a portion of a month, shall be paid proportionately at the rates specified according to the class of service in which engaged.

Case No. 30.—The Canadian National Railways, the Grand Trunk Railway, the Canadian Pacific Railway, the Dominion Transport Company, and certain Employees of these Companies in the Port of Montreal

Prior to the opening of navigation several meetings were held between a joint committee representing the Canadian National Railways, the Grand Trunk Railway, the Canadian Pacific Railway and the Dominion Transport Company, and a committee of their employees at the port of Montreal for the purpose of arranging conditions of employment during the season of navigation. Being unable to come to an agreement with regard to rates of pay and certain working rules an appeal was made to the Canadian

Railway Board of Adjustment No. 1, for the settlement of disputed points. The chief matters in dispute had to do with rates of wages and payment for overtime and legal holidays. During the season of 1918 the porters and checkers were paid the following amounts per hour:

	Day work	Night work
May 1, 1918	35c	40c
Aug. 1, 1918	35½	42½
Sept. 1, 1918	42	47

The men asked for 65 cents per hour for day work and \$1.00 per hour for night work but the companies claimed that the McAdoo rates under General Order No. 27 and Supplements thereto should apply, that living conditions were not higher now than last year, and that the wages asked for by the men were higher than at any other ports. The men wanted double time for any overtime worked on Saturday night and also for Sunday and legal holidays. It had been the practice to pay overtime on account of holidays for Sunday only, and the companies claimed that the same rates should continue to apply on other holidays as on ordinary week days. The employees also contended that checkers having more responsibility than porters should receive five cents per hour above the porters' rate, and they also objected to the practice of checkers in some cases overseeing more than one gang on the ground that when asked to do this they could not properly do their work. The companies claimed that while a differential obtains between porters and checkers at freight sheds at Montreal, outside of the wharf sheds, those working at the wharf sheds do not require the same knowledge as elsewhere, the work being simply that of checking freight from car to shed floor and vice

versa. The companies also contended that the practice of checkers overseeing more than one gang does not work a hardship on them, as a checker is only called on to do a day's work and if it is such that he can check for two or more gangs he should do so.

In oral evidence before the Board it appeared that the principal question in dispute was with regard to the rates of wages, and both parties were of the opinion that if this was disposed of they could agree on the other points in dispute. The Board, therefore, handed to the parties a memorandum showing the rates which it had decided to embody in its decision which were as follows:

The Board decides that port truckers shall be paid forty-eight (48) cents per hour days, and fifty-three (53) cents per hour nights. Checkers shall be paid two (2) cents per hour more than truckers' rates above specified. General gang foremen, assistant gang foremen, and foremen coopers shall be paid a differential rate higher than the above specified truckers' rates in accordance with the differential higher rate existing for these employees in May, 1918. The above awarded rates to apply under conditions and other working practices as at present established. The Board expects that with the above decision as to wage rates that a satisfactory mutual agreement can be reached between the parties on all other questions, and will be glad to receive advice from the parties if such agreement can be promptly reached.

These rates were accepted by both parties and embodied in their agreement. With regard to the other matters in dispute, it was agreed that double time should be paid for Sunday work only, that the day rate should apply from 7 a.m. to 6 p.m., and night rate from 6 p.m. to 7 a.m., and that the practice with regard to checkers overseeing more than one gang should be continued during the present season.

This agreement was confirmed by the Board.

INDUSTRIAL AGREEMENT IN THE CALGARY METAL TRADES

ON April 15 a strike of Calgary metal workers took place for an 8-hour day and for certain minimum wage rates. On the same day representatives of the Machinists' Union requested the assistance of Mr. F. E. Harrison, Dominion Fair Wage Officer for Calgary, towards bringing about an amicable settlement of the dispute. Such assistance was at once given, and several conferences were held in the office of the Department of Labour at which representatives of both employers and employees were present, with the result that on May 17 an agreement was signed providing for a 44-hour week and certain minimum wage rates. It was also agreed that whatever the general basis of settlement and wages in Toronto or Winnipeg shall be, this basis will automatically take effect in Calgary plus five cents over the highest point. The text of the agreement is as follows:

This Agreement entered into between Patternmakers' League of North America, Molders' Local 360, International Association of Machinists 357, and International Brotherhood of Blacksmiths and Helpers 281, and the different Contract Shops in Calgary.

In effect from this date and to remain in effect thereafter unless five (5) days' notice has been given in by either parties of a desire to change.

Clause 1.—The regular working days shall not exceed eight (8) hours the first five days of the week, and four (4) hours on Saturday. Shops to close at 12 noon on Saturday. The night shift shall consist of seven and a half ($7\frac{1}{2}$) hours per night, five nights per week and paid for 44 hours.

Clause 2.—All time worked over Schedule shall be considered overtime and shall be paid for at the rate of time and one half for the first four (4) hours after close of shop hours, and double time hereafter. Double time for Sundays and all Dominion holidays:—New Year's Day, Good Friday, Empire Day, King's Birthday, if proclaimed by Federal Government, Dominion Day, Labor Day, Thanksgiving Day and Christmas Day.

Clause 3.—The minimum rate of pay shall be as follows: (Pending settlement in Winnipeg and Toronto)

Machinists	80 cents per hr.
Molders	80 cents per hr.
Patternmakers	80 cents per hr.
Blacksmiths	80 cents per hr.
Acetylene Welders	80 cents per hr.

Temporary, and 5 cents per hour above Toronto or Winnipeg, up to 85 cents per hour retroactive from date of starting work.

Specialists	65 cents per hr.
Rough Drillers	60 cents per hr.
Helpers	60 cents per hr.
General Laborers	55 cents per hr.
General Laborers	50 cents per hr.

(First three months).

Whatever is the general basis of settlement in wages in Toronto or Winnipeg will automatically take effect in Calgary, plus five cents over the highest point.

Apprentices 30 cents per hour first year and 5 cents per hour increase each six months of the second (2nd) year, and five cents per hour increase each additional six months until the finish of apprenticeship.

Clause 4.—Apprentices shall serve four (4) years and during said term shall be advanced in all branches of the trade. The ratio of apprenticeship shall not exceed one for the shops at large and one for every five (5) journeymen regularly employed.

Clause 5.—a. A Pattermaker shall be any person who has served an apprenticeship at patternmaking.

b. A Molder shall be any person who has served four (4) years with varied experience at the trade. (Fifteen minutes latitude will be allowed either way for completion of jobs).

c. Machinists' work will consist of the operating of lathes, planers, slotting, milling, shaping, boring or other machine tools requiring skilled operation. Laying off work fitting and erecting tractors, dismantling and assembling.

d. A Blacksmith shall be any man who has served four (4) years with varied experience at the blacksmith trade and who by skill and experience is capable of taking a piece of work with use of blue prints and transmitting such work to a successful completion within reasonable time.

Clause 6.—No person to be allowed to start work at any of the crafts unless he has a card, or accepted by Shop Committee. The employer has the option of starting Non-Union men in event of Union being unable to secure union craftsmen.

Clause 7.—When a grievance of specified or general nature arises same will be taken up with the Management by the Shop Committee of the craft affected, failing an adjustment the Chairman of the different crafts Shop Committee will take the matter up. All

grievances to be adjusted during shop hours, time limit not to exceed thirty (30) minutes.

Signed on behalf of:

METAL TRADES EMPLOYEES,

May 17th, 1919.

O. SANGSTER.

J. PETRIE.

D. M. LEWIS.

E. GEEHAN,

Signed on behalf of:

WELL TOOL & IRON WKS., LTD.,

Per D. McLaren.

UNION IRON FOUNDRY, LTD.,

Per R. Costello.

RIVERSIDE IRON WKS., LTD.,

Per F. L. Irving and Geo. A. Hannah.

CALGARY IRON WKS.,

Per E. B. Beauvais.

AGREEMENT BETWEEN EMPLOYERS AND WORKERS IN THE OTTAWA BUILDING TRADES' INDUSTRIES

Provision for Formation of a Joint Industrial Council

AS a result of negotiations between the executive of the Building Trades Council of Ottawa and the Ottawa branch of the Builders' Association, which took place during the recent strike period, the following agreement covering the strike settlement terms, and providing for the formation of an industrial council for the prevention if possible of future strikes, was signed by both parties:

AGREEMENT made in duplicate between the Builders' Trades Council of Ottawa and the Ottawa Branch of the Association of Canadian Building and Construction Industries hereby provides:

"1. That this agreement shall be for one year, terminating April 30, 1920.

"2. That we, the undersigned, hereby agree that the rate of wages stated in the accompanying schedule shall be the rate to be paid to the various trades in the City of Ottawa.

"3. That we accept the principle of the eight-hour day except for labourers and steam engineers, who are permitted to work nine hours if necessary.

"4. That we agree to eliminate overtime as far as possible, except in the case of accident or for the saving of life or property.

"5. That we agree to the principle of weekly pay, employers to be allowed two days in which to make up their pay-roll.

"6. No member of the unions in the employ of any recognized contractor shall be allowed to work after hours for any other contractor or for any private party.

"7. The members of the unions parties to this agreement propose to do all they can to promote efficiency by working to the interests of their employers, by giving a fair day's work for the wages paid.

INDUSTRIAL COUNCIL.

"8. We agree to the formation of an Industrial Council consisting of five representatives from the Building Trades Council and five representatives from the Ottawa Branch of the Canadian Building and Construction Industries, with an independent chairman to be agreed upon by both parties.

"9. In case of any dispute between the parties to this agreement, it is understood that before a strike is resorted to, the dispute in question shall be laid before the Industrial Council, this Council to be called within 48 hours after being notified by either party.

"10. This agreement is subject to the individual agreement of the various unions.

"11. The employers agree to the principle of closed shop.

"12. The parties to this agreement recognize only the following holidays: New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day.

SCHEDULE.

"Masons and bricklayers, marble and tile setters, 75c per hour; stonecutters, 75c per hour; carpenters, 60c per hour; painters, 50c per hour; plasterers, 70c per hour; electrical workers, 60c per hour; cement finishers, 60c per hour; plumbers and steamfitters, 65c per hour, to Dec. 31, 1919; labourers, 45c to 50c per hour; steam shovel workers, 95c per hour; steam hoist workers, 65c per hour; steam mixer workers, 60c per hour.

"Signed on behalf of the Building Trades Council of Ottawa by J. Cameron, president; J. O. Jackson, secretary; Pat Green, business agent C. and T.; M. Ryan, N. W. Beavan, A. J. Bellman, R. J. Desjardins.

"Signed on behalf of the Ottawa Branch of the Association of Canadian Building and Construction Industries by G. A. Crain, H. J. Graham, J. Douglas, S. H. Smith, John R. Murphy, T. McLaughlin, W. Mcnealy, W. Doran."

THE WINNIPEG STRIKE

DURING the month, the most serious disturbance in the industrial history of Canada arose at Winnipeg following a strike of the metal trades and building trades. Later general sympathetic strikes became prevalent in Western cities, and at the end of May general strikes were in progress in Winnipeg, Brandon, Calgary, Edmonton, Saskatoon, Regina and Prince Albert, with the prospect of general strikes in Vancouver and some other points in British Columbia. In addition to the disputes above mentioned, practically all mine workers in what is known as District 18 were on strike.

The difficulties in Winnipeg originated with a strike of metal trades, the members of which ceased work on May 1 following lengthy negotiations with their employers for a new schedule providing for various wage increases and a 44-hour week. The question also of collective bargaining was a point of keen contention between the employing firms on the one hand and the Metal Trades Council, an association comprising the various metal trades, on the other. Metal trades in Calgary and Toronto had also presented similar demands, and at Calgary work had ceased, the men's demands not having been conceded. A few of the smaller shops agreed to the schedule, but the larger shops, the Vulcan Iron Works, the Manitoba Bridge Company and the Dominion Bridge Company, refused to negotiate with the Metal Trades Council. In all, about 1,100 men were affected. On the same day that the metal workers went out, the building trades, about 1,200 men, ceased work, employers not conceding their demands for increased wages.

On May 7, the Winnipeg Trades and Labour Council issued a notice setting out the demands of the metal trades,

also endorsing the demands of the building trades and pledging its support to those on strike by taking a vote in regard to calling a general strike. Strike votes were taken by the various unions affiliated with the Trades and Labour Council, and on May 15 about 27,000 employees, including street railwaymen, elevator men, postal employees, delivery employees, clerks, bookkeepers and stenographers, employees of departmental stores, some classes of railway employees, municipal employees and other occupations, went on strike in sympathy with the strike of the metal trades. Policemen, although they voted by a large majority to strike, were ordered by the strike committee to remain at work, and some municipal employees, under instructions of the strike committee, also remained at work to maintain protection in water and fire departments. The following day the number of the strikers was added to by strikes of telegraph operators, telephone operators and electrical workers. Printers also ceased work, forcing the Winnipeg daily newspapers to suspend publication.

A few days after the general strike was launched, there was formed what became known as the Citizens' Committee of One Thousand, for the purpose, it is understood, of protecting the interests of those not actually on strike.

At the outset of the difficulty, the Mayor of Winnipeg telegraphed the Minister of Labour urging him to come to Winnipeg, and a few days later the Minister of Labour and the Minister of the Interior left for Winnipeg, reaching that city on May 21. The federal ministers had conferences with the military authorities, members of the provincial government, the strike committee and the Citizens' Committee, also with the Mayor and members of the City Council. Postal employees were notified that they must return to their em-

ployment within a few days or their positions would not be open to them. The Commissioner of Manitoba Telephones issued a similar notice to the telephone employees. Confirmation of the Federal government's attitude in regard to striking postal employees was given in a telegram sent by the Prime Minister to the secretary of the central strike committee at Winnipeg in reply to a message from that body condemning the announcement that postal employees on strike would be dismissed. In his telegram the Prime Minister stated that postal employees on strike had been given three days within which to return to duty, that postal employees in other western cities before any strike took place had been notified that "abandonment of their public duty, obedience to the direction of another authority and participation in a sympathetic strike" would mean their permanent retirement from the public service and that the government "cannot reinstate men who had deserted their posts under such circumstances." A committee established by the Mayor consisting of representatives of the Citizens' Committee, two aldermen representing "citizens at large," and of labour officials, held conferences, but nothing definite was arranged. On May 27, after conferences had been held, the plan of the strike

committee in regard to collective bargaining was rejected by the Citizens' Committee. This plan had provided that any agreement reached between the metal trades and their employers would require ratification by the central strike committee.

Following strike votes which had been taken a day or two previously, general strikes took place at Calgary, Brandon, Edmonton, Saskatoon, Regina and Prince Albert. The coal miners in what is known as District 18 also ceased work. This strike, however, though simultaneous with general strikes at several points, was an independent dispute and ostensibly arose out of putting into effect an eight-hour regulation. In Toronto, also, a general strike occurred in sympathy with the metal trades who were already on strike, but after it had been in effect for a few days the general strike was called off.

At the end of the month, representatives of the large railway brotherhoods whose proffered services as mediators had been accepted by both sides to the dispute in Winnipeg were in conference with the parties and negotiations looking to an adjustment of the strike were in progress.

The Winnipeg strike was the subject of a parliamentary debate on June 2, an account of which appears elsewhere in this issue.

STRIKES AND LOCK-OUTS IN CANADA DURING MAY, 1919

SIXTY-NINE strikes, involving approximately 75,088 employees, were reported as having commenced during May. There were in existence at some time or other during the month, 84 strikes directly involving 77,688 workpeople. The total time loss on account of industrial disputes was estimated at 893,816 working days, as compared with 111,083 in the previous month, and 112,281 in May, 1918. The time loss occasioned by the 69 strikes which began in May was 846,307 working days, while a loss of 47,509 is charged to the 15 strikes

that commenced prior to May. Termination of disputes was reported in the case of 8 of the disputes which commenced prior to May. Twenty-eight of the disputes commencing during May terminated during the month, leaving the following 48 strikes affecting approximately 63,972 workpeople on record May 31: pottery workers, St. Johns; construction employees, Princeton, B.C.; carpenters, Brandon; boiler-makers, St. Catharines; millinery and straw hat workers, Montreal; cigar-makers, Hamilton; car cleaners, Van-

couver; loggers, Comox, B.C.; coal miners, District 18; miners, Rossland; building trades, Halifax and Winnipeg; carpenters, Sydney; electricians, London; painters, Welland; plumbers and steamfitters, Moose Jaw; labourers, Peterborough; machinists, Montreal and Ottawa; metal workers, Amherst, Kingston, Toronto and Winnipeg; moulders, Brampton, Hamilton, Peterborough and St. Catharines; shipbuilders, Montreal,

Toronto and Welland; casket workers, Winnipeg; papermakers, Fort Frances; printers, St. Catharines; glovemakers, Montreal; cigarmakers, London and Windsor; operating engineers, Fernie; garbage collectors, Windsor; general strikes in various trades at Amherst, Toronto and Winnipeg; sympathetic strikes in miscellaneous trades at Brandon, Calgary, Edmonton, Prince Albert, Regina and Saskatoon.

Disputes by Industries

The following is a review of the disputes by industries in the order in which they appear in the statistical table. A brief summary is given of the more important strikes.

LUMBERING.—There were two strikes in existence involving 500 employees and resulting in a loss of 8,400 working days. Both of these strikes began during the month, affecting loggers at Comox, B.C., and sawmill employees at Ottawa; the latter was settled during the first week of May, while the loggers' strike remained untrminated.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—There were four strikes in existence involving 2,214 employees and resulting in a loss of 16,964 working days. One strike was carried over from the previous months' record and remained untrminated. The eight-hour law became effective throughout British Columbia on April 1, and an order issued by the Director of Coal Operations at Calgary put the Alberta mines on the same basis. Previous to this date the hours of work for some classes of outside employees had been ten and eleven per day, and the men who were reduced from eleven hours' work to eight demanded the same rate of pay as they had been obtaining. When no satisfactory settlement was arrived at the men in the various mines in what is known as District 18 went on strike May 24. On May 20, a lockout of miners occurred at Rossland owing to the company objecting to the affiliation of its

employees with the One Big Union. These strikes remained unsettled at the close of the month. A strike of stonecutters occurred at Montreal on May 1, when 60 employees demanded an increase in wages. Negotiations were carried on and a partial increase was granted, the men returning to work the latter part of May.

RAILWAY, CANAL AND HARBOUR CONSTRUCTION.—There were two strikes in existence in this group during the month, involving 610 employees and resulting in a loss of 15,695 working days. At Princeton, B.C., some 600 construction employees went on strike, demanding an increase in wages and the 8-hour day. Previous to the fall of 1918 these men had been working ten hours a day, receiving 40 cents an hour. Later they worked nine hours but received the same amount as for ten hours. In the spring the company posted notices that on April 1, they would return to the old time, but the men refused to do this and demanded 50 cents an hour for an 8-hour day. The company refusing to meet the demands the men went on strike and were still out at the close of May. The second strike in this group occurred the beginning of May when 10 labourers on the Trent Canal demanded increased wages and shorter hours. The work upon which they had been engaged being just about completed the company changed them to other work and the men returned pending a decision from the Railways Department as to an increase in rates.

BUILDING AND CONSTRUCTION.—There were 15 strikes in existence, involving 7,721 employees and resulting in a loss of 147,795 working days. Four strikes were carried over from the previous month's record, bricklayers, masons, carpenters and plasterers at Regina, carpenters at Brandon, and painters at Montreal and Toronto. All of these strikes, with the exception of the carpenters at Brandon terminated during the month. The new strikes included building trades at Halifax, Ottawa and Winnipeg, carpenters at Guelph, Kingston and Sydney, electricians at London, painters at Vancouver and Welland, and plumbers and steamfitters at Moose Jaw and Sydney. In all cases the cause of the strikes was for increased wages, or increased wages and shorter hours. Five of these strikes were settled during the month, leaving the strikes of building trades at Halifax and Winnipeg, carpenters at Sydney, electricians at London, painters at Welland, and plumbers and steamfitters at Moose Jaw still in existence.

METALS, MACHINERY AND CONVEYANCES.—There were 21 strikes distinctly involving the metal trades, affecting some 13,164 employees and resulting in a time loss of approximately 165,131 working days. In addition to these strikes there are included in the table general and sympathetic strikes of metal trades and miscellaneous trades in regard to which the Department has not yet secured full and authentic particulars. Including these additional strikes under the head of "Metals, Machinery and Conveyances," gives a total of 30 strikes involving 60,069 employees and an approximate time loss of 648,466 working days. It is to be noted, however, that many of these sympathetic strikes affected trades which should not properly be classified in the metals group, but in the industrial group to which they properly belong. When the Department has secured the required in-

formation these strikes will be placed in the proper industrial groups; for the present, however, they are shown in the metals group having arisen either directly or indirectly out of or in sympathy with strikes of metal workers.

The most important strike in this group was that of the metal trades at Winnipeg which was primarily the cause of the sympathetic and general strikes called later in Winnipeg and various western cities. More extended reference to this strike will be found in a special article elsewhere in the LABOUR GAZETTE dealing with the metal workers' strike at Winnipeg and the various sympathetic and general strikes which arose therefrom. Other important strikes in the metals group were car builders at Montreal involving 4,000 employees, metal workers at Amherst, N.S., which was followed by a general strike involving some 3,000 employees; metal workers at Toronto involving 3,000 employees and the cause of a general strike involving some 12,000 employees; metal workers at Kingston affecting 700 employees; shipbuilding trades at Montreal affecting 1,000 employees, and shipyard workers at Port Arthur, in which some 1,300 employees were concerned.

WOODWORKING.—Two new strikes occurred in this group during May, involving 150 employees and resulting in a loss of 2,370 working days. Canoe builders at Peterborough were on strike for about nine days demanding an increase in wages and union recognition. Recognition of the union was refused and the men returned to work pending a decision of the company as to an increase. Casket workers at Winnipeg went on strike the beginning of the month also for increased wages and recognition of the union, but no settlement had been arrived at the end of the month.

PULP AND PAPER.—There were in existence two strikes, involving 875 employees and resulting in a loss of 14,013

working days. At Cornwall a strike of paper finishers occurred for increased wages. After negotiations the men returned to work. At Fort Frances some 800 papermakers were on strike for increased wages; this strike remained unsettled at the close of May.

PRINTING AND PUBLISHING.—One strike occurred—printers at St. Catharines—involving 6 employees and resulting in a loss of 72 working days. No settlement had been effected at the close of the month.

CLOTHING.—There were six strikes in existence involving 1,301 employees and resulting in a loss of 11,008 working days. Two of these strikes—capmakers and millinery and straw hat workers, Montreal—were carried over from the previous month's record. The four new strikes also occurred in Montreal and affected garment workers and glove makers. Termination of the disputes was reported in the case of the capmakers and garment workers, while the disputes affecting millinery and straw hat workers and glove makers remained unsettled at the end of the month.

TEXTILES.—Two strikes were reported in this group, involving 51 employees and resulting in a loss of 174 working days. Wadding mill employees at Montreal were out of employment for three days, while winders in the cotton mills at Hamilton were idle for four. Negotiations were carried on with the result that partial increases in wages were granted in both cases.

FOOD, TOBACCO AND LIQUORS.—Five strikes were in existence, involving 3,601 employees and resulting in a loss of 23,940 working days. Two of these strikes were carried over from the previous month's record. The new strikes affected cigarmakers at London and Windsor and meat packers at Toronto. In the latter case some 3,092 employees went on strike May 5 for increased wages, 8-hour day, recognition of union

and better working conditions. After being out about a week the men returned to work pending the decision of a Board of Conciliation appointed under the Industrial Disputes Investigation Act.

TRANSPORTATION.—Five strikes occurred in this group involving 246 employees and resulting in a loss of 1,837 working days. Two of the strikes were carried over from the previous month—car cleaners at Vancouver, and marine engineers at Victoria—the latter strike being reported as terminated early in May. Street railwaymen at Windsor, milk drivers at Montreal and teamsters and labourers at Guelph were all reported as being back at work at the end of the month.

PUBLIC UTILITIES.—One strike occurred involving 25 operating engineers at Fernie, B.C., and resulting in a loss of 75 working days. This strike was called in sympathy with the miners' strike in District 18. The city engineers returned to work on May 30, but the brewery engineers remained out.

MUNICIPAL EMPLOYMENT.—Five strikes occurred in this group during May, involving 344 employees and resulting in a loss of 1,357 working days. Labourers at Hamilton, Orillia and Perth received increases and returned to work. At Sault Ste. Marie the sewer workers' places were filled, and at Windsor the garbage collectors were still out at the close of the month.

MISCELLANEOUS.—Two strikes were in existence during the month involving 225 employees and resulting in a loss of 1,650 working days. One of these strikes—window cleaners at Montreal—was carried over from the previous month's record and was terminated early in May. At Sydney some 150 clerks of the Dominion Coal Company struck for an increase in wages. The matter was settled through mediation and the men resumed work May 14.

STRIKES AND LOCKOUTS DURING MAY, 1919

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
STRIKES COMMENCING PRIOR TO MAY, 1919			
MINES, SMELTERS, QUARRIES, ETC.— Pottery workers, St. Johns, Que.	Commenced November, 1913. Against a reduction in wages. Un-terminated.	54	1,404
RAILWAY, CANAL AND HARBOUR CONSTRUCTION Construction employees, Princeton, B.C.	Commenced April 1. For increased wages and shorter hours. Un-terminated.	600	15,600
BUILDING AND CONSTRUCTION:— Bricklayers, carpenters, masons and plasterers, Regina, Sask.	Commenced March 1. For increased wages and shorter hours. Settled by negotiations. Work resumed May 19.	80	1,200
Carpenters, Brandon, Man.	Commenced April 7. For increased wages. Unterminated.	7	182
Painters, Montreal, Que.	Commenced April 23. For increased wages. Settled by negotiations. Work resumed May 23.	413	7,847
Painters, Toronto, Ont.	Commenced April 23. For increased wages and other changes. Settled by negotiations. Work resumed May 21.	400	6,800
METALS, MACHINERY AND CONVEYANCES.— Boilermakers, St. Catharines, Ont.	Commenced April 28. For increased wages. Unterminated.	75	1,950
Metal workers, Calgary, Alta.	Commenced April 15. For increased wages, 8-hour day and 44-hour week. Settled through mediation of Department of Labour's Fair Wages Officer. Work resumed May 19.	103	1,545
CLOTHING.— Capmakers, Montreal, Que.	Commenced April 25. For increased wages and shorter hours. Settled by negotiations; partial increase granted; hours reduced. Work resumed May 12.	168	1,512
Millinery and straw hat workers, Montreal, Que.	Commenced April 22. For increased wages, shorter hours and recognition of the union. Unterminated.	245	6,370
FOODS, LIQUORS AND TOBACCO.— Cigarmakers, Hamilton, Ont.	Commenced July 11, 1918. For increased wages. Unterminated.	12	312
Sugar refinery employees, Montreal, Que.	Commenced April 23. For increased wages and recognition of the union. Settled by negotiations. Work resumed May 8.	350	2,100
TRANSPORTATION.— Car cleaners, Vancouver, B. C.	Commenced April 3. Against a reduction in wages.	7	182
Marine engineers, Victoria, B. C.	Commenced April 17. For increased wages. Strikers' places filled May 7.	11	55
MISCELLANEOUS.— Window cleaners, Montreal, Que.	Commenced April 28. For increased wages and shorter hours. Negotiations between some employers and employees resulted in employees returning to work, while other employers replaced strikers.	75	450
STRIKES COMMENCING DURING MAY, 1919.			
LUMBERING.— Loggers, Comox, B. C.	Commenced May 1. For a six-hour day and other demands. Un-terminated.	300	7,800
Sawmill employees, Ottawa, Ont.	Commenced May 5. For increased wages and shorter hours. Settled by negotiations. Work resumed May 8.	200	600

STRIKES AND LOCKOUTS DURING MAY, 1919—Continued.

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—			
Coal miners, in British Columbia and Alberta (District 18).	Commenced May 24. Against a reduction in wages caused by operation of the 8-hour day law. Unterminated.	2,100	14,000
Miners, Rossland, B. C.	Lockout commenced May 20. Company objected to affiliation with One Big Union by its employees. Unterminated.	.....	.....
Stonecutters, Montreal, Que.	Commenced May 1. For increased wages. Settled by negotiations; partial increase granted. Work resumed May 31.	60	1,560
RAILWAY, CANAL AND HARBOUR CONSTRUCTION			
Labourers, Trent Canal, Peterborough, Ont.	Commenced May 1. For increased wages and shorter hours. Men were changed to other work and returned to work pending a decision of the Railways Department as to an increase in rates. Work resumed May 12.	10	95
BUILDING AND CONSTRUCTION.—			
Building trades, Halifax, N. S.	Commenced May 1. For increased wages. Unterminated.	3,000	78,000
Building trades, Ottawa, Ont.	Commenced May 1. For increased wages and improved working conditions. Settled by negotiations. Work resumed May 9.	2,256	15,792
Building trades, Winnipeg, Man.	Commenced May 1. For increased wages. Unterminated.	1,200	31,200
Carpenters, Guelph, Ont.	Commenced May 5. For increased wages and shorter hours. Settled by negotiations; partial increase granted; 8-hour day granted. Work resumed May 7.	35	70
Carpenters, Kingston, Ont.	Commenced May 1. For increased wages. Settled by negotiations. Work resumed May 30.	80	1,840
Carpenters, Sydney, N. S.	Commenced May 5. For increased wages and shorter working hours. Unterminated.	111	2,553
Electricians, London, Ont.	Commenced May 7. For increased wages and shorter hours. Unterminated.	32	672
Painters, Vancouver, B. C.	Commenced May 1. For increased wages. Settled by negotiations and partial replacement of strikers. Work resumed May 19.	75	1,125
Painters, Welfand, Ont.	Commenced May 15. For increased wages, shorter hours and better working conditions. Unterminated.	9	162
Plumbers and steamfitters, Moosejaw, Sask.	Commenced May 19. For increased wages and shorter hours. Unterminated.	14	154
Plumbers and steamfitters, Sydney N. S.	Commenced May 1. For increased wages and shorter hours. Settled by negotiations; partial increase granted. Work resumed May 28.	9	198
METALS, MACHINERY AND CONVEYANCES.—			
Car builders, Montreal, Que.	Commenced May 7. For increased wages and shorter hours. Settled by negotiations, increase granted and hours reduced from 50 to 45 per week. Work resumed May 12.	4,000	12,000
General strike, (miscellaneous trades), Amherst, N. S.	Commenced May 21. In sympathy with the metal workers at Amherst, as well as for a 9-hour day and increased wages. Unterminated.	3,000	27,000

STRIKES AND LOCKOUTS DURING MAY, 1919—*Continued.*

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
General strike, (Marine workers, carpenters, garment workers, bricklayers, structural iron workers, etc.), Toronto, Ont.	Commenced May 30. In sympathy with metal workers' strike. Un-terminated.	12,050	24,100
General strikes, (Miscellaneous trades), Win-nipeg, Man.	Commenced May 15. In sympathy with the metal workers' strike at at Winnipeg. Un-terminated.	27,000	405,000
Labourers, Midland, Ont.	Commenced May 17. For increased wages and shorter hours. Settled by negotiations.	100	250
Labourers, Peterborough, Ont.	Commenced May 1. For increased wages and shorter hours. Un-terminated.	40	1,040
Labourers (coke oven employees), Sault Ste. Marie, Ont.	Commenced May 14. For increased wages and shorter hours. Some of strikers' places filled, others re-engaged. Work resumed May 29.	80	960
Machinists, brass workers and labourers, Montreal, Que.	Commenced May 14. For increased wages and shorter hours. Un-terminated.	150	2,100
Machinists, Ottawa, Ont.	Commenced May 12. For increased wages and shorter hours. Un-terminated.	250	4,250
Metal workers, Amherst, N. S.	Commenced May 19. For increased wages. Un-terminated. ....	.....	.....
Metal workers, Kingston, Ont.	Commenced May 9. For increased wages and shorter hours. Un-terminated.	700	13,300
Metal workers, Ottawa, Ont.	Commenced May 21. For shorter hours with same rate of wages. Settled by negotiations; some demands granted. Work resumed May 28.	30	150
Metal workers, Toronto, Ont.	Commenced May 1. For increased wages, 8-hour day and other working conditions. Un-terminated.	3,000	78,000
Metal workers, Winnipeg, Man.	Commenced May 1. For increased wages, 8-hour day, 44-hour week and union recognition. Un-terminated.	1,000	26,000
Moulders, Brampton, Ont.	Commenced May 1. For increased wages and shorter hours. Men affiliated with metal workers in Toronto, also on strike. Un-terminated.	29	754
Moulders, Hamilton, Ont.	Commenced May 5. For increased wages and shorter hours. Un-terminated.	250	5,750
Moulders, Peterborough, Ont.	Commenced May 1. For increased wages and shorter hours. Un-terminated.	57	1,432
Moulders and coremakers, St. Catharines, Ont.	Commenced May 23. For increased wages and shorter hours. Un-terminated.	100	700
Shipbuilders, Montreal, Que.	Commenced May 30. Alleged delay in negotiations between workers and the company for a schedule of wages. Un-terminated.	1,000	1,500
Shipbuilders, Toronto, Ont.	Commenced May 22. For an 8-hour day. Un-terminated.	400	3,000
Shipbuilders, Welland, Ont.	Commenced May 15. For increased wages and shorter hours. Un-terminated.	500	6,500

STRIKES AND LOCKOUTS DURING MAY, 1919—*Continued.*

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
Shipyard workers, Port Arthur, Ont.	Commenced May 20. Protest against the high cost of living. Settled by negotiations. Work resumed May 26.	1,300	3,900
Sympathetic strike, (Metal and miscellaneous trades), Brandon, Man.	Commenced May 20. In sympathy with general strike at Winnipeg. Underminated.	125	1,375
Sympathetic strike, (Metal and miscellaneous trades), Calgary, Alta.	Commenced May 26. In sympathy with general strike at Winnipeg. Underminated.	1,500	9,000
Sympathetic strike, (Metal and miscellaneous trades), Edmonton, Alta.	Commenced May 26. In sympathy with general strike at Winnipeg. Underminated.	2,000	12,000
Sympathetic strike, (Metal and miscellaneous trades), Prince Albert, Sask.	Commenced May 28. In sympathy with general strike at Winnipeg. Underminated.	.....	.....
Sympathetic strike, (Metal and miscellaneous trades), Regina, Sask.	Commenced May 30. In sympathy with general strike at Winnipeg. Underminated.	30	60
Sympathetic strike, (Metal and miscellaneous trades), Saskatoon, Sask.	Commenced May 28. In sympathy with general strike at Winnipeg. Underminated.	1,200	4,800
WOODWORKING.—			
Canoe builders, Peterborough, Ont.	Commenced May 5. For increased wages and recognition of union. Settled by negotiations; recognition of union refused but companies promised they would consider an increase in wages. Work resumed May 15.	90	810
Casket makers, Winnipeg, Man.	Commenced May 1. For increased wages and recognition of union. Underminated.	60	1,560
PULP AND PAPER.—			
Paper finishers, Cornwall, Ont.	Commenced May 5. For increased wages. Settled by negotiations. Work resumed May 12.	75	413
Papermakers, Fort Frances, Ont.	Commenced May 12. For increased wages. Underminated.	800	13,600
PRINTING AND PUBLISHING.—			
Printers, St. Catharines, Ont.	Commenced May 19. Against non-payment of wages. Underminated.	6	72
CLOTHING.—			
Garment workers, Montreal, Que.	Commenced May 13. For a 44-hour week. Settled by negotiations; demand granted. Work resumed May 15.	132	264
Garment workers, Montreal, Que.	Commenced May 26. For increased wages, shorter hours and alleged discrimination against employees. Strike declared off May 28.	56	112
Glove makers, Montreal, Que.	Commenced May 17. For increased wages and shorter hours. Underminated.	300	1,350
Glove makers, Montreal, Que.	Commenced May 28. For increased wages and shorter hours. Underminated.	400	1,400
TEXTILES.—			
Wadding mill employees, Montreal, Que.	Commenced May 12. For increased wages. Settled by negotiations; partial increase granted. Work resumed May 15.	30	90
Winders, Hamilton, Ont.	Commenced May 14. For increased wages. Settled by negotiations; partial increase granted. Work resumed May 19.	21	84

STRIKES AND LOCKOUTS DURING MAY, 1919—*Concluded.*

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
FOOD, TOBACCO AND LIQUORS.—			
Cigarmakers, London, Ont.	Commenced May 9. In sympathy with cigarmakers' strike at Windsor for union rate of wages. Unterminated.	37	666
Cigarmakers, Windsor, Ont.	Commenced May 6. For increased wages and shorter hours. Unterminated.	110	2,310
Meat packers, Toronto, Ont.	Commenced May 5. For increased wages, 8-hour day, recognition of union and better working conditions. Men returned to work pending decision of Board of Conciliation appointed under Industrial Disputes Investigation Act. Work resumed May 12.	3,092	18,552
TRANSPORTATION.—			
<i>Street Railway Service</i>			
Street railwaymen, Windsor, Ont.	Commenced May 3. For increased wages and better working conditions. Settled by mediation. Work resumed May 14.	78	780
<i>Miscellaneous</i>			
Milk drivers, Montreal, Que.	Commenced May 9. For increased wages. Settled by negotiations; increase granted. Work resumed May 16.	110	660
Teamsters and labourers, Guelph, Ont.	Commenced May 12. For increased wages. Demands not granted. Work resumed May 15.	40	160
PUBLIC UTILITIES.—			
Operating engineers, Fernie, B. C.	Commenced May 28. City and brewery engineers went on strike in sympathy with miners of District 18. City engineers returned to work May 30. Brewery engineers remained out.	25	75
MUNICIPAL EMPLOYMENT.—			
Garbage collectors, Windsor, Ont.	Commenced May 21. For increased wages. Unterminated.	12	120
Labourers, Hamilton, Ont.	Commenced May 15. For increased wages and shorter hours. Settled by negotiations; increase granted. Work resumed May 17.	250	500
Labourers, Orillia, Ont.	Commenced May 1. For increased wages and shorter hours. Settled through mediation. Work resumed May 12.	40	360
Labourers, Perth, Ont.	Commenced May 12. For increased wages. Settled by negotiations; increase granted. Work resumed May 23.	25	275
Sewer workers, Sault Ste. Marie, Ont.	Commenced May 16. For increased wages and shorter hours. Strikers' places filled.	17	102
MISCELLANEOUS.—			
Clerks, Sydney, N. S.	Commenced May 6. For increased wages. Settled through mediation; men resumed work May 14 pending final settlement.	150	1,200

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING APRIL, 1919

THE following details with regard to strikes and lockouts in the United Kingdom during April, 1919, are derived from the May issue of the *British Labour Gazette*.

NUMBER AND MAGNITUDE.—The number of trade disputes beginning in April was 85, as compared with 64 in the previous month, and 57 in April, 1918. In these new disputes about 46,000 workpeople were directly, and 4,000 indirectly, involved; and these figures, when added to the number of workpeople involved in disputes which began before April and were still in progress at the beginning of the month, give a total of about 106,000 workpeople involved in disputes in April, 1919, as compared with 223,000 in March, 1919, and 19,000 in April, 1918. In the following table the new trade disputes for April are summarized by groups of trades:

Groups of Trades.	No. of disputes	No. of workpeople involved		
		Directly	In-directly	Total
Building.....	7	356	41	397
Coal Mining.....	14	12,467	2,382	14,849
Other Mining and Quarrying.....	3	830	22	852
Engineering & Shipbuilding.....	11	2,415	797	3,212
Other Metal.....	9	804	617	1,421
Textile.....	2	362	80	442
Clothing.....	4	1,943	250	2,193
Transport	16	20,872	120	20,992
Other Trades.....	12	5,097	78	5,175
Local Authority Services.....	7	1,132	30	1,462
Total, April, 1919.....	85	46,278	4,417	50,695
Total, March, 1919.....	64	172,909	2,156	175,065
Total, April, 1918.....	57	13,767	1,526	15,293

CAUSES.—Of the 85 new disputes, 47, directly involving 13,018 workpeople, arose on demands for advances in wages; 6, directly involving 5,366 workpeople, on other wages questions; 10, directly involving 16,498 workpeople, on questions of working hours; 13, directly involving 6,343 workpeople, on questions respecting the employment of particular classes or persons; 4, directly involving 167 workpeople, on questions of Trade Union principle; and 5, directly involving 4,886 workpeople, on other questions.

RESULTS.—During the month settlements were effected in the case of 45 new disputes, directly involving 20,211 workpeople, and 15 old disputes, directly involving 1,511 workpeople. Of these new and old disputes, 14, directly involving 7,654 workpeople, were settled in favour of the workpeople; 11, directly involving 3,893 workpeople, in favour of the employers; and 35, directly involving 10,175 workpeople, were compromised. In the case of 20 other disputes, directly involving 23,586 workpeople, work was resumed pending further negotiations.

AGGREGATE DURATION.—The number of working days lost in April by disputes which began or were settled in that month amounted to about 435,000. In addition, 38,000 working days were lost owing to disputes which began before April and were still in progress at the end of the month. Thus the total aggregate duration in April of all disputes, new and old, was 473,000 days, as compared with 1,139,000 days in March, 1919, and 128,000 days in April, 1918.

TEMPORARY RAILWAY AGREEMENT IN GREAT BRITAIN

Based on the National Programmes of the Railway Unions

IT will be remembered that in order to avert a serious strike of the railway workers in Great Britain, negotiations took place in March last between the Government and the Railway Executive Committee on the one hand and the Negotiating Committees of the National Union of Railwaymen and the Associated Society of Locomotive Engineers and Firemen on the other, upon the National Programmes advocated by the unions. Many conferences were held, with the result that on March 27 a temporary agreement, to be effective until December 31, 1919, was signed by all parties, with the understanding that at the expiration of that time the whole situation should be reviewed. In the meantime negotiations are being continued. The agreement is as follows:

1. *Guaranteed week.*—The standard week's work to consist of 48 hours. The standard week's wages, exclusive of any payment for overtime or Sunday duty, to be guaranteed to all employees who are available for duty throughout the week, but turns commencing on a Saturday and finishing on a Sunday shall form part of the guaranteed week, and all turns commencing on a Sunday shall be excluded from the operation of the guaranteed week.

In the event of a strike affecting the work of any grade, either generally or in any district, the question of suspending the operation of this article shall be referred to the Joint Committee to be set up under Article 7 of this Memorandum.

Guaranteed day.—This to be further discussed.

2. *Overtime.*—All time worked on week days in excess of the standard hours to be paid for at the rate of time and a quarter, each day to stand by itself for overtime purposes.

3. *Sunday duty.*—(12 o'clock midnight Saturday to 12 midnight Sunday. Time and a half without addition to rate for overtime and, or, night duty. The same to apply to Christmas Day and Good Friday. Hours worked on those days in excess of the standard number of hours shall not be computed as part of the hours of work of any other day.

4. *Night duty* (week days).—(a) All ordinary time worked between 10 p.m. and 4 a.m. to be paid at the rate of time and a quarter. (b) All overtime worked between 10 p.m. and 4 a.m. to be paid at an inclusive rate of time and a half.

5. *Rest.*—In all regular duties a period of 12 hours' rest to be shown on the rosters at the home station, but in other cases a minimum of 9 hours.

6. *Holidays.*—One week's holiday with pay after 12 months' service, to include the casual employees who are regularly employed, without prejudice to those men who already have a longer holiday under their existing conditions of service.

7. *Management.*—The Negotiating Committees of the two Unions will be recognized as the medium for dealing with all questions affecting rates of pay and conditions of service while the present negotiations are proceeding.

A Committee shall be appointed to consider and report: (1) as to the setting up of a Joint Committee, consisting of representatives of the Railway Executive Committee and of the two Unions, to deal with any questions that arise in

regard to rates of pay and conditions of service of the men within the Conciliation Grades, as from the date when these negotiations are concluded and the time until some final arrangement is arrived at in regard to the future position of railways; (2) as to the continuance or discontinuance of the existing Conciliation Boards.

When the new Ministry of Ways and Communications is set up it is the intention of the Government to provide in the organization for, and to avail itself fully of, the advantages of assistance, co-operation and advice from the workers in the Transportation industry.

8. *Wages and rates of pay.*—The present wages to be stabilized till 31st December, 1919, and any reduction of the War Wage under the agreement of November, 1918, to be waived.

As regards standardization of rates of pay and removal of present anomalies, this can only be dealt with in connection with a general revision of permanent wages, and therefore it is proposed that the present negotiations shall be continued for fixing new standard rates, so as to insure that all men throughout the

country shall receive the same payment for the same work under the same conditions.

This will involve a transfer of a part of the War Wage to the permanent wage, but the Government agrees that up to 31st December, 1919, no man shall receive less in weekly rate of wage, plus War Wage, than he is receiving at present, while anyone to whom the new War Wage and new rate yield more than they are receiving at present shall receive the advantage as soon as an arrangement is arrived at.

At the end of the year the whole situation will be reviewed. The War Wage will have to be looked at in the light of the circumstances of the time generally, and it will be open to the men to ask for a revision of the new standard rates if they think a case can be made for it. But the anomalies of varying pay for similar work under similar conditions will have been removed, and future negotiations will be rendered much easier through there being only one set of figures to work upon.

9. *Other items in the programmes.*—These to be discussed at further meetings.

THE WHITLEY REPORT AND GOVERNMENT EMPLOYEES IN GREAT BRITAIN

Application to Government Industrial Establishments and Administrative Departments of the Civil Service

IN the April issue of the LABOUR GAZETTE it was stated that a preliminary conference of representatives of trade unions having members directly employed in industrial establishments and officials of various government departments, was recently held in London to discuss a draft scheme for the application of the Whitley report to persons directly employed in industries by the British government. At this conference

a provisional committee of twenty members representing the engineering, ship-building and other trades was appointed to co-operate with representatives of government departments in drafting the constitutions of the various Departmental and Trade Joint Councils which the draft scheme recommended should be set up. These draft constitutions have now been prepared based upon the general requirements of the government

departments and trade unions concerned, and the British Ministry of Labour is taking the necessary steps to convene separate joint conferences of the representatives of the Departments and of the Unions for the purpose of adapting the scheme in detail to their particular requirements. These constitutions when finally drafted for each department will then be submitted for approval to the unions concerned.

Administrative Departments of the Civil Service

A conference of representatives of associations covering practically the whole of the administrative, clerical and manual civil services and officials of the government departments concerned was held on April 8 to consider "a Report on the Application of the Whitley Report to the Administrative Departments of the Civil Service" (Cmd. 9), which had been drawn up by a sub-committee of the inter-departmental committee on the application of the Whitley Report to Government establishments, and approved by the main committee and by the War Cabinet. This Report is summarized in the British LABOUR GAZETTE for April as follows:

"The Report provides subject to necessary modifications, for the setting up for the Civil Service of the following kinds of joint bodies: (1) A national council for the whole of the administrative departments. (2) One or more departmental joint committees for each department. (3) District or local office joint committees in suitable cases. (4) Sectional committees of the departmental committee.

"The Report states that the main objects of establishing joint bodies for the administrative departments are to secure greater co-operation between the State, as employer, and the general body of civil servants so as to promote increased efficiency in the public service and

the well-being of those employed, to provide machinery for the ventilation of grievances, and to enable all grades and classes to contribute their views and experience on many technical and difficult problems. It further indicates the following as suitable functions of the National Council:

"(1) Provision of the best means for utilizing the ideas and experience of the staff. (2) Means for securing to the staff a greater share in and responsibility for the determination and observance of the conditions under which their duties are carried out. (3) Consideration of the general principles governing conditions of service, *e.g.*, recruitment, hours, promotion, salary and superannuation. (4) The encouragement of further education of civil servants and their training in higher administration and business organization. (5) Improvement of office machinery and organization and the provision of opportunities for the full consideration of suggestions by the staff on this subject. (6) Proposed legislation so far as it has a bearing upon the position of the Civil Service.'"

The following resolution was unanimously adopted by the conference:

"That the portion of Section 45, setting up a National Joint Committee to consider a Whitley scheme for the clerical and administrative branches of the Civil Service, be accepted. That the Provisional National Joint Committee so set up report not later than the 31st May, 1919."

It was agreed that the Provisional Joint Committee should consist of 30 members, representing in equal numbers the Government Departments and the Civil Service Associations. This Joint Committee was subsequently appointed.

UNEMPLOYMENT IN TRADE UNIONS AT CLOSE OF APRIL, 1919

THE present article on unemployment among the members of local trade unions, which is the sixteenth report on the subject, deals with unemployment as at the end of April, 1919, and is based on returns received from 1,284 labour organizations with a total membership of 166,965, or nearly 82 per cent of the entire trade union membership of the country. Trade unionists out of work on account of trade disputes or disability were not included. For all occupations represented 4.38 per cent of the members were unemployed as compared with 5.62 in March, 1919. Figures for comparison with April of previous years are not available. The improvement over the preceding month is due to more activity in all the industries except in the mining, quarrying and refining of ores and in the miscellaneous groups.

Employment in the manufacturing and mechanical industries, as reported by 338 unions having a combined membership of 44,567, was brisker in April than in March, 3.17 per cent of the members being idle as compared with 4.18 per cent in that month. Workers in metals, machinery and conveyances, food, tobacco and liquors, textiles, carpets and cordage, pulp, paper and fibre, woodworking and furniture, glass bottle blowing and jewelry were better employed, while the leather, boots, shoes and rubber trades were slacker.

Reports from 532 organizations of transportation employees, having a total membership of 70,780, indicate that 3.48 per cent of the members were out of work as compared with 4.75 per cent

in March. Steam railway workers, whose returns constitute nearly 68 per cent of the entire group membership reporting, were slightly brisker than in the preceding month, as were also street and electric railway employees. A greater improvement was shown for navigation workers, but teamsters and chauffeurs were less active.

In the mining, quarrying and refining of ores group, reports were received from 39 unions, having an aggregate membership of 11,657. Miners were slacker than in the preceding month, and there was also some unemployment for mill and smeltermen.

The percentage out of work in the building and construction trades, as reported by 199 unions with 22,007 members, was 12.05 as compared with a percentage of 16.45 in March, 1919. Bricklayers, mason and plasterers, painters, decorators and paperhangers, tile layers, lathers and roofers, steam shovel and dredgemen and hod carriers and building labourers were considerably better engaged and improvement was also shown for carpenters and joiners, electrical workers and granite and stone cutters. Plumbers and steamfitters and bridge and structural iron workers, however, were slacker.

In the public employment group, as reported by 58 unions, having a combined membership of 7,786, .01 per cent of the members were out of work as compared with .07 per cent in March.

Employment in the group of miscellaneous trades, as indicated by returns

received from 115- unions with 9,884 members, was not quite as active as in the preceding month, there being 4.80 per cent unemployed as compared with a percentage of 4.74 per cent in March. Retail clerks, barbers and stationary engineers and firemen were better en-

gaged, while hotel and restaurant employees, musicians and theatre employees and unclassified workers were slacker.

The percentages reported idle in the different groups of occupations are indicated in the following table:

TABLE 1.

Occupation.	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Manufacturing and Mechanical Industries.....	3.17	4.18	4.29	3.32	2.89	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1	3.1
Metals, machinery and conveyances	4.26	5.51	5.54	3.21	3.53	1.24	.14	.28	.76	1.5	.11	.29	.71	0	0	0
Food, tobacco and liquors.....	4.06	6.79	8.90	8.24	8.63	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	.4	.8
Textiles, carpets and cordage.....	2.04	3.99	12.99	11.50	1.41	0	.05	.05	0	0	0	0	0	.5	0	0
Clothing.....	0	2.27	.26	3.22	3.42	0	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6	3.3
Pulp paper and fibre.....	.76	3.29	.96	2.23	.43	1.75	0	0	.34	0	0	0	0	0	0	0
Printing, publishing and paper goods	.59	.59	.70	.69	.86	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8	3.7
Woodwork and furniture.....	1.07	2.21	2.78	10.57	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0	5.9	3.7
Leather, boots, shoes and rubbers..	8.63	4.22	4.00	1.19	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.3	1.0	.....	0
Glass bottle blowing.....	7.93	10.03	9.44	0	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0	0
Jewelry.....	0	.48	.14	.27	0	0	0	0	0	0	0	0	0	0	0	0
Transportation.....	3.48	4.75	4.56	2.02	1.48	.38	.42	1.22	.70	.55	.51	1.26	1.6	.6	.5	3.00
Steam railways.....	2.40	2.87	2.74	1.76	.35	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5	2.4
Street and electric railways.....	.20	.38	3.42	.33	.06	0	0	.38	.17	.44	.18	1.09	.2	0	.3	2.3
Navigation.....	9.60	17.73	18.17	6.73	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3	12.2
Teaming and driving.....	4.66	2.63	3.69	2.98	2.57	.27	.05	.08	0	0	0	0	0	0	0	0
Mining, quarrying, and re- fining of ores.....	2.69	1.87	3.79	1.42	1.24	.35	.18	.40	2.09	.22	.32	.80	.65	.7	1.2	5.9
Building and construction	12.05	16.45	16.44	16.29	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6	28.3
Public employment.....	.01	.07	.48	.33	.47	1.	.02	0	.17	.04	.04	.47	.1	.1	0	0
Fishing.....	0	0	17.54	50.50	0	0	0	0	0	0	0	0	0	0	0	23.0
Miscellaneous.....	4.80	4.74	4.07	2.84	2.29	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1	8.4
All occupations.....	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.4	2.1	8.7

The following table summarizes the March, 1919. In Nova Scotia the percentage of unemployment remained stationary, while in Manitoba and British Columbia conditions were not as good.

TABLE II.

Province.	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Nova Scotia and Prince Edward Is...	2.41	2.41	5.68	1.25	2.01	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49	.36
New Brunswick	2.46	2.93	2.58	.84	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8	.7
Quebec	4.21	6.93	6.70	4.07	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8	9.9
Ontario	4.25	6.65	5.48	4.64	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7	8.1
Manitoba	1.65	1.20	2.82	3.62	1.31	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2	3.2
Saskatchewan	3.95	5.31	4.47	5.73	2.15	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6	7.0
Alberta	2.26	3.56	4.16	1.97	2.07	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03	4.3
British Columbia	9.65	8.05	7.97	5.20	3.81	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3	14.3
Canada	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1	8.7

The percentages reported idle in some of the largest industrial centres are indicated in the table which follows:

TABLE III.

City.	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Halifax	2.69	7.36	4.10	4.40	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0	4.03	0
St. John	2.01	2.04	2.62	1.94	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09	2.92
Montreal	4.95	6.77	10.31	6.21	2.77	.58	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6	10.6
Toronto	6.34	8.96	6.74	6.36	4.61	.11	.13	.81	3.81	1.68	1.74	1.06	1.32	.63	1.8	10.6
Winnipeg	1.75	1.08	2.32	3.55	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9	2.6
Regina	5.28	11.13	5.41	8.66	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38	14.31
Edmonton	3.20	4.99	5.20	2.57	1.54	.67	.23	.51	.41	.55	1.68	1.11	3.32	4.27	1.78	8.43
Vancouver	6.01	8.73	6.31	5.59	3.65	1.42	1.05	1.94	3.28	2.99	2.67	4.75	4.95	4.56	8.1	18.0

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON APRIL 30, 1919.

OCCUPATIONS	Nova Scotia & Prince E'd I'd				New Brunswick				Quebec				Ontario			
	No. reporting		Unem. played		No. reporting		Unem. played		No. reporting		Unem. played		No. reporting		Unem. played	
	Unions	Member-ship	Members	Per cent	Unions	Member-ship	Members	Per cent	Unions	Member-ship	Members	Per cent	Unions	Member-ship	Members	Per cent
1-Manufacturing & Mechanical Industries.	12	3796	1	0.3	13	1292	8	0.62	55	12415	515	4.16	175	20479	565	2.76
2-(a) METALS, MACHINERY & CONVEYANCES	7	3374	1	0.3	8	937	0	0	19	4701	211	4.49	92	10808	536	4.96
2- Moulders.	2	90	1		1	89	0		1	119	0		21	1906	249	
4- Blacksmiths.	1	50	0		1	174	0		3	316	3		8	658	6	
4- Boilermakers & iron shipbuilders.					1	184	0						11	1629	37	
6- Patternmakers.									1	190	14		4	242	6	
7- Metal polishers, buffers and platers.													6	183	7	
8- Machinists.	3	330	0		2	490	0		11	3789	189		39	5522	187	
9- Sheet metal workers and tinsmiths.	1	2904	0						3	287	5		3	668	44	
10-(b) FOOD, TOBACCO AND LIQUORS.					1	7	1	14.29	1	631	25	3.96	11	781	8	1.02
11- Flour and cereal mill employees.													1	68	0	
12- Meat cutters and butchers.													2	62	0	
13- Bakers and confectioners.													6	553	8	
14- Cigar and tobacco workers.					1	7	1		1	631	25		2	98	0	
15- Brewery workers.													1	26	0	0
16-(c) TEXTILES, CARPETS AND CORDAGE.	1	275	0	0					2	1958	46	2.35	1	597	0	0
17-(d) CLOTHING AND LAUNDERING.									2	325	0	0	15	597	0	0
18- Tailors.									1	75	0		8	286	0	
19- Garment workers.									1	250	0		7	311	0	
20-(e) PULP, PAPER AND FIBRE.					1	229	2	87	14	1869	34	1.82	10	2533	0	0
21-(f) PRINTING, PUBLISHING & PAPER GOODS	4	147	0	0	3	119	5	4.20	11	1795	16	89	34	4129	9	22
22- Compositors.	3	123	0		2	94	4		5	966	9		13	2130	2	
23- Pressmen and assistants.	1	24	0		1	25	1		2	343	2		8	624	6	
24- Bookbinders.									1	340	0		3	813	0	
25- Stereotypers and electrotypers.													4	113	0	
26- Engravers and lithographers.									2	122	4		5	386	1	
27- Others.									1	24	1		1	63	0	0
28-(g) WOODWORK AND FURNITURE.									1	18	2	11.11	3	130	0	0
29-(h) LEATHER, BOOTS, SHOES AND RUBBERS									3	659	131	19.88	5	928	10	1.08
30-(i) GLASS BOTTLE BLOWING.									2	459	51	11.11	3	197	2	1.02
31-(j) JEWELRY WORKERS.													1	350	0	0
32-Transportation.	31	2022	44	2.18	30	3345	58	1.73	78	20240	717	3.54	210	21701	539	2.48
33-(a) METAL RAILWAYS	28	1774	43	2.42	26	2901	43	1.48	66	10854	375	3.45	194	17551	536	3.05
34- Conductors.	1	40	0		2	123	0		5	301	0		24	1003	1	
35- Locomotive engineers.	6	193	41		3	244	0		9	545	4		33	2117	4	
36- Locomotive firemen.	4	197	0		2	174	10		7	663	45		28	2503	153	
37- Carmen.	1	59	0		2	520	0		9	3789	215		26	2666	84	
38- Trainmen.	4	460	0		6	810	33		8	1301	46		27	4792	307	
39- Telegraphers (local unions).	1	29	0		1				1	21	0		2	110	0	
40- Telegraphers*.																
41- Road maintenance men.	6	528	0		9	535	0		15	3587	46		32	3285	28	
42- Railway employees (N.E.S.).	5	268	2		2	495	0		12	647	19		22	1075	9	
43-(b) STREET & ELECTRIC RY. EMPLOYEES.	1	133	0	0	1	187	0	0					11	3697	1	0.3
44-(c) NAVIGATION.	2	115	1	87	2	158	13	8.23	8	5525	166	3.00	5	453	2	44
45- Marine engineers.	2	115	1		1	78	3		3	215	6		3	144	2	
46- Longshoremen.									5	5310	160		2	309	0	
47- Others.					1	80	10									
48-(d) TEAMSTERS AND CHAUFFEURS.					1	100	2	2.00	2	3861	176	4.56				
49-Mining, Quarrying, Refining of Ores.	13	4698	85	1.81					1	300	0	0	4	1874	95	5.07
50- Miners.	13	4698	85						1	300	0		1	420	4	
51- Mill and smeltersmen.													3	1454	91	
52-Building and Construction.	9	1975	66	3.34	10	463	16	3.46	20	3770	471	12.49	108	11239	1283	11.42
53- Bricklayers, masons and plasterers.	3	431	66		2	57	3		1	23	6		25	1988	574	
54- Carpenters and joiners.	2	1208	0		3	292	5		10	1559	409		42	5296	486	
55- Electrical workers.	1	61	0		1	23	1		2	715	40		7	722	24	
56- Granite and stone cutters.	1	14	0						2	108	12		7	286	27	
57- Painters, decorators and paperhangers.	1	246	0		1	28	0		2	386	0		5	727	2	
58- Plumbers and steamfitters.	1	15	0		3	63	7		1	254	4		14	1042	78	
59- Tile layers, lathers and roofers.													3	52	19	
60- Bridge and structure iron workers.													3	101	17	
61- Steam shovel and dredgemen.													1	185	21	
62- Hod carriers and building labourers.									2	725	0		1	840	35	
63-Public Employment.	1	9	0	0	1	41	0	0	6	2071	0	0	24	2365	0	0
64- Civic employment.									4	1962	0		7	2055	0	
65- Letter carriers and postal employees.	1	9	0		1	41	0		2	109	0		17	310	0	
66-Fishing.	1	40	0	0									1	44	0	0
67-Miscellaneous.	3	964	130	13.49	1	218	50	22.94	11	1889	10	53	62	3737	128	3.43
68- Retail clerks.									3	418	0		2	264	25	
69- Hotel and restaurant employees.									1	102	5		17	520	5	
70- Barbers.									1	325	0					
71- Musicians and theatre employees.									1	54	3		18	1691	42	
72- Stationary engineers and firemen.									2	415	0		17	845	49	
73- Others.	3	964	130		1	218	50		3	575	2		8	417	7	
All Occupations.	70	13504	326	2.41	55	5360	132	2.46	169	40685	1714	4.21	584	61439	2610	4.26

* Commercial and Railway—organised in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada				
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		
Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Mar., 1919	April, 1919.
15	2218	34	1.53	13	508	1	.20	22	1446	14	.96	33	2413	274	11.36	338	44587	1413	4.18	3.17
7	1546	33	2.13	4	170	0	0	9	903	9	.80	11	768	199	25.91	157	23207	989	5.51	4.26
2	348	0	0	2	108	0	0	1	32	4	1.25	2	158	35	22.15	29	2394	289	6.30	12.07
4	1168	23	1.97	2	62	0	0	1	50	1	1.00	2	38	1	2.63	17	1286	11	4.03	.86
1	30	10	33.33	1	10	0	0	1	120	0	0	2	275	156	56.73	20	2664	193	3.28	7.24
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	5	432	20	6.05	4.83
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	6	183	7	11.33	3.83
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	70	12280	406	7.89	3.31
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	10	3968	63	1.39	1.59
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	25	2341	95	6.79	4.06
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	2	394	52	18.58	13.20
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	9	221	5	3.66	2.26
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	12	1319	37	5.58	2.81
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	7	407	1	2.16	.25
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	4	2259	46	3.99	2.04
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	23	1376	0	2.27	0
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	11	473	0	4.42	0
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	12	902	0	1.71	0
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	26	4723	36	3.29	.76
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	82	7766	46	.59	.59
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	35	4022	16	.48	.40
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	18	1387	22	.38	1.59
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	9	1503	2	1.34	.13
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	9	178	0	.39	0
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	9	589	5	.92	.85
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	2	87	1	1.15	.27
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	5	187	2	2.21	1.07
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	9	1691	146	4.22	8.63
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	6	668	63	10.03	7.93
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	1	350	0	.48	0
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	532	70780	2462	4.75	3.48
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	476	47878	1148	2.87	4.40
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	47	2289	2	.23	.09
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	75	4335	16	1.18	.35
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	70	5654	263	3.22	4.65
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	59	8478	249	2.68	2.94
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	63	9763	476	7.73	4.88
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	4	160	0	.44	0
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	3	3034	1	.03	.03
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	102	12513	76	2.32	.61
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	56	4686	31	.45	.66
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	19	6632	13	.38	.20
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	26	10986	1055	17.73	9.60
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	9	552	12	8.82	2.17
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	9	7038	220	20.11	3.13
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	8	3396	823	14.10	24.23
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	11	5284	246	2.63	4.66
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	39	11657	313	187	2.69
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	36	10203	222	1.87	0
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	3	1454	91	.62	.62
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	199	22007	2651	16.45	12.05
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	39	2685	720	36.36	26.82
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	71	10682	1309	14.51	12.25
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	17	1924	65	6.50	3.38
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	14	537	79	15.05	14.71
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	13	1554	2	9.82	1.37
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	29	2223	214	6.61	9.63
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	3	52	19	48.48	36.54
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	7	421	136	27.72	32.30
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	3	364	72	49.10	19.78
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	3	1565	35	12.85	2.24
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	58	7786	1	.07	.01
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	26	5935	0	.10	0
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	32	1852	1	0	.05
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	3	284	0	0	0
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	115	9884	474	4.74	4.80
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	7	892	20	2.54	2.24
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	7	980	72	4.90	7.55
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	28	1331	5	.50	.38
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	32	2664	63	2.16	2.37
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	24	1498	59	8.34	3.94
1	160	0	0	1	11	0	0	1	120	0	0	1	14	0	0	17	2519	255	6.59	10.12
74	11090	183	1.65	89	5133	203	3.95	104	9820	222	2.26	139	19934	1924	9.65	1284	166965	7314	5.62	4.38

REPORTS OF EMPLOYMENT OFFICES FOR APRIL, 1919

DURING April there was an increase of over 34 per cent in the demand for labour as compared with March on the basis of the daily average of vacancies notified to 105 employment offices (73 commercial, 21 public and 11 philanthropic). As compared with the demand reported for April, 1918, by practically identical agencies, there was a decrease of more than 19 per cent. The total number of vacancies notified to all offices in April was 35,047, a daily average of 1,389.2 as compared with 1,035.8 in March, 1919, and with 1718.3 in April, 1918. The number of persons placed was 22,821, a daily average of 911.1 as compared with 589.4 in the preceding month and with 855.6 in April of last year. The proportion of the total vacancies filled to the total vacancies notified was 65.6 per cent as compared with 56.9 per cent in March and with 49.8 per cent in April, 1918.

As to employment for woman and girl workers, the number of vacancies notified was 6,023, a daily average of 240.9 as compared with 333.4 in March and with 268.7 in April, 1918. The proportion of vacancies filled to vacancies notified for men and boys was 72.5 per cent and for women and girls 29.5 per cent, as compared with percentages of 67.1 per cent and 32.6 per cent, respectively, for March, and with 51.0 per cent and 36.2 per cent, respectively, for April, 1918.

Of the five principal centres of labour distribution—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Winnipeg, Edmonton and Vancouver reported increases in the demand for labour as compared with March, 1919, while in comparison with April, 1918, Vancouver, only, recorded an increase. Of

the smaller centres, Quebec, Regina, Saskatoon and Calgary showed gains in both comparisons.

The number of persons who obtained casual employment through the Salvation Army, the Young Women's Christian Association and other agencies was 2,075, a daily average of 83.5, as compared with averages of 78.1 in March and 70.5 in April, 1918. The number of casual jobs secured was 4,600, a daily average of 185.0, as compared with averages of 161.6 in the preceding month and 237.9 in April, 1918.

CASUAL EMPLOYMENT SUPPLIED BY VARIOUS OFFICES DURING THE MONTH ENDED APRIL 30, 1919

OFFICES	Individuals given casual employment					Number of casual jobs supplied.				
	Men	Women	Boys	Girls	Total	Men	Women	Boys	Girls	Total
Salvation Army..	420	72	2		494	1616	104	2		1722
Halifax.....	5				5	5				5
Quebec.....	21				21	21				21
Montreal.....	150				150	699				699
Ottawa.....	30	3			33	66	3			69
Toronto.....	101				101	510				510
Hamilton.....	13	1			14	27	5			32
Winnipeg.....	27	50			77	133	78			208
Calgary.....	37	6	2		45	48	8	2		58
Edmonton.....	15	10			25	47	11			58
Vancouver.....	21	2			23	60	2			62
Y.W.C.A.	91				91	204				204
Toronto.....	6				6	10				10
Winnipeg.....	6				6	6				6
Saskatoon.....	28				28	79				79
Calgary.....	35				35	69				69
New Westminster..	4				4	19				19
Victoria.....	12				12	21				21
Miscellaneous..	231	1269			1490	937	1737			2674
Montreal Catholic Social Service Guild	2	76			78	2	76			78
Montreal Directorate of Female Immigration		11			11		11			11
Toronto-Municipal	35				35	87				87
Toronto-Provincial	884				884	996				996
London-Provincial	47				47	77				77
Winnipeg - Girls' Home of Welcome		2			2		2			2
Winnipeg - Municipal	133	79			212	764	281			1045
Vancouver - Municipal	61	160			221	84	294			378
Total.....	651	1422	2		2075	2553	2045	2		4600
Daily Average....										
March, 1919.....					78.1					161.6
April, 1919.....					83.5					185.0
April, 1918.....					70.5					237.9

REPORTS OF EMPLOYMENT OFFICES FOR THE MONTH ENDED APRIL 30, 1919

OFFICES	Vacancies notified							Individuals placed								
	Men	Women	Boys	Girls	Total	Daily Average			Men	Women	Boys	Girls	Total	Daily Average		
						March, 1919	April, 1919	April, 1918						March, 1919	April, 1919	April, 1918
Halifax—Commercial (2)...	17	19			36	1.04	1.44	1.96	11	22			33	.97	1.32	1.81
St. John—Commercial (1)		6	2		8		.40	3.25		1			1		.05	.42
Quebec—Provincial.....	148	51			199	3.46	7.96	7.12	79	31			110	1.75	4.40	4.20
Sherbrooke—Provincial.....	92	44			136	2.92	5.44	5.52	29	14			43	1.64	1.72	2.40
Montreal	827	187	1	8	1023	54.01	40.56	170.33	648	60	2	3	713	28.02	28.19	91.07
Provincial.....	296	116			412	14.46	16.48	22.28	171	24			195	6.21	7.80	13.32
Catholic Social Service Guild	2	40	1	8	51	1.96	1.96	2.24	11	15	2	3	31	.83	1.19	1.24
Directorate of Female Immi- gration.....		31			31	5.92	1.24	5.19		21			21	1.85	.84	1.00
Commercial (10).....	529				529	31.67	20.88	140.62	466				466	19.13	18.36	75.51
Ottawa	900	149		2	1051	52.62	41.19	53.88	792	59			851	43.48	33.31	50.06
Provincial.....	365	101			466	25.92	18.64	33.00	280	57			337	18.54	13.48	33.00
Y.W.C.A.....		48		2	50	1.73	1.92	1.88		2			2	.12	.08	.19
Commercial (4).....	535				535	24.97	20.63	19.00	512				512	24.82	19.75	16.87
Toronto.....	2679	1309	9	20	4017	211.77	161.10	251.21	1518	411	9	2	1940	84.09	77.64	165.49
Provincial.....	1543	764			2307	158.31	92.28	69.97	563	311			874	52.44	34.96	47.34
Municipal.....	388		8		396	10.25	15.84	40.42	388		8		396	10.11	15.84	34.27
Y.W.C.A.....		250			250	9.09	10.42	7.29		25			25	1.14	1.04	1.08
Commercial (6).....	748	295	1	20	1064	34.12	42.56	133.53	567	75	1	2	645	20.40	25.80	82.80
Hamilton—Provincial.....	536	175			711	40.79	28.44	12.95	555	79			634	31.88	25.36	4.69
London—Provincial.....	191	85			276	14.79	11.04	16.06	210	34			244	8.17	9.76	8.96
Brantford—Provincial.....	138				138	5.54	5.52	9.96	126				126	4.19	5.04	9.52
Peterborough—Provincial.....	180	9			189	6.78	7.56		185	5			190	5.50	7.60	
Sault St. Marie—Provincial.....	214				214	17.89	8.56		220				220	8.00	8.80	
St. Catharines—Provincial.....	431	8			439	4.28	17.56		385	5			390	3.61	15.60	
St. Thomas—Provincial.....	203	34			237	5.23	9.48	4.40	130	8			138	2.88	5.52	1.52
Sudbury—Provincial.....	660				660	4.79	26.40		540				540	2.43	21.60	
Walkerville—Provincial.....	6	2			8	.85	.32	2.00	6	1			7	.59	.28	1.64
Fort William and Port Arthur	2216	20			2236	54.54	89.44	100.12	1274	8			1282	20.27	51.28	29.88
Provincials.....	510	16			526	5.75	21.04		336	6			342	2.21	13.68	
Commercial (5).....	1706	4			1710	48.79	68.40	100.12	938	2			940	18.06	37.60	29.88
Winnipeg	5145	1561	206	284	7196	172.39	283.59	485.31	3649	413	79	19	4160	82.54	164.10	146.62
Municipal.....	102	73	5	4	184	9.23	7.36	12.12	87	20	5	4	116	4.27	4.64	6.81
Girls' Home of Welcome.....		172			172	3.42	6.88	3.42		22			22	1.46	.88	.73
Y.W.C.A.....		120			120		4.80			7			7		.28	
Commercial (10).....	5043	1196	201	280	6720	159.74	264.55	469.77	3562	364	74	15	4015	76.81	158.30	139.08
Brandon Commercial (2)...	495	20	25	35	575	14.93	23.96	26.39	245	5	7	5	262	4.60	10.91	11.23
Regina	800	243	45	105	1193	31.27	45.89	14.70	395	87	20	60	562	14.00	21.62	10.34
Y.W.C.A.....	5				5	.12	.20									
Commercial (2).....	795	243	45	105	1188	31.15	45.69	14.70	395	87	20	60	562	14.00	21.62	10.34
Saskatoon.....	2366	433	6	145	2950	56.75	116.30	53.00	1512	64	2	18	1596	29.85	69.86	31.85
Provincial.....	1645	203			1848	24.92	73.92	22.38	744	36			780	11.50	31.20	20.38
Y.W.C.A.....	1	100		79	180	6.48	6.92	4.31	1	10		10	21	5.19	8.08	.85
Commercial (2).....	720	130	6	66	922	25.35	35.46	26.31	767	18	2	8	795	13.16	30.58	10.62
Calgary	2075	240		3	2318	35.78	92.72	91.77	1490	50			1540	20.89	61.60	50.85
Y.W.C.A.....		65			65	3.96	2.60	3.19		6			6	.35	.24	.19
Commercial (4).....	2075	175		3	2253	31.82	90.12	88.58	1490	44			1534	20.54	61.36	50.46
Edmonton—(Commercial) 9	3142	266	11	84	3503	64.92	134.73	174.14	2161	91	6	2	2260	45.51	96.92	71.65
New Westminster		24			24	1.07	1.00			5			5	.21	.21	
Y.W.C.A.....		24			24	1.07	1.00			5			5	.21	.21	
Vancouver	5198	126	16	173	5513	168.45	220.40	219.50	4690	121	16	56	4883	140.96	195.27	157.57
Provincial.....	1772				1772	46.33	73.83		1772				1772	44.96	73.83	
Municipal.....	10				10	3.20	.43	39.88	10				10	3.20	.43	39.86
Commercial (10).....	3416	126	16	173	3731	118.92	146.14	179.62	2908	121	16	56	3101	92.80	121.01	120.61
Victoria	44	153			197	8.96	8.21	14.81	54	36		1	91	3.23	3.18	4.01
Y.W.C.A.....		24			24	3.46	1.00	3.16								
Commercial (6).....	44	129			173	5.50	7.21	11.65	54	36		1	91	3.23	3.18	4.01
Total	28703	5164	321	859	35047	1035.82	1389.21	1718.28	20904	1610	141	166	22821	589.36	911.14	855.58

EMPLOYMENT IN THE BUILDING TRADES DURING APRIL, 1919, AS INDICATED BY BUILDING PERMITS.

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in thirty-five cities, showed an increase during April as compared with the preceding month, the total value of building permits rising from \$3,014,365 in March to \$6,457,906 in April, an increase of \$3,443,541 or 114.2 per cent. All the provinces reported gains in this com-

parison, especially large increases being recorded in Ontario, New Brunswick and Quebec. As compared with the corresponding month in 1918, there was an increase of 113.3 per cent, the value for April, 1918, being \$3,027,305. In this comparison no province showed a decline and the increases were particularly noteworthy in Ontario, New Brunswick and Alberta.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES

City	March, 1919	April, 1919	April, 1918	April, 1919, compared with March, 1919		April, 1919, compared with April, 1918					
				Increase (+)	Decrease (—)	Increase (+)	Decrease (—)				
								Amount	Per cent	Amount	Per cent
New Scotia	\$282,230	\$418,835	\$328,103	+	\$136,605	+	48.40	+	\$90,732	+	27.85
Halifax.....	256,775	363,735	306,850	+	106,960	+	41.66	+	56,885	+	18.54
Sydney.....	25,455	55,100	21,253	+	29,645	+	116.46	+	33,847	+	159.26
New Brunswick	42,625	742,025	47,925	+	699,600	+	1,640.82	+	694,100	+	1,448.30
Moncton.....	19,375	742,025	12,550	+	722,750	+	3,729.81	+	729,475	+	5,812.55
St. John.....	23,250		35,375	—	23,250			—	35,375		
Quebec	379,250	839,124	825,629	+	459,874	+	121.26	+	13,495	+	1.63
Montreal-Maisonneuve.....	228,208	446,470	648,510	+	218,262	+	95.64	+	202,040	+	31.15
Quebec.....	96,467	270,125	109,044	+	173,658	+	180.02	+	161,081	+	147.72
Sherbrooke.....	25,700	23,500	800	—	2,200	—	8.56	+	22,700	+	2,837.50
Three Rivers.....	14,250	40,800	48,275	+	26,550	+	186.32	—	7,475	—	15.48
Westmount.....	14,625	58,229	19,000	+	43,604	+	298.15	+	39,229	+	206.49
Ontario	1,777,947	3,229,997	1,239,493	+	1,452,050	+	81.67	+	1,990,504	+	160.59
Brantford.....	20,955	131,205	24,830	+	110,250	+	526.13	+	106,375	+	428.41
Fort William.....	1,275	7,450	5,940	+	6,175	+	48.43	+	1,510	+	25.42
Guelph.....	4,720	53,385	26,310	+	48,665	+	1,031.04	+	27,075	+	102.91
Hamilton.....	231,120	483,310	241,200	+	252,190	+	109.12	+	242,110	+	96.60
Kingston.....	8,535	204,595	40,849	+	196,060	+	2,297.13	+	163,746	+	400.86
Kitchener.....	21,880	58,405	12,620	+	36,525	+	166.91	+	45,785	+	362.80
London.....	58,520	137,000	86,260	+	78,480	+	134.11	+	50,740	+	58.82
Ottawa.....	234,540	199,920	42,846	—	34,620	—	14.76	+	157,074	+	366.60
Peterborough.....	2,990	17,790	12,760	+	14,800	+	494.98	+	5,030	+	39.42
Port Arthur.....	5,457	35,271	11,216	+	29,814	+	546.34	+	240.55	+	214.47
Stratford.....	4,690	9,223	12,655	+	4,533	+	96.65	—	3,432	—	27.12
St. Catharines.....	23,820	82,282	53,990	+	58,462	+	245.42	+	28,292	+	52.40
St. Thomas.....	9,960	69,725	6,355	+	59,765	+	600.05	+	63,370	+	997.17
Toronto.....	1,005,560	1,620,996	570,532	+	615,436	+	61.20	+	1,050,464	+	184.12
Windsor.....	143,925	119,440	91,130	—	24,485	—	17.01	+	28,310	+	31.07
Manitoba	63,900	243,975	174,975	+	180,075	+	281.81	+	69,000	+	39.43
Brandon.....	21,200	4,375	1,075	—	16,825	—	79.34	+	3,300	+	366.98
Winnipeg.....	42,700	239,600	173,900	+	196,900	+	461.12	+	65,700	+	37.78
Saskatchewan	119,400	343,060	154,525	+	223,660	+	187.32	+	188,535	+	122.01
Moose Jaw.....	27,300	44,215	30,130	+	16,915	+	61.96	+	14,085	+	46.75
Regina.....	40,700	187,480	29,310	+	146,780	+	360.64	+	158,170	+	539.65
Saskatoon.....	51,400	111,365	95,085	+	59,965	+	116.66	+	16,280	+	17.12
Alberta	197,600	407,825	72,175	+	210,225	+	106.39	+	335,650	+	465.05
Calgary.....	195,400	343,000	56,400	+	147,600	+	75.54	+	286,600	+	508.16
Edmonton.....	2,200	64,825	15,775	+	62,625	+	2,846.59	+	49,050	+	310.94
British Columbia	151,413	233,085	184,480	+	81,652	+	53.93	+	48,585	+	26.34
New Westminster.....	9,700	14,200	13,350	+	4,500	+	46.39	+	850	+	6.37
Vancouver.....	119,013	206,840	163,230	+	87,827	+	73.79	+	43,610	+	26.72
Victoria.....	22,700	12,025	7,900	—	10,675	—	47.03	+	4,125	+	52.22
Total—35 cities	\$3,014,365	\$6,457,906	\$3,027,305	+	\$3,443,541	+	114.24	+	\$3,430,601	+	113.32

All the large cities, Montreal, Toronto, Winnipeg, Edmonton and Vancouver, reported increases over March, 1919, and Montreal alone recorded a decline as compared with April, 1918.

Of the smaller centres, Moncton, Quebec, Brantford, Hamilton, Kingston, Regina and Calgary all showed large increases in both comparisons.

EMPLOYMENT FOR CIVIC EMPLOYEES IN FOURTEEN CITIES, MAY, 1919

REPORTS from 14* cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in May showed decreases of 9 per cent in the number of employees and 1 per cent in the wages paid, in comparison with April, 1919. In May, 8,486 persons were temporarily engaged in the two weeks, and the pay-rolls amounted to \$319,378.42, as compared with 9,326 employees and an aggregate pay-roll of \$322,653.63 in April. In comparison with the same period in 1918, increases of nearly 20 per cent in the number of workers and of

nearly 33 per cent in the wages paid, are indicated, there being 7,092 employees with a total pay-roll of \$240,591.52 in the first two weeks in May, 1918.

All the cities except Montreal reported increases in the number of employees as compared with the preceding month, and in comparison with May, 1918, Toronto and Victoria, only, recorded declines. As to wages, Montreal also showed a decrease as compared with April, 1919, while in comparison with the corresponding month in 1918, Toronto was the only city to record a decline.

EMPLOYMENT BOTH CONTRACT AND MUNICIPAL WORK AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED: BY FOURTEEN* CITY CORPORATIONS—MAY, 1919, COMPARED WITH APRIL, 1919, AND WITH MAY, 1918.

CITY	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	April, 1919	May, 1919	May, 1919	April, 1919	May, 1919	May, 1919
St. John.....	247	351	298	\$8,161.10	\$9,987.76	\$8,352.54
Montreal.....	4,417	2,770	2,351	129,603.88	85,394.84	62,143.15
Ottawa.....	557	636	395	16,014.68	21,924.68	15,862.17
Toronto.....	1,189	1,352	1,364	47,680.80	52,433.09	53,142.67
Hamilton.....	467	594	418	18,317.47	20,456.96	14,801.24
London.....	289	333	239	11,121.60	13,446.71	7,486.19
Brandon.....	49	52	44	1,795.80	1,848.98	1,554.96
Regina.....	296	340	312	13,341.07	19,465.45	14,176.63
Moose Jaw.....	109	121	88	5,260.60	4,998.15	3,715.10
Saskatoon.....	251	320	258	12,441.88	16,384.76	11,064.99
Calgary.....	421	505	366	15,574.95	22,770.80	14,451.70
Edmonton.....	345	367	314	14,327.22	6,317.47	12,433.63
Vancouver.....	488	520	412	19,992.78	22,991.44	11,995.85
Victoria.....	198	225	233	9,019.80	10,957.33	9,410.70
Total.....	9,326	8,486	7,092	\$322,653.63	\$319,378.42	\$240,591.52

*Figures for Winnipeg are not available owing to the general strike.

PARLIAMENTARY DEBATE ON INDUSTRIAL UNREST IN CANADA

Statements by Members of the Government and others on the Winnipeg Strike

THE question of industrial unrest in Canada with particular reference to the general strike in Winnipeg, details of which are given elsewhere in this issue, was the subject of an important debate in the House of Commons on June 2nd.*

Dr. M. R. Blake, member for North Winnipeg, who opened the debate, expressed the opinion that the heart of labour was right but that many of its leaders were wrong, and that labour was being misled in the West by revolutionary and socialistic elements which appeared to be in control. He urged that the majority of labour men in Winnipeg were not taking a proper interest in the selection of their leaders as was, he said, evidenced by the fact that of the 35,000 workers who were on strike only 8,600 had voted on the question. He stated that while the present situation grew out of the question of collective bargaining, it was at heart not a strike but a revolution. The government, in his opinion, should stamp out sedition and amend the criminal code to prevent civic, provincial and federal employees joining in any sympathetic strike. In speaking generally of the situation, Dr. Blake stated that much of the present unrest was due to abuse of their privileges by both capital and labour, and cited in support of this view a personal experience of two winters in the lumber camps of Northern Ontario:

"During the first winter, 1916-17, lumber was at a premium, prices were good, and labour was in great demand, but the labourers were not producing anything like their maximum. If the foreman said a single word to them of complaint or reprimand they would

walk over to another camp of the same firm and get work. The next year there was not much demand for lumber, and one firm which had intended operating a large number of camps cut them down to three. That winter I saw them bring down labourers from Winnipeg and charge them 3 cents a mile for the trip, and also charge them high prices for their supplies, and when the company were about even with the boys they gave the latter their time and told them to hit the trail. Men who were brought twenty-five miles to lumber camps were told there was no employment for them and they might go. Both parties during those winters abused their privileges and did not show any friendly spirit toward one another."

After describing the Whitley plan of joint industrial councils which has been introduced into certain industries in England, Dr. Blake continued:

"There should be adequate organization on the part of both employers and work people. We hope that representative men in each industry, with pride in their calling and care for its place as a contributor to the national well-being, will come together in the manner here suggested and apply themselves to promoting industrial harmony and in removing the obstacles that have hitherto stood in the way. It is contemplated that agreements reached should carry with them the same application of observances as exists in the case of other agreements between employers' associations and trade unions. That point should be carefully studied. We have fought in this war for what was termed by the Germans as a scrap of paper. We have in Winnipeg an instance where civic employees had gone out on strike, as the Minister of Labour said, almost before the ink on the agreement was dry. Agreements should be binding and that proposition cannot be too emphatically laid down. There will never be a court whose decisions will please every one; yet there must be some tribunal to settle disputes, whose decisions when rendered are final. In this age and generation it should not be found necessary to strike in order to strike out disputes. It has always amused me to see people strike, and then arrive at a settlement and go back to work. Probably neither side is completely satisfied. Some tribunal such as a district council or the men's own union should have settled the matter if

*House of Commons Debates. Official Report, June 2, 1919.

both parties had played fair. In every particular, from welfare to wages, immediate results will depend upon the temper and degree of enlightenment of employers and employees. The old saying of employers during a depression, when many men lined up at their offices day after day seeking employment—it is our turn now—should be a thing of the past. The majority of employers, in my opinion, have a new outlook and a greater willingness to concede the existence of a viewpoint other than their own and not to regard their businesses an autocracy and themselves the rulers."

Major G. W. Andrews, member for Centre Winnipeg, defended the loyalty of the strikers, with whom, he said, eighty per cent of the returned men of Winnipeg were in sympathy, and deplored the application of the term "bolshevist" to the strike leaders. In his opinion the two vital causes of the strike were (1) the desire for a living wage and (2) the right to organize. He defended the sympathetic strike as the natural and logical sequence of organization. "A particular union or craft may be striking for a principle that is absolutely vital to every man in the industry, and just as the employers can down one single man so they can down a single union unless all stand together."

The Honourable Arthur Meighen, Minister of the Interior and Acting Minister of Justice, who, in company with the Minister of Labour, had proceeded to Winnipeg shortly after the general strike occurred, outlined in detail the causes that led to the strike as follows:

"A general strike was declared in the city of Winnipeg on the 15th day of last month. Previous to that on the 10th day of the same month a strike had been declared on the part of the employees of three concerns—the Dominion Bridge Company, the Manitoba Bridge and Iron Company, and the Vulcan Iron Works—of the city of Winnipeg.

"The dispute between the employees of those companies and the companies was a dispute as to what part, if any, should be taken by a body of men elected by certain branches of labour known as the Metal Trades Council in the determination of the conditions of labour in the shops of those three concerns. It is commonly said in Winnipeg, and has often been repeated here, that the principle of col-

lective bargaining was the principle upon which the two sides to that initial dispute split. In one sense that may possibly be correct, but a mere statement like that leads us nowhere, because collective bargaining in the form described by many members has never been denied, and is not claimed to have been denied, by any of the three companies who are taking part in this dispute.

"Collective bargaining on the part of all three had been their practice for some time; so much so that one at all events, and I think all of them, had adopted the habit of each week consulting with shop committees of their men as to conditions in the factory, as to improvements that might be made, as to hours of labour and wages. That is to say the principle of collective bargaining had been applied, insofar as collective bargaining was constituted by the negotiations between any single concern and the employees of that concern as a body. That fact admits of no dispute.

"On the other hand, however, it was contended on the part of the Metal Trades Council, which is affiliated with, or indeed a constituent part of the Trades and Labour Council of the city of Winnipeg, that a bargain made between the collective employees of a concern and that concern, should not stand as a bargain until it was ratified by the Metal Trades Council. To that the employers in each case objected. They placed their objections on the ground that the Metal Trades Council was constituted by men elected by bodies and by crafts who in large degree had no part in and had no relation to any craft engaged by them on the further grounds that the Metal Trades Council as constituted was composed very largely of men elected by the Metal Trades of the railway companies, and that conditions that might obtain in the shops of the railway companies could not possibly apply to conditions in the competitive shops of the other companies, inasmuch as the one had to compete in the markets and the other had not. However, it will be realized at a glance that there was a margin between the two sides to the controversy. There was a "No Man's Land" between. Collective bargaining by the employees in a single concern was not accepted as collective bargaining by the Metal Trades Council, nor by the Trades and Labour Council of the city. The employers, on the other hand, refused to extend, temporarily at all events, the principle of collective bargaining. They did, however, later agree that upon the establishment of anything in the nature of an organization between the employers themselves they would then be prepared to deal collectively with the united employees of the three concerns, or with a body of craftsmen of the description of those engaged by the three concerns, though there might be in-

cluded outside parties not actually engaged by those concerns themselves.

"It is only fair to those who went on strike to say that at the time the strike had been declared there was, so far as I know, no concession made of the willingness of the employers to negotiate otherwise than collectively with the employees of the three concerns respectively. Now in this relation it should be known at this stage, that in the opinion of the Minister of Labour the conception of collective employment, as entertained by the employers in that case was somewhat too narrow. It was equally and very decidedly his opinion that the conception of collective employment, as contended for the part of the Metal Trades Council, was so wide as to be impracticable and dangerous to the cause of labour itself. It is the opinion of the Minister of Labour that where there is an organization of employers, then it is the duty of that organization to deal collectively, not only with the united body of their own employees, but with at least single crafts and unions of employees, consisting not merely of their workmen but of men in the same trade or craft though employed by others."

The point at issue was then stated by Mr. Meighen, as follows:

"The employees contended that the Metal Trades Council should be supreme, that they should have the right of imprimatur and ratification of all engagements entered into by the employees of any concern with the management of that concern and the Metal Trades Council as constituted undoubtedly held within its personnel, representatives of crafts that have nothing to do with the crafts engaged by the three concerns affected."

With respect to sympathetic strikes, Mr. Meighen stated that they necessarily involve the violation of contracts.

"In a word, one of the principal functions of a union is to make an engagement on behalf of its constituents with the employer concerned. If, having made any such engagement it is to be free to break it by reason of the quarrels of others, then of what value is the engagement? As a result we found in the city of Winnipeg the remarkable spectacle of men in the city by the hundred, yes, I believe by the thousand, who were on strike, as they claimed, for the principle of collective bargaining, and who at the same moment were declaring that any bargain on their part had no validity at all. In one breath they were saying: A collective bargain must be acknowledged on the part of the employers in this city. In the next breath they were

saying: No bargain, collective or otherwise, has any force with us at all. Because they themselves were violating a collective bargain which they had made in one case only some few months before.

"Now, it must be clear to hon. members that if the principle of the sympathetic strike, resulting in a general strike, is to be sound, then there can be no such thing as the sacredness of contracts—there can be no attribute of a bargain that would make a collective bargain of any value whatsoever. Therefore, I say that the Minister of Labour is sound and right when he declares that while a strike may be just when the balance of merit is on the side of the strikers, there is nothing that can justify a sympathetic strike in breach of a bargain and there is nothing at any time that can justify a general strike involving upon the whole innocent community, the paralysis of industry, and the denial of the necessities of life."

If collective bargaining was to be granted as a principle, declared the Minister, there must be some unit to which the principle should apply, and beyond which it could not go, otherwise the whole scheme or representative government by the people was threatened. The question as to whether there should be changes in the law with regard to strikes was one for the administration to decide. At present the Federal government had no jurisdiction, the question of collective bargaining being one for the provincial legislatures. All the Dominion government can do is to say where the Department of Labour stands and what is its advice and to press that advice by way of conciliation wherever it can do good.

With regard to hours of labour, which he pointed out was also a matter for provincial legislation, the Minister declared that it was the duty of legislatures and of governments to make it possible so far as lies in their constitutional powers that the hours of labour be shortened and conditions improved so long as we do not go more rapidly than is consistent with the reasonable necessities of our industry in competition with the industry of other nations.

The Honourable A. K. Maclean, representing the Minister of Labour in

the House of Commons, stated that the high cost of foodstuffs was generally held to be one of the primary causes of industrial unrest in this country. He suggested that the fundamental reasons for the high prices that prevail in the world today are, first, an inflation of currency, and, secondly, a lack in the supply of commodities, and if this were the case, the situation could be met only in two ways: first, by greater production, and, secondly, by a deflation of our currency, which could only be accomplished by an early reduction of the war debt. Mr. Maclean remarked that, in order so far as possible to minimize these high prices, a policy of price fixing had been tried in some countries and, to a limited extent, in this country also, but that it had not been received with much favour. It was his opinion that the only effective way in which to meet the situation, which was one of the incidents arising out of the war, was by increased production and greater thrift.

The leader of the opposition, Mr. D. D. Mackenzie, advised the calling by the government of a conference of the leading men both of labour and of capital, to meet in the presence of the government and have a full and frank discussion upon the causes leading to unrest. In urging the establishment of a court to deal with such conditions as those now confronting the country, Mr. Mackenzie said,

"If we had a court of importance equal to that of the Supreme Court of Canada—or of more importance if you please—which would devote its attention absolutely to questions of this kind and give final judgments in them, I think that would be the only way in which such questions could be finally settled. I believe that the day will arrive when men of sound judgment will be surprised that we left the labouring people so long with no other remedy than the insti-

tution of the strike. Where can they go now for any remedy?"

The Prime Minister dissented from the view of Mr. Mackenzie that there should be enacted legislation that would "virtually abolish strikes and compel employers and employed to submit their differences to a permanent tribunal." In opposing such a step he said:

"I would suggest that before we undertake so drastic a step as to take away from the labour men of Canada a right which they prize as the Magna Charta of their liberties, we should require to have a very careful conference with them unless we were prepared to make matters very much worse than they are at present. The large majority of the labouring men in Canada are, in my judgment, disposed to look upon these questions in a reasonable way.

It would be one of the greatest mistakes that this Parliament could make to drive into what one might call the extreme wing of the labour party in Canada men who have as a whole been fair and reasonable in their attitude towards this question. At the same time I am disposed to say to-night what I have said many times to labour men, that surely, by a fair and reasonable spirit on one side and on the other, we can eventually, not by means of drastic legislation but by a better comprehension of each other's attitude, find some means more reasonable and more effective than the strike for composing differences between employers and employed. I most sincerely hope and, more than that, I believe, that the labouring men of Canada will see their way to adopt that principle in the early future."

With respect to the eight-hour day and the principle of collective bargaining, Sir Robert stated that the government was committed to the principles embodied in the Treaty of Peace and proposed to carry them out to the extent of its jurisdiction, but that these questions properly came within the purview of the provincial legislatures, and the Federal government could do little more than exert its influence in the matter.

PLAN FOR COLLECTIVE BARGAINING AND CO-OPERATIVE WELFARE OF THE PHILADELPHIA RAPID TRANSIT COMPANY

IN 1911, after a change in the management of the Philadelphia Rapid Transit Company, a plan was offered to employees of this company and accepted by them according to which 22 cents out of every dollar received by the company in passenger fares was set aside to provide a fund for the payment of wages of conductors and motormen. Other features of the plan were the recognition of the rights of the employees to belong to any union or organization, the granting of greater advantages in sick and death benefits, and improved working conditions. Last year in conformity with a decision of the War Labour Board the wages of the company's trainmen were advanced to a maximum of 48 cents per hour, which was five cents above the rate paid under the old agreement, and the wages of other employees were adjusted accordingly. The new basis made unnecessary the continuance of the 22 per cent fund and it was decided to broaden the co-operative plan, as it is called, to include all employees of the company.

The new plan provides for the settlement of grievances between employee and employer through the medium of (1) branch committees, (2) department committees, (3) general committees, (4) a board of arbitration. Branch committees are composed of two representatives of the workers elected by secret ballot at each depot, station or division, and two representatives of the employer for each depot, station or division. Branch committees must make reports to the workers at least once in every three months. To qualify as a voter an employee must have been six months in the company's service, be regularly assigned to duty and not occupy any official position. Committeemen must have been continuously in the employ of the company for not less than two years and must be

regularly assigned to duty. Each department of the company has two committees, one for employees and the other for the employer. Each Department committee for employees consists of all branch committeemen elected at the several depot stations or divisions in that department. There are similarly two general committees, one for employees consisting of two members annually elected by each department committee for employees, and one for the employer comprising an equal number of the company's representatives appointed by the president. It is the duty of the general committees to devise ways and means for furthering the efforts of the various department committees for the greatest possible good, to promote harmony and good fellowship among all employees of the company, to formulate plans for submission to the several Department committees, and to review, modify or reverse any finding or decision of the Department committees. If arbitration is necessary for the settlement of any dispute, an arbitrator shall be chosen by each of the general committees and the two arbitrators shall select a third. If unable to agree upon the third arbitrator, the Provost of the University of Pennsylvania, the Chairman of the Public Service Commission and the President of the Chamber of Commerce shall be requested to serve as additional arbitrators or appoint their own representatives. The decision of any three of these five arbitrators shall be binding.

There has also been established a Co-operative Welfare Association open to employees one year or over in the service and over sixteen years of age. Membership in this association is purely voluntary, but at December 1, 1918, more than 89 per cent of the 9,073 eligible employees were members. Dues of \$1.00 per month are deducted from

the pay of each member which entitles him to life insurance, sick benefits and pensions. The company also contributes \$10,000 per month to the association. In place of a death benefit of \$150 and a grant of \$500 from the company to dependents of deceased employees under the former plan, each member receives a policy for \$1,000 life insurance under a blanket policy arrangement made with the Metropolitan Life Insurance Company. Sick benefits are payable at the rate of \$1.50 per day commencing with the eighth

day's illness for a period not to exceed 100 days in the year. This replaces the former sick benefit of \$1.00 per day. Pensions are increased from \$20 to \$40 per month for incapacitated employees who have reached sixty-five years of age and have been continuously in the service for twenty-five years.

The plan before being adopted was first approved by a large majority of the employees. It was also approved by the National War Labour Board of United States as being in accordance with the principles of the Board.

STATE HEALTH INSURANCE IN THE UNITED STATES

MUCH interest is being shown in the United States with regard to State Health Insurance. Commissions or legislative committees have been appointed in nine states to study this question, and the matter has also been discussed in the legislatures of five other states, while two more were expected to deal with it during the present year. So far opinion is greatly divided as to whether there should be any health insurance legislation or not, and if so whether a compulsory or voluntary system is the best.

In California, a commission reported in favour of compulsory insurance for employees earning \$1,600 or less a year, with provision for voluntary insurance of all workers whose earnings were above \$1,600 per annum. On November 5, 1918, a popular vote was taken on an amendment to the constitution to enable the legislature to pass a compulsory health insurance law, but the amendment was defeated. In Massachusetts, a state commission appointed in 1916 reported in favour of voluntary health insurance but a second commission in January, 1918, submitted a majority report against it. In June, 1918, an amendment was adopted by a constitutional convention of Massachusetts authorizing the legislature to enact laws for age, disability, health,

maternity, unemployment, and accident insurance, medical care, pensions, and the right of trial by jury in litigation arising from these laws. Health insurance bills have been introduced in the states of Michigan, Missouri, Nebraska, and New York, but the legislation failed to pass in any of these states.

The opinion of labour organizations as to the expediency of state health insurance is also divided. Last year at the annual convention of the American Federation of Labour the executive council was instructed to make an immediate investigation of this subject by the following resolution: "Whereas, during the past few years great efforts have been made to obtain the approval and support of organized labour to a scheme for Social Health Insurance, promoted by persons and organizations who have no affiliation with the Labour movement; and whereas, owing to the intensive and costly campaign which the promoters of this scheme have carried on during the past two years, at one time seeking to have this legislation adopted in twenty-eight different states, suspicion has been aroused that this scheme is supported by those who, for years, have sought to disrupt and retard the cause of the workers; and whereas, the executive council in their

report, submitted to this convention, have pointed out the necessity of investigating this matter; and whereas, we believe that the best interests of the Trade Union movement demand that an immediate investigation be made of the subject in order that the workers may be authoritatively advised of the benefits or danger of this scheme and the advisability of supporting or rejecting it; Therefore be it resolved, that the executive council are hereby instructed to make an immediate investigation of this question and to point out its dangers or benefits with their recommendations thereon as soon as possible, and the executive council are further instructed to ascertain, if possible, what are the financial resources of the persons and organizations promoting this scheme and what relation they may have with those in-

terests who are opposed to the best interests of the labour movement." It is expected that the committee appointed by the council to carry out this resolution will make its report at the annual convention of the Federation in June. On the other hand, the Wisconsin Federation of Labour in July, 1918, declared itself strongly in favour of health insurance and passed a resolution in which it was resolved "that the Wisconsin State Federation of Labour, heartily approve the principle of state supervised universal workmen's health insurance and recommend that the incoming legislative committee of the Federation be and are hereby instructed to use all possible efforts to secure the enactment of a law on the subject of Health Insurance, as will meet the requirements of the workers of the state."

OPPORTUNITIES FOR HANDICAPPED MEN IN THE OPTICAL GOODS INDUSTRY

THE Bureau of Vocational Guidance of Harvard University, in co-operation with the Red Cross Institute for Crippled and Disabled Men, has made a series of occupational studies for the purpose of obtaining and making available information concerning possible openings for handicapped men. A report of one of these studies dealing with employment opportunities in the copersmithing trade was reviewed in the March issue of the LABOUR GAZETTE. Another report has now been issued dealing with the optical goods industry.*

The manufacture of optical goods, according to the report, offers unusual advantages for handicapped men. The work is light and varied so that interest is easily maintained. The materials used

are such as to make it possible to keep the workrooms in a clean, attractive condition, making them look more like offices than workshops, and this induces a good type of persons to take up the work. This industry offers steady employment all the year round, and during the last two decades it has grown very rapidly in the United States. Besides factory work, prescription work on optical goods offers other advantages. The shops are widely distributed, being found in practically all the large towns and cities. Many of the operations are open to beginners without previous experience, and good wages may be earned, while good opportunities are offered for advancement. The work is free from monotony as each operation involves many details and on account of the great number of styles of lenses that are made for the prescription trade each worker is called upon to do many different kinds of work during the day. In the factories, wages range from \$8 or \$10

*Publications of the Red Cross Institute for Crippled and Disabled Men, 311 Fourth Avenue, New York City.—"Employment Opportunities for Handicapped Men in the Optical Goods Industry."

per week for beginners up to \$28 or \$30 per week. For some operations such as washing and wrapping, or testing and gauging for thickness and other work, women and girls are frequently employed at a wage of from \$10 to \$15 per week. The manufacture of cases for single pairs of glasses is especially suitable for disabled men. It is said that

some employers are anxious to try handicapped men on this work and are of the opinion that men who have lost a leg, or a hand, or who have received serious muscular injuries could be fitted into positions where they could make good wages. Even men who have been gassed or who have arrested tuberculosis might find the work satisfactory.

MOTHERS' ALLOWANCES IN RELATION TO CHILD LABOUR

Growth of the Movement for Assisting Mothers in Canada

IT is sometimes contended that the enforcement of laws restricting the employment of child labour imposes a hardship in families in which the wages of the children are needed for the family support. In the United States this contention is recognized to the extent that many child labour laws provide for exemptions on account of poverty. But this argument against such laws and their rigid enforcement is being answered in a very practical way through the establishment of mothers' pensions in Canada, the United States and other countries.

The first mothers' pensions law, or mothers' allowances law, in the United States went into operation in the state of Illinois in 1913. Since that time 35 other states of the union have enacted mothers' pensions laws, the primary object of which is to maintain the home for the sake of the present beneficial effect on the children and the ultimate effect upon society. In many cases owing to the death of the husband and father, or his incapacitation by illness or incarceration in an insane asylum or penal institution, the mother becomes the sole support of the family and it is then often necessary either that the children be placed in an institution—a step which public opinion is now coming to recognize as undesirable except in extreme cases—or that the mother goes out to work in order to

earn sufficient money to support them. The policy of mothers' allowances, therefore, has been advocated in cases where mothers are not below the normal in intelligence, efficiency or morality. Such laws will, it is urged, prevent the home being broken up by reason of poverty and, further, they enable the children to continue at school longer than would otherwise be possible. In acknowledgement of the advantages for children of home over institutional life, one of the states of the union has entitled its mothers' pension law "An Act to promote home life for children." According to the United States *Child Labour Bulletin*, the enactment of mothers' pension laws in that country has led to the more rigid enforcement of laws concerning child labour and compulsory education, especially in cases where hitherto officials entrusted with this enforcement did not care to inflict additional hardship by refusing working papers to children whose families were actually in need of their earnings.

The first legislative step for mothers' pensions in Canada was taken in 1916 when the Manitoba legislature passed the Mothers' Allowances Act. The province of Saskatchewan followed suit in 1917, and on April 17 last a similar law was assented to for the province of Alberta. Similar legislation is under consideration in Ontario, Nova Scotia and other provinces.

The Manitoba act is administered by five commissioners serving without remuneration, who from time to time draft for submission to the lieutenant-governor in council such rules and regulations as their experience suggests for the proper administration of the act. Municipalities within the province are required by the commission to appoint committees of not less than three persons, of whom one must be a woman, whose duty it shall be to receive applications for allowances, make investigations and forward particulars to the commission, and undertake or arrange for the friendly visiting of all families receiving allowances. These municipal committee also serve without remuneration.

With respect to the matter of investigating and visiting, the commission, in its reports, claims to have been careful to impress on municipal committees that the allowance is a salary paid jointly by the municipality and the province to mothers for services rendered and that there shall be as little outside interference as possible with these mothers in the discharge of their maternal duties. At the same time the commission points out that the province has a right to satisfy itself that it is assisting the proper type of woman to bring up its future citizens, and that when the mother receives a salary the province should assure itself that this salary is being used to the best advantage in the work of bringing up happy children, mentally and physically efficient and morally sound. Further, the object of the act being to enable the mother to give proper care to her children at home, it is pointed out to the municipal committees that mothers, any of whose children are below school age, must not be encouraged to work out during the day. The act was not intended to relieve near relatives of their responsibility of giving such assistance as lies in their power, and local committees are instructed that all relatives residing within the province must be interviewed or written to, and that in the case of relatives residing outside the province but within the Do-

minion the judgment of the committees must be exercised.

The allowances for each year are paid partly by the province out of funds voted for such purposes in the Supply Bill for the year, and partly by levies upon the municipalities within the province. These levies may cover the whole amounts expended or any part of them as the province may determine, although it is the present practice of the government to levy at large on all municipalities for one half the cost of all allowances granted. So long, therefore, as the necessary provincial residence qualifications are forthcoming it is in order for any municipality to forward an application from a mother irrespective of the length of her residence in that municipality. The limited amount of appropriation for 1918 permitted of allowances being paid only to mothers with more than one dependent child who were either widows or whose husbands were confined in asylums for the insane. It is anticipated, however, that, as authorized by the Act, allowances will be granted in the near future to those women whose husbands are incurably sick.

The second annual report of the Manitoba Mothers' Allowances Commission, covering the past year ending June 30, 1918, states that during that year 191 families with 727 children at home were receiving allowances. Of these 727 children, 174 were over 14 years of age and 94 were working for wages, the remainder being at school. During the year, 16 of these families were taken off the list by reason of increased income, remarriage, etc., leaving 175 families under allowance at the end of June. In 35 of these cases tuberculosis was responsible for the death of the wage earner. The total sum paid out amounted to \$92,683. The allowances varied during the year, the lowest average monthly allowance being paid in July, 1917, and amounting to \$37.46, and the highest in January, 1918, being \$47.15. The average monthly allowance for the whole year was \$44.50. The administration expenses amounted to \$1,981.

A recent statement by the Commission indicates that at the end of May, 1919, there were 295 families under allowance, and that the average city allowance per family had increased to \$61.00 and the average country allowance to \$49.16. The total number of children involved since the act came in force is given as 1,072. The appropriation for the year 1918-1919 was \$200,000.

In the province of Saskatchewan the Mothers' Allowances Act, which became effective on February 16, 1918, applies to widows only. The Superintendent of Neglected and Dependent Children is charged with the administration of the act but with authority only to grant pensions up to \$30 per month, the policy being to supply partial support only and in no case shall any allowance be paid in respect of any child over 16 years of age. Except in the case of city municipalities, which are now being charged with 50 per cent of the pensions granted to mothers, the province is at present bearing the entire expense, although the act authorizes the levying of an amount not exceeding \$3.00 per week for each child upon any municipality in which an assisted mother resides. No report has yet been issued with respect to the first year's operations.

The Alberta act provides that there shall be appointed by the council of every municipality in the province one or more inspectors who shall be paid by the council and whose duty it shall be to receive applications for assistance under the act and to enquire into and report upon any case brought to his or their attention to the Superintendent of Neglected and Dependent Children appointed under the Children's Protection Act of Alberta. Any woman who is a widow or the wife of a person committed to an insane asylum and who having in her care a child or children under the age of 15 years in the case of boys and 16 years in the case of girls and is unable to take proper care of them, is eligible for assistance, of which one-half shall be borne by the province and one-half by the municipality in which she resides.

In Ontario the movement for mothers' allowances has recently made considerable headway, due partly to the public hearings on the subject which were held during February at Toronto, Ottawa, Hamilton and London at the instance of Dr. W. A. Riddell of the Trades and Labour Branch of the Ontario Department of Public Works, and it is anticipated that a bill will be introduced in the next session of the legislature.

ANNUAL CONVENTION OF THE ONTARIO LABOUR EDUCATIONAL ASSOCIATION

THE seventeenth annual convention of the Ontario Labour Educational Association was held at Stratford, Ontario, on May 24. Over five hundred delegates were present among whom were included for the first time a number of women. J. F. Marsh, of Niagara Falls, Ontario, president of the association, presided. The report of the executive committee referred to the movement for independent political action and stated that 19 new branches of the Independent Labour Party had been organized. Preliminary steps had been taken toward the organization of the

women workers. A recommendation was made in the report and adopted that the executive board be composed of a representative from every centre where there is a Trades and Labour Council or a central labour union. A report of the union label convention was presented by the secretary of the association in which it was recommended that union label leagues be organized in all cities, and that an energetic campaign be carried out to boost the union label. An amendment to the Workmen's Compensation Act, excluding from compensation under the Act

any employee of enemy alien birth, was condemned on the ground that employers of labour would seek to employ aliens, knowing that they would not be liable for compensation if they were injured. It was decided to request the appeal of this amendment. A motion introduced by the Toronto Women's Labour League was carried urging that no married woman be permitted to have employment in industrial and commercial plants providing her husband was making an adequate wage for the upkeep of the home. A proposal to amend the constitution so that all labour organizations having an independent basis may be eligible for membership in the association was referred to the incoming executive. Approval was expressed of the action of the labour delegates at the Peace Conference in regard to the eight-hour day, and a resolution was passed calling for the introduction of an eight-hour day in Canada not later than July 1, 1919. Another resolution was endorsed declaring that the medical profession was exploiting the workingman, and calling on the association to make a study of a national system of medical assistance. Dr. Hett, a medical practitioner, one of the delegates, was instructed to pre-

pare a circular along these lines for distribution to the various locals. Other resolutions that were carried dealt with the following subjects: the abolition of the present system of enumeration for provincial and federal elections, and for enabling persons to vote wherever they may happen to reside, also for the declaration of a public holiday on election days; for the introduction of a system of free education in both public and high schools and if the ability of the scholar warrants it, in the university; in favour of mothers' pensions; and for stronger beer.

The election of officers resulted in the re-election of J. F. Marsh as president, and Joseph T. Marks, secretary-treasurer. A. W. Manse, Toronto, was elected assistant secretary-treasurer. The executive committee was as follows: J. Patterson, Ottawa; W. Baxter, Kingston; T. O'Day, London; F. Neil, Brantford; W. Rowe, Hamilton; Frank Greenlaw, St. Catharines; G. W. Peeling, South Waterloo; C. Murray, Guelph; Dr. Hett, Kitchener; W. M. Stokes, St. Thomas; S. L. Ireland, Stratford.

Next year the convention will be held at Brantford.

RECENT INDUSTRIAL AGREEMENTS

THE following is a summary of the more important industrial agreements recently received by the Department. While the conclusion of every industrial agreement implies the acceptance, to a greater or less degree, of the principal of collective bargaining, it should not be overlooked that in a number of cases the agreement was reached only after the employees had been on strike. Such cases are noted in the following list. The agreements are arranged by industrial groups.

Building and Construction Industries.

HAMILTON, ONT.—PAINTERS, DECORATORS, ETC., LOCAL 205 AND VARIOUS EMPLOYERS. Agreement dates from April, 1919, to April, 1920, and provides for a minimum rate of 52½ cents per hour and a 44-hour week.

WATERLOO, ONT.—PLUMBERS AND STEAMFITTERS, LOCAL 527, AND VARIOUS EMPLOYERS. Agreement extends from May 1, 1919, to April 30, 1920, and provides a minimum rate of 60 cents per hour for journeymen and a nine-hour day.

OTTAWA, ONT.—BUILDING TRADES' COUNCIL AND THE ASSOCIATION OF CANADIAN BUILDING AND CONSTRUCTION INDUSTRIES. Agreement followed a strike which took place between May 1 and May 9. The text of agreement appears elsewhere in this issue.

Metals, Machinery and Conveyances

OTTAWA, ONT.—STEAM AND OPERATING ENGINEERS, LOCAL 473, AND VARIOUS EMPLOYERS. The schedule which came into effect May, 1919, provides for a 44-hour week and a scale of wages as follows: Per month—steam shovel, dragline and cableway workers, \$212; steam shovel eramen, \$162; dinky engineers, \$175. Per hour—orange peel bucket, clam shell, derrick, steam roller, steam and electric hoist workers, 65 cents; concrete mixers, air compressors and engineers (not specified), 60 cents; in stationary electric power plants, chief engineers 60 cents, and assistant engineers, 55 cents.

CALGARY, ALTA.—PATTERN MAKERS, MOULDERS, LOCAL 360; MACHINISTS, LOCAL 370; BLACKSMITHS, LOCAL 281 AND VARIOUS CONTRACT SHOPS. Agreement signed May 17, terminating a strike which began on April 15. The text of the agreement appears elsewhere in this issue.

VANCOUVER, B. C.—JOHN COUGHLAN AND SONS AND METAL TRADES COUNCIL. Agreement came into effect March 31, 1919. It provides that a production committee be established to provide ways and means to decrease the cost of production and sustain the wage standards, also to increase production and to overcome any wilful idleness on the part of any employee. (See LABOUR GAZETTE, April, 1919, p. 431.)

ONTARIO PROVINCIAL COUNCIL OF MACHINISTS AND THEIR EMPLOYERS. Agreement came into effect April 1, 1919. It provides that the entire province shall have one schedule; that 44 hours shall constitute a week's work; that before there is any reduction of staff the working hours are to be reduced to

six or four per day if necessary, and full working hours shall not be restored until the staff has been brought up to its original strength; that the rates of wages per hour shall be as follows: Machinists, 80 cents; operators, 1st, 2nd, 3rd and 4th, 55, 60, 65 and 70 cents respectively; helpers, 55 cents; night shifts, 10 cents extra; apprentices 25 cents, with 5 cents increase for each succeeding six months.

Woodworking

STRATFORD, ONT. — CARPENTERS, LOCAL 1990, PAINTERS, LOCAL 772, AND OTHER EMPLOYEES, AND GLOBE-WERNICKE Co., LTD. As a result of conciliation proceedings under the Industrial Disputes Investigation Act, an agreement was made extending from Feb. 1, 1919, to October, 1919, providing that nine hours shall constitute a day's work, and that the wages paid for the 54 hours' work shall equal that which was paid for 59 hours. The text of the agreement is given in the LABOUR GAZETTE, April, 1919, p. 408.

Printing and Publishing

SASKATOON, SASK.—INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 663, AND EMPLOYERS. Agreement which expired April 30, 1919, renewed until October 31, 1919; an increase of \$2 was granted to the staff of job and newspaper rooms.

GUELPH, ONT. — INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 391 AND EMPLOYERS. Agreement effective from October, 1918, to October, 1920, provides that compositors and machine operators shall receive up to September, 1919, \$20, and after that date \$21 per week; that 48 hours shall constitute a week's work; and that the minimum compensation for apprentices shall be one-third of journeymen's wages for the third year, one-half for the fourth year and two-thirds for the fifth year.

REGINA, SASK.—PRINTING PRESSMEN, ASSISTANTS AND FEEDERS' UNION, LOCAL 75 AND EMPLOYERS. Agreement dates from September 1, 1918, to March

31, 1920. The present minimum scale of wages per week is as follows: Pressmen in charge, journeymen, \$29 (day) \$31 (night); apprentices, 1st, 2nd, 3rd and 4th year, \$14, \$17, \$20 and \$24 respectively.

Foods, Liquors and Tobacco

OTTAWA, ONT.—BAKERS' UNION, LOCAL 244 AND EMPLOYERS. Agreement is in effect for the year 1919. It provides that 54 hours shall constitute a week's work and the rate of wages shall be as follows: Bread bakers, per week—foreman in shops employing four men, \$30; dough mixers, \$28; second hands, \$28; machine men, \$24; other bakers, \$22; foreman in packing room, \$24; others, \$22; foreman in shops employing three men or less, \$25; second hands, \$23; other bakers, \$22. Cake bakers, per week—foreman, \$30; second hands, \$25; third hands, \$22; apprentices, first year, \$10. Day or night—jobbers, \$4.

WATERLOO, ONT.—BREWERY WORKERS, LOCAL 170 AND KUNTZ BREWERY. Agreement provides for a 50-hour week for the months of April to September, and a 45-hour week for the following six months. Schedule of wages is as follows: Per week—wash-house workers, \$19.50; bottlers, \$18.50; bottlers (beginners), \$17; drivers, \$20; drivers (single), \$19; drivers' helpers, \$18; cellar-men, \$20; fermenting room, \$20; kettle-men, \$20; engineers (7 days of 10 hours), \$30; firemen (7 days of 8 hours), \$21.

Leather

KITCHENER, ONT.—LUGGAGE WORKERS' ASSOCIATION AND THE L. BRUCE COMPANY. Agreement came into effect May, 1919. It provides for a nine-hour day, and in order that the shorter work-day will not affect the weekly wage a bonus of 10 per cent is paid. During the thirty-four weeks in which a short day is worked on Saturdays a 2½ per cent bonus is to be given. Piece-workers are to receive a bonus of 8 per cent.

Transportation

MONTREAL, QUE. — TEAMSTERS, CHAUFFEURS, STABLEMEN AND HELPERS, LOCAL 360, AND CERTAIN FORWARDING, CARTING OR TRANSPORTATION COMPANIES. Agreement dates from April, 1919, to April, 1920, and provides the following rates of wages: Per week—piano drivers, men on the back, \$32.50; first men at the front, \$30; third men, \$28. Coal drivers, \$20.25. Stablemen, \$25. Per hour—Chauffeurs on automobile trucks, 60 cents; helpers, 55 cents; double team drivers, 50 cents; single waggon drivers, 45 cents. Special rates of pay govern men moving pianos. Nine hours shall constitute a day's work except in the case of stablemen who are to work ten hours.

MONTREAL, QUE. — SYNDICATED LONGSHOREMEN AND SHIPPING FEDERATION. Agreement extends from January 1, 1919, to January 1, 1920, and provides that nitrate and bulk sulphur, grain trimming and bagging, be paid at the rate of 75 cents per hour, day or night; coal handling on general cargo vessels, 65 cents per hour. This agreement was printed in full in the LABOUR GAZETTE for May, 1919, p. 608.

CERTAIN RAILWAY EMPLOYEES AND THE GRAND TRUNK PACIFIC RAILWAY. Agreement, as a result of conciliation proceedings under the Industrial Disputes Act, 1907, is printed in full in the LABOUR GAZETTE for April, p. 399.

Municipal Employment

WINNIPEG, MAN. — (a) ELECTRICAL WORKERS, LOCAL 435; (b) FIREMEN'S FEDERAL UNION, LOCAL 14; (c) CIVIC EMPLOYEES' FEDERATION, LOCAL 4; (d) WATERWORKS OPERATING DEPARTMENT, LOCAL 10; (e) TEAMSTERS, CHAUFFEURS, STABLEMEN AND HELPERS, LOCAL 119 AND CITY OF WINNIPEG. Agreements in effect from May 1, 1919, to April 30, 1920. Summaries of these agreements appear in the LABOUR GAZETTE, May, 1919, p. 552.

MEDICINE HAT, ALTA.—CIVIC EMPLOYEES' FEDERAL LABOUR UNION,

LOCAL 46 AND CITY OF MEDICINE HAT. Agreement in effect from January 1, 1919, to December 31, 1919, states that when it is necessary to employ men in any department of the city, returned men are to be given preference; when returned soldiers are to be employed, men who enlisted and were resident in the city prior to their immediate enlistment are to be given preference over those who were not resident previous to enlistment.

EDMONTON, ALTA.—VARIOUS CIVIC EMPLOYEES AND CITY OF EDMONTON. Agreements summarized below are in effect from February 15, 1919, to February, 1920. The first agreement relating to members of the Civic Service Union 52, contains the following regulation regarding the employment of returned soldiers: "When an employee has enlisted in His Majesty's forces or in the forces of any of His Majesty's allies or is called up under the Military Service Act, he shall be granted leave of absence without pay, until six months after he is discharged from the forces or until one year after peace is declared by Great Britain and her allies, provided always that such position is still in existence. In the event of such position not being in existence, the same consideration shall be extended to the discharged soldier hereinbefore referred to as to other employees applying for a position in the service of the City, with due respect to qualifications." The remaining agreements provide that in the case of a vacancy occurring, returned soldiers shall preferably be entitled to employment, (a) preference being given to returned soldiers who have formerly been employees of the city, (b) other returned soldiers, provided that such shall possess the requisite qualifications for the vacant position.

1. *Civic Service Union, Local 52.* Agreement provides a minimum wage schedule as follows: Per month—Juniors, 1st, 2nd and 3rd class, \$50, \$60 and \$75 respectively; telephone operators, \$45 to \$70; stenographers, \$75;

meter readers, \$82; general clerk, \$85; temporary help, \$75; license inspector and collection department, \$82.

2. *Street and Electric Railway Employees, Local 569.* Agreement provides the rates of wages shall be as follows: Per hour—conductors and motormen, first six months, 35 cents; second six months, 37½ cents; second year, 40 cents; third year, 45 cents. Motor conductors, first year, 45 cents; second year, 50 cents. Car repairers, 1st, 2nd, 3rd and 4th years, 40, 45, 47½ and 50 cents respectively. Car cleaners, 39½ cents. Trade mechanics—machinists, 68 cents; electricians, 60 to 65 cents; carpenters, 70 cents; painters and blacksmiths, 60 cents. Maintenance of way men—trackmen, 40 cents. Per month—night watchman, \$75, track greasers, \$85. No motorman or conductor shall work more than seven consecutive hours without relief, unless in case of emergency if they are willing to do so or when finishing a run.

3. *Firemen.*—Agreement provides for a two-platoon system and minimum rates of pay as follows: Per year—operators, first six months, \$1,008; second six months, \$1,056; firstmen, first six months, \$1,008; second six months, \$1,056, second year, \$1,122; third year, \$1,188; horse drivers, first year, \$1,122; second year, \$1,188; third year, \$1,254; fourth year, \$1,260; chauffeurs, \$1,260; engineers, \$1,386; mechanics, \$1,800; lieutenants, \$1,323; captains, \$1,449; district chief, \$1,500.

4. *Electrical Workers, Local 544, Employees of the Electric Light and Power Department.* Agreement provides for an eight-hour day, and rates of wages as follows: Per hour—Foreman linemen, 70 cents; sub-foreman lineman, 67½ cents; journeyman lineman, 65 cents; meter installers, journeyman, 58 cents; apprentices, 1st, 2nd, 3rd, 4th and subsequent years, 40, 45, 50, 55 and 65 cents respectively. Per month—meter repairer and testmen, journey-

men, \$122.50; meter foreman, \$130; arc lamp trimmers and troublemen, \$82; repairmen, \$105.

5. *Electrical Workers, Local 544, (Telephones)*. Agreement provides for wages as follows: Per month—switchmen, 1st, 2nd, 3rd class, \$140, \$130, \$120 respectively; inspectors, 1st, 2nd, 3rd class, \$135, \$125, \$110; servicemen, 1st, 2nd, 3rd class, \$130, \$120, \$110; rackmen, 1st, 2nd, 3rd class, \$130, \$110, \$100; switchboardmen, 1st, 2nd, 3rd class, \$130, \$120, \$110; night servicemen (main), \$110, \$100, \$90; branch nightman, \$65; apprentice switchmen and servicemen, \$50 to \$90; branch office sub-foreman, \$145 to \$155; foremen, \$155 to \$185. Per hour—shop mechanics (experienced), 62 cents; installers, 1st, 2nd, 3rd class, 62, 58, 54 cents respectively; linemen, 52 to 60 cents; cable splicers, 50 to 70 cents; apprentices, 40 to 45 cents.

6. *Civic Employees' Federation, Local 30*. Agreement provides a minimum wage for labourers and teamsters of 39½ cents; skilled labourers, 44 cents.

Miscellaneous

HAMILTON, ONT.—ELECTRICAL WORKERS, LOCAL 105 AND DOMINION POWER AND TRANSMISSION Co., LTD. Agreement was effected after a dispute which was settled by a board of conciliation (see LABOUR GAZETTE, May, 1919, p. 524). It is effective from April 1, 1919, to April 1, 1920, and provides that linemen shall receive 55 cents and 50 cents per hour, first and second class respectively. The rates of wages per month shall be: 1st operator, \$110; 2nd operator, \$105; helpers at power station, \$75. The hours of work are to continue as before.

BRITISH COLUMBIA.—DEEP SEA FISHERMEN'S UNION OF THE PACIFIC AND FISHING VESSEL OWNERS' ASSOCIATION AND HALIBUT STEAMER COMPANIES. Agreement dates from January 1, 1919, to December 31, 1919. No change effected in either regulations or prices per pound of fish which are: halibut 3 cents, black cod (sablefish) 2 cents, other varieties 1¼ cents.

FAIR WAGES CONTRACTS, MAY, 1919

DURING May the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to six fair wage contracts awarded by the Department of Public Works, four of which contained the usual fair wage clause, fair wage schedules being contained in the other two.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Supply of 18 pontoon discharge pipes for Dredge "P.W.D. No. 5" (Northumberland), Maritime Provinces. Name of

contractors, The Sydney Foundry and Machine Works, Ltd., Sydney, N.S. Date of contract, May 2, 1919. Amount of contract, \$4,998.

Overhauling, docking, cleaning, painting and repair to Dredge "P.W.D. No. 305" (King Edward), British Columbia. Name of contractors, Wallace Shipyards, Ltd., Vancouver, B.C. Date of contract, May 2, 1919. Amount of contract, \$5,885.

Demobilization of present customs building and excavation required in connection with Federal Building to be erected on this site, Toronto, Ont. (Yonge, Bay and Front Sts). Name of contractors, P. Lyall & Sons Construction Co., Ltd., Montreal, Que. Date of

contract, May 12, 1919. Amount of contract, \$18,600, and for plain excavation in earth, \$2.50 per c. yd.; plain excavation in rock, \$4.50 per c. yd.; plain caisson in earth, \$11 per c. yd.; plain excavation in rock, \$17 per c. yd.

Construction of an extension to the power house and laundry at Military hospital, Winnipeg (Tuxedo), Man. Name of contractors, Carter-Halls-Aldinger Co., Limited, Winnipeg, Man. Date of contract, May 13, 1919. Amount of contract, \$145,529.00.

Construction of new steel highway bridge to replace the present Union Bridge over the Ottawa River between Ottawa, Ont., and Hull, Que. Name of contractors, Dominion Bridge Co., Ltd., Montreal, Que. Date of contract, May 16, 1919. Amount of contract, \$110,000.

Trade or class of labour	Rates of Wages Not less than the following rate:
Bridge erectors.....	55 cts per hour, 9 hours per day
Riveters.....	55 " " 9 " "
Engineer for hoisting engine.....	50 " " 9 " "
Carpenters.....	55 " " 9 " "
Blacksmiths.....	45 " " 9 " "
Blacksmiths' helpers.....	35 " " 9 " "
Ordinary labourers.....	35 " " 9 " "
Teamsters.....	30 " " 9 " "
Driver with 1 horse and cart.....	\$4.00 per day of 9 hours.
Driver with 2 horses and wagon.....	6.75 per day of 9 hours.
Concrete workers.....	35 cts per hour, 9 hours per day

Reconstruction of wharf superstructure and repairs to wharf approach, Verchères, Que. Name of contractors, Nap. Trudel, Fils, & Jos. Trudel, St. Irénée, Que. Date of contract, April

29, 1919. Amount of contract, Schedule of rates.

Trade or class of labour	Rate of Wages. Not less than the following rates
Foreman carpenter.....	55 cts per hour, 9 hours per day.
Foreman mixing concrete.....	45 " " 9 " "
Foreman laying concrete.....	45 " " 9 " "
Foreman stone crushers.....	45 " " 9 " "
Carpenters.....	50 " " 9 " "
Blacksmiths.....	45 " " 9 " "
Blacksmiths' helpers.....	35 " " 9 " "
Ordinary labourers.....	35 " " 9 " "
Driver with 1 horse and cart.....	\$4.00 per day.
Driver with 2 horses and wagon...	5.50 per day.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in May for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of orders.	Amount of orders
Making metal dating stamps and type and making other hand stamps and brass crown seals.....	\$1,988.79
Making rubber stamps.....	264.21
Supplying stamping materials and repairing stamping pads.....	1,683.96
Supplying letter scales and 24-lb. double beam parcel scales.....	5,142.55
Supplying mail bag fittings.....	14,867.87
Supplying new mail satchels.....	1,900.00
Repairing mail clerks' tin travelling boxes.....	36.85
Supplying parcel receptacles.....	990.00

WAGES OF FARM LABOUR IN CANADA DURING 1918

THE wages of farm labour in Canada during the period 1914-1917 were given in detail in the March 1919 issue of the LABOUR GAZETTE. Similar figures for 1918, published by the Dominion Bureau of Statistics, show that the average wages paid during the year were considerably higher than those paid in 1917, which were then the highest on record. For the whole of Canada, the average wages per month of farm help during the summer of 1918, inclusive of board, are for males \$70 as compared with \$64 in 1917, and for females \$38 as compared with \$34. For the complete year, including board, the

wages averaged for males \$617 and for females \$416, as compared with \$611 and \$364, respectively, in 1917. The average value of board per month was \$21 for males and \$17 for females, as against \$19 and \$15 in 1917. Compared by provinces, the average wages per month for male and female help, respectively, in the summer season, including board, were in 1918 in order of value as follows: British Columbia, \$89 and \$57; Alberta, \$86 and \$50; Saskatchewan, \$86 and \$49; Manitoba, \$78 and \$45; New Brunswick \$69 and \$31; Quebec \$65 and \$33; Ontario \$62 and \$35; Nova Scotia \$60 and \$30; Prince Edward Island \$46 and \$25.

WAGES AND HOURS IN BRITISH COLUMBIA INDUSTRIES DURING 1918

Reports of the Department of Labour and the Minimum Wage Board of British Columbia

THE 1918 report of the British Columbia Department of Labour gives statistics covering the first seven months of the year with regard to the number of workers, wage rates, and hours of labour in various groups of industries in the province. These statistics are based upon returns from 1,047 firms in 47 industries and refer to manual workers only, no attention being given to trades and callings where it was difficult to draw a distinct

line between employees engaged as salesmen and those engaged as workmen. An average of 39,667 male and 1,124 female wage workers was reported for the month of January, which average uniformly increased until in July there were 43,052 male and 1,361 female wage workers. The weekly wages of these workers have been averaged throughout the seven months' period and are classified in the following table:

For week of employment of greatest number	MALES		FEMALES	
	18 years and over	Under 18 years	18 years and over	Under 18 years
Under \$6.00.....	19	62	8	35
\$ 6.00 to \$ 6.99...	19	95	40	47
7.00 to 7.99...	32	70	45	38
8.00 to 8.99...	27	127	83	85
9.00 to 9.99...	41	86	105	61
10.00 to 10.99...	56	80	211	39
11.00 to 11.99...	75	80	100	18
12.00 to 12.99...	210	63	98	6
13.00 to 13.99...	423	56	81	1
14.00 to 14.99...	290	28	46	....
15.00 to 15.99...	1,201	116	101	38
16.00 to 16.99...	991	38	24	....
17.00 to 17.99...	1,093	23	23	....
18.00 to 18.99...	1,736	46	32	2
19.00 to 19.99...	1,356	43	7	..
20.00 to 20.99...	925	10	10	1
21.00 to 21.99...	3,410	45	11	....
22.00 to 22.99...	2,609	17	40	....
23.00 to 23.99...	1,577	13	1	....
24.00 to 24.99...	3,136	19	5	1
25.00 to 25.99...	2,226	30	7	....
26.00 to 26.99...	1,113	17	....	1
27.00 to 27.99...	2,581	1	2	....
28.00 to 28.99...	1,457	1	1	....
29.00 to 29.99...	1,300	3	1	....
30.00 to 34.99...	7,208	9	6	....
35.00 to 39.99...	6,201	2	....	1
40.00 to 44.99...	2,191	3	1	....
45.00 to 49.99...	892	1	1	....
50.00 and over....	825	2	....	....

The hours that were being worked per week by male employees on July 31, 1918, are summarized in the report as follows:

Workers

44 hours per week and under.....	8,804
Over 44 to 48 hours per week.....	9,228
Over 48 to 54 hours per week.....	9,752
56 hours per week	4,902
Over 54 to 60 hours per week	6,839
Over 60 hours per week.....	676
Working hours not given	751

The first report of the Minimum Wage Board covering the latter end of 1918, which is incorporated in the Department of Labour's report, gives later and more complete figures with regard

to the wages and hours of labour of women workers in the mercantile and laundry industries of the province. The various orders issued by the Minimum Wage Board since its formation in July last have been reviewed in previous issues of the LABOUR GAZETTE.

According to the returns of 174 employers made in the fall of 1918 there were then approximately 2,043 women engaged in the mercantile industry in British Columbia. Of this number 73.8 per cent received less than the minimum weekly wage of \$12.75 which was later fixed by the board, while 26.2 per cent received more than that sum. Slightly over 83 per cent of the workers were eighteen years of age or over. The peak wage lay between \$10 and \$11; and 1.2 per cent only were in receipt of \$25 or more per week. With respect to the hours of labour, it was stated that 75 per cent of these 2,043 women worked 48 hours or less per week and that the balance worked between 48 hours and 60 per week. In Vancouver the peak was found at 49 hours and in Victoria at 46½ hours.

Of the 476 women (including 95 girls under eighteen years) employed in the laundry industry 78.9 per cent received less than the minimum wage subsequently fixed by the board for each class, these being \$13.50 for women and from \$7.50 to \$10.00, according to length of service, for girls under eighteen years. Only 21 per cent of the total laundry workers were in receipt of larger sums than the minima fixed by the board. Since under the provisions of the Factories Act the hours to be worked in laundries, etc., must not exceed 48 hours per week, no returns as to this item were given.

EMPLOYMENT AND WAGES IN THE PULP AND PAPER INDUSTRY IN CANADA DURING 1917

A STATISTICAL report on the pulp and paper industry in Canada during 1917 which has recently been compiled by the Dominion Bureau of Statistics in collaboration with the Forestry Branch of the Department of the Interior, gives by provinces very complete information as to the number of workers employed, the hours worked, and the rates of wages paid in pulp mills, pulp and paper mills, and paper mills during 1917. For purposes of comparison figures are also given for 1915.

The report shows a very considerable growth in the industry between the years 1915 and 1917, although the number of mills in operation increased from 80 to 83 only. The average number of wage-earners in 1915 was 14,177; this number increased to 21,364 in 1917, or 30.1 per cent. The average number of salaried employees also showed an increase, being 1,131 in 1915 and 1,563 in 1917, or an increase of 38.2 per cent. Salaries and wage payments rose from \$10,464,399 to \$20,358,019, an increase of 94.6 per cent. The ratio of increase in the cash value of the production was nearly 140 per cent.

The total capital invested in the industry, including land, buildings, machinery, stocks on hand and "working" capital amounted to \$186,787,405, while the aggregate value of production for 1917 was \$96,340,327. From this it will be seen that the salaries and wages paid amounted to about 11 per cent of the capital invested, and to about 21 per cent of the value produced.

Comparison of Weekly Wages:

The following table indicates the rise in wages in 1917 incidental to the increased cost of living as compared with

the classified weekly wages of 1915. It shows that in 1915 the number of employees receiving less than \$10 per week was 4,888 or 36.8 per cent of the total, while in 1917 there were only 1,546 who received less than \$10 per week, or 7.1 per cent of the total. Those receiving more than \$10 but less than \$15 per week numbered 5,887 in 1915, or 44.3 per cent of the whole, as against 6,999 in 1917, or 32.2 per cent. Those receiving \$15 per week but less than \$20 numbered 1,564 in 1915, or 11.8 per cent, as against 8,130 in 1917, or 37.5 per cent. Those receiving \$20 per week but less than \$25 numbered 546 in 1915, or 4.1 per cent, as against 3,119 in 1917, or 14.4 per cent. Those receiving more than \$25 per week were 402 in number in 1915, or 3 per cent, as against 1,905 in 1917, or 8.8 per cent.

COMPARATIVE TABLE OF CLASSIFIED WEEKLY WAGES

	1917				1915			
	Male	Female	Under 16 years	Total	Male	Female	Under 16 years	Total
Under \$4.....	38	8	2	48	36	88	109	233
\$ 4 but under \$ 5	24	17	9	50	29	98	13	140
5 " " 6	44	84	13	141	48	195	16	259
6 " " 7	72	141	27	240	258	136	34	428
7 " " 8	114	112	19	245	567	113	7	687
8 " " 9	122	95	3	220	1,205	16	2	1,223
9 " " 10	477	108	17	602	1,915	3	...	1,918
10 " " 12	1,331	50	9	1,390	3,343	3	2	3,348
12 " " 15	5,595	14	...	5,609	2,539	...	...	2,539
15 " " 20	8,117	6	7	8,130	1,563	...	1	1,564
20 " " 25	3,119	...	...	3,119	546	...	...	546
\$25 and over...	1,904	1	...	1,905	402	...	...	402
Totals.....	20,957	636	106	21,699	12,451	652	184	13,287

The average weekly wage of all employees irrespective of age or sex was approximately \$15.76 in 1917, and \$13.42 in 1915; an increase of \$2.34 per week, or 17.4 per cent. It will be noticed that there was some reduction in the number of women and minors employed in 1917 as compared with 1915.

Employment:

The following table gives by months employment in the different classes of mills. The greatest amount of employment is found in the combined pulp and paper mills, this being 66.4 per cent of the total employment in the industry.

EMPLOYMENT BY MONTHS FOR CLASSES OF MILLS.

	Pulp Mills		Pulp and Paper Mills		Paper Mills		All Mills	
	Male	Female	Male	Female	Male	Female	Male	Female
January.....	4,832	16	12,932	247	1,178	391	18,923	654
February.....	4,634	15	13,057	237	1,227	394	18,899	646
March.....	4,899	16	13,464	235	1,237	407	19,581	658
April.....	5,313	16	12,850	257	1,227	406	19,371	679
May.....	6,090	18	13,104	268	1,214	402	20,389	688
June.....	6,462	14	13,717	256	1,185	402	21,346	672
July.....	6,604	14	14,450	281	1,222	406	22,257	701
August.....	6,305	16	14,125	284	1,208	379	21,619	679
September.....	6,166	16	14,326	289	1,117	379	21,590	684
October.....	5,786	16	15,128	291	1,081	373	21,976	680
November.....	5,446	12	14,920	278	1,073	354	21,423	644
December.....	5,217	16	14,645	290	1,096	362	20,939	668
Average for the year.....	5,646	15	13,893	268	1,173	388	20,693	671

Average Working Time:

The table that follows shows the average working time per year, per week, and per shift for each class of mills for all Canada. It will be seen that the combined pulp and paper mills operated the greatest number of days in the year, namely 295.9. The hours per shift were greatest in pulp mills.

AVERAGE WORKING TIME BY CLASSES OF MILLS

	Pulp Mills	Pulp and Paper Mills	Paper Mills	All Mills
Days on full time.....	242	295.9	251	263
Days on $\frac{3}{4}$ time.....	8	2.5	9	6.5
Days on $\frac{1}{2}$ time.....	8	5.3	13	8
Days on less than $\frac{1}{2}$ time...	7	.1	2	3.1
Days idle.....	39	.2	29	22.7
Hours worked per shift.....	10.9	9.4	10.0	10.2
Hours worked per week.....	65.0	59.5	59.5	61.6

SUPPLEMENTS Nos. 17 AND 18 OF THE McADOO AWARD — AFFECTING SLEEPING AND DINING CAR EMPLOYEES

Approved for Adoption on Canadian Railways

THE Director-General of United States Railroads recently issued Supplement No. 17 to the General Order No. 27 covering employees in sleeping and parlor car services of the railroad in Pullman car lines, and Supplement No. 18 covering employees in dining car departments.

The order covering sleeping and parlor car services provides increases of \$25 per month above basic minima in effect as of January 1, 1918. These basic minima are practically the rates then in effect. Approximately 50 per cent of these advances were absorbed by General Order 27. About 12,000 employees are affected by this order.

The order covering employees in dining car departments also provides approximate increases of \$25.00 per month above basic minima as of January 1, 1918. In this case approximately 66 $\frac{2}{3}$ per cent of the increases were absorbed by General Order 27. About 10,000 employees are affected.

These orders, which became effective May 1, complete the "war cycle" of wage increases to railroad labour, and further wage questions will be dealt with only in the light of conditions hereafter arising.

These supplements have been approved by the Canadian Railway War Board for adoption by Canadian railways. It should be stated, however, that the Cana-

dian Railway Board of Adjustment No. 1, on appeal, have decided that in the case of sleeping car porters, certain special conditions of employment justify a departure from the rates and conditions established by Supplement No. 17. An account of the proceedings in this case are given on page 679 of this issue. The Supplements are as follows:

Supplement No. 17

Effective January 1, 1919, superseding General Order No. 27, where it is in conflict herewith, as to the employees herein named, the following rates of pay per month, including excess mileage (except as provided in Article VII), and effective May 1, 1919, the following rules for terminal time and working conditions upon railroad and Pullman cars in Federal operation are hereby ordered:

ARTICLE I.—Rates of Pay.

(a) For sleeping and parlor car conductors, establish basic minimum monthly rates as follows, and to these basic minimum rates and all rates per month in excess thereof in effect as of January 1, 1918, prior to the application of General Order No. 27, add twenty-five dollars (\$25.00) per month, establishing minimum rates per month as shown for a monthly mileage of eleven thousand (11,000) miles or less. Mileage made in excess of eleven thousand (11,000) miles per month will be paid for at the rate of one and one-tenth cent (1.1c) per mile. Deadhead mileage properly authorized to be counted as service mileage. Compensation for trip employees up to designated schedule time of first station shown in working time-table after midnight, on a car scheduled to leave prior to twelve o'clock midnight of the last day of a month, will be credited to the month in which the train handling the car is scheduled to leave.

	Basic Minimum Jan. 1, 1918, Prior to Application G.O. 27.	New Minimum.
For the first year's service	\$ 90.00	\$115.00
Over one year to two years' service	100.00	125.00
Over two years to five years' service	105.00	130.00
Over five years to ten years' service	110.00	135.00
Over ten years to fifteen years' service	115.00	140.00
Over fifteen years' service	120.00	145.00

(b) For all sleeping, parlor, buffet and club car porters who are not required to perform kitchen service, establish a basic minimum rate of thirty-five dollars (\$35.00) per month, and to this basic minimum rate and all rates of thirty-five dollars (\$35.00) per month and above, in effect as of January 1, 1918, prior to the application of General Order No. 27,

add twenty-five dollars (\$25.00) per month, establishing a minimum rate of sixty dollars (\$60.00) per month for a monthly mileage of eleven thousand (11,000) miles or less. Mileage made in excess of eleven thousand (11,000) miles per month, will be paid for at the rate of fifty-five hundredths cents (.55c) per mile. Deadhead mileage properly authorized to be counted as service mileage. Compensation for trip of employees up to designated schedule time of first station shown in working time-table after midnight, on a car scheduled to leave prior to twelve o'clock midnight of the last day of a month, will be credited to the month in which the train handling the car is scheduled to leave.

(c) For employees in the service herein referred to and not otherwise provided for, except such employees as are within the provisions of Supplements Nos. 4 and 7 to General Order No. 27, increase the rates in effect as of January 1, 1919, prior to application of General Order No. 27, twenty-five (\$25.00) per month.

(d) Extra employees performing road service shall be paid for each assignment the rates herein established for miles made, with a minimum allowance of three hours, at the hourly rates as specified in Article IV. Extra employees performing other than road service shall be paid a minimum allowance of three hours for each assignment, at the hourly rates as specified in Article IV.

ARTICLE II.—Entering or Re-entering Service Rate.

Employees with more than one year's cumulative experience as sleeping or parlor car conductors with railroads and, or, the pullman service, at the time of entering or re-entering that service will receive as a starting rate the compensation of employees with over one or two years' service; progressive rates shall be applied thereafter. Seniority in service to date from date of last time employed.

ARTICLE III.—Progressive Scales of Wages.

Where progressive scales of wages are in effect which are at variance with the one herein provided, such scales will be changed to conform with the one herein established. The compensation for employees where higher rates are preserved will be advanced in accordance with years in service as established by this order.

ARTICLE IV.—Terminal Time and Rates.

Except where total number of hours from time scheduled to leave terminal on first trip to scheduled arriving time at terminal or set-out point on last trip, for trips constituting an assigned calendar month's work, is less than three hundred hours, or the employees have at least six full twenty-four hour periods off duty at home terminal, employees in sleeping, parlor, buffet and club car service, included in Article I, will be paid initial terminal time beginning one hour after the time they are required to report and do report for duty,

until departure of train in which car is handled, and final terminal time beginning one hour after the time train in which car is handled arrives at terminal or set-out point until they are relieved from duty. Terminal time shall be computed on the actual minute basis at the following rates per hour:

Conductors 52 cents per hour.
Porters and other attendants. 25 cents per hour.

Even hours will be paid for at the end of each pay period; fractions thereof will be carried forward.

ARTICLE V.—*Calls.*

(a) When notified, or called to work, outside of established hours of assigned runs, employees included in Article I will be paid a minimum allowance of three hours at the hourly rates specified in Article IV, or, if mileage is made, at the mileage rates herein established, with minimum provided in this Article, in addition to all other earnings for the month.

(b) When employees are required to take out another run in advance of the leaving time of their regular assignment, and this service is performed in lieu of their regular run, and they are not required to perform other service until they take out their regular run, such emergency service shall be computed and paid for as a part of their regular assignment, provided that this service does not represent service plus their regular assignment, if it does, the employees will be paid as per Section (a) of this Article.

ARTICLE VI.—*Bonus Payments.*

Bonus payments of all descriptions paid in addition to established wage will be discontinued from the date of issuance of this Supplement, and those heretofore paid will not be regarded as any part of the regular compensation upon which to base increases herein provided.

ARTICLE VII.—*Preservation of Rates.*

(a) The minimum rates and all rates in excess thereof as herein established, and higher rates which have been authorized since January 1, 1918, (including General Order No. 27) shall be preserved.

(b) For conductors the wage runs with the place except where modified by age in service.

(c) Employees, other than conductors, temporarily or permanently assigned to higher-rated positions, shall receive the higher rates while occupying such positions; employees temporarily assigned to lower-rated positions shall not have their rates reduced.

ARTICLE VIII.—*Relief Period.*

Not less than ninety-six hours off duty, each calendar month, in twenty-four consecutive hour periods, or multiples thereof, will be allowed at designated home terminals for employees herein included, whose assignment and service

does not permit of at least twelve hours off duty period at their designated home terminal each forty-eight hours. Employees required to work on assigned lay-over days will be paid extra therefor as per Article IV and V.

ARTICLE IX.—*Promotion and Seniority.*

(a) Promotion shall be based on ability, merit and seniority, ability and merit being sufficient, seniority shall prevail. The management shall be the judge, subject to an appeal, as provided in Article X.

(b) Seniority will be restricted to each classified department and, or, district as at present operated. When employees are transferred temporarily to work on seasonal runs, such employees shall rank as junior to the employees on the district to which transferred and retain their seniority on the district from which transferred.

(c) Seniority rights of employees referred to herein to:

(1) New positions;

(2) Vacancies will be governed by paragraphs (a) and (b) of this Article.

(d) Employees declining promotion shall not lose their seniority.

(e) Employees accepting promotion will be allowed sufficient time in which to qualify, and failing, will be returned to former position without loss of seniority.

(f) New positions or vacancies will be promptly bulletined for a period of ten days in the departments where they occur. Employees desiring such positions will file their applications with the designated officials within that time, and an appointment will be made within ten days thereafter. Such position or vacancy may be filled temporarily pending an assignment. The name of the appointee will immediately thereafter be posted where the position or vacancy was bulletined.

(g) In reducing forces, seniority shall govern. When forces are increased, employees will be returned to the service and positions formerly occupied, in the order of their seniority. Employees desiring to avail themselves of this rule must file their names and addresses with the proper official. Employees failing to report for duty or give satisfactory reason for not doing so within seven days from date of notification will be considered out of the service.

(h) A seniority roster of all employees (in each classified department and district as at present operated) who have been in the service six months or more, showing name, date of entering the service and the date of each promotion or change, will be posted in a place accessible to those affected.

(i) The roster will be revised and posted in January of each year, and shall be open to correction for a period of sixty days from date of posting, on presentation of proof of error by an employee or his representative. The duly accredited representative of the employee shall be furnished with a copy of roster upon written request.

ARTICLE X.—*Discipline and Grievances.*

(a) An employee disciplined, or who considers himself unjustly treated, shall have a fair and impartial hearing, provided written request is presented to his immediate superior within ten days of the date of the advice of discipline, and the hearing shall be granted within ten days thereafter.

(b) A decision will be rendered within ten days after the completion of hearing. If an appeal is taken, it must be filed with the next higher official, and a copy furnished the official whose decision is appealed within ten days after date of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding Section.

(c) At the hearing or on the appeal, the employee may be assisted by a committee of employees, or by one or more duly accredited representatives.

(d) The right of appeal by employees or representatives, in regular order of succession and in the manner prescribed, up to and inclusive of the highest official designated by the railroad or pullman car lines, to whom appeals may be made, is hereby established.

(e) An employee on request will be given a letter, stating the cause of discipline. A transcript of evidence taken at the investigation or on the appeal will be furnished on request to the employee or representative.

(f) If the final decision decrees that charges against the employee were not sustained, the record shall be cleared of the charge; if suspended or dismissed, the employee shall be returned to former position and paid for all time lost.

(g) A duly accredited committee of employees shall be granted leave of absence and free transportation for the adjustment of differences between the employer and the employees.

ARTICLE XI.—*Rules for Application of this Order.*

(a) It is not the intention of this order to change the number of days worked per month as of January 1, 1919, except as may be required by the provisions of Article VIII. The said Article, however, shall not operate to effect lesser increases in pay than herein established.

(b) The pay of female employees, for the same class of work, shall be the same as that of men, and their working conditions must be healthful and fitted to their needs. The laws enacted for the government of their employment must be observed.

(c) After the application of this order, where the exigencies of the service require additional local adjustments to properly meet abnormal conditions, a conference shall be held between the employees or their duly accredited representatives, and the management, and a

statement of facts submitted in accordance with the provisions of Supplement No. 6 or No. 6-A to General Order No. 27, or any procedure subsequently adopted in lieu thereof, accompanied by a recommendation.

ARTICLE XII.—*Interpretation of this Order.*

The rates of pay and rules herein established shall be incorporated into existing agreements and into agreements which may be reached in the future on the several railroads and with the Pullman Car Lines, and should differences arise between the management and the employees of any of the railroads or of the Pullman Car Lines as to such incorporation, intent or application of this order, such questions of differences shall be referred through the Director of the Division of Labour, as prescribed in Supplements No. 6 or No. 6-A to General Order No. 27, or any procedure subsequently adopted in lieu thereof, for decision, subject always to review by the Director General.

Agreements or practices, except as changed by this order, remain in effect.

Supplement No. 18

Effective January 1, 1919, superseding General Order No. 27, where it is in conflict herewith, as to the employees herein named, the following rates of pay per month, including excess mileage, (except as provided in Article IX) and effective May 1, 1919, the following rules for terminal time, overtime, and working conditions, upon railroad and Pullman cars in Federal operations, are hereby ordered:

ARTICLE I.—*Classification.*

Stewards.

To embrace all titles heretofore applied to the employees in charge of dining cars and restaurants.

ARTICLE II.—*Rates of Pay.*

(a) For dining, car, buffet, cafe and club car employees named below, establish basic minimum monthly rates as follows, and to these basic minimum rates and all rates per month in excess thereof in effect as of January 1, 1918, prior to the application of General Order No. 27, add twenty-five dollars (\$25) per month, establishing minimum rates per month as shown for a monthly mileage of eleven thousand (11,000) miles or less. Mileage made in excess of eleven thousand (11,000) miles per month will be paid for at the rates per mile specified. Deadhead mileage properly authorized to be counted as service mileage. Compensation for trip of employees up to designated schedule arriving time at first station shown on working time-table after midnight on a car scheduled to leave prior to twelve o'clock midnight of the last day of a month will be credited to the month in which the train handling the car is scheduled to leave."

	Basic Minimum Jan. 1, 1918, Prior to Application G.O. 27.	New Minimum.	Rate Per mile.
Stewards, for the first year's service	\$ 90.00	\$115.00	1.1c
Stewards, over one year to two years' service	100.00	125.00	1.1c
Stewards, over two years to five years' service	105.00	130.00	1.1c
Stewards, over five years to ten years' service	110.00	135.00	1.1c
Stewards, over ten years to fifteen years' service	115.00	140.00	1.1c
Stewards, over fifteen years' service	120.00	145.00	1.1c
Assistant stewards . . .	90.00	115.00	1c

	Basic Minimum Jan. 1, 1918, Prior to Application G.O. 27.	New Minimum.	Rate Per mile.
Chefs or 1st cooks, for the first year's service	75.00	100.00	.9c
Chefs or 1st cooks, over one year to two years' service	85.00	110.00	.9c
Chefs or 1st cooks, over two years to five years' service	90.00	115.00	.9c
Chefs or 1st cooks, over five years to ten years' service	95.00	120.00	.9c
Chefs or 1st cooks, over ten years to fifteen years' service	100.00	125.00	.9c
Chefs or 1st cooks, over fifteen years' service	105.00	130.00	.9c
Second cooks, for the first year's service	55.00	80.00	.7c
Second cooks, for the second year's service	60.00	85.00	.7c
Second cooks, for the third year's service and thereafter	70.00	95.00	.7c
Third cooks, for the first year's service	35.00	60.00	.5c
Third cooks, for the second year's service and thereafter	45.00	70.00	.5c
Fourth cooks	30.00	55.00	.45c
Pantrymen	25.00	50.00	.45c
Waiters in charge without stewards	40.00	65.00	.55c
Waiters	30.00	55.00	.45c

(b) Extra employees performing road service shall be paid for each assignment the rates herein established for miles made, with a minimum allowance of three hours at the hourly rates as specified in Article V.

(c) Extra employees performing other than road service shall be paid a minimum of three hours for each assignment at the hourly rates as specified in Article V.

(d) For employees regularly assigned to business cars and to leased private cars, add twenty-five dollars (\$25) per month to the rates in effect as of January 1, 1918, prior to the application of General Order No. 27.

(e) For kitchen and troop car employees, add twenty-five dollars (\$25) per month to the rates in effect as of January 1, 1918, prior to the application of Order No. 27, and for em-

ployees who perform two or more combinations of service, as cook, porter and, or, waiter, except employees regularly assigned to business cars, establish a basic minimum rate of forty dollars (\$40) per month, and to this basic minimum rate and all rates of forty dollars (\$40) per month and above, in effect January 1, 1918, prior to the application of General Order No. 27, add twenty-five dollars (\$25) per month, establishing a minimum rate of sixty-five dollars (\$65) per month, for a monthly mileage of eleven thousand (11,000) miles or less. Mileage made in excess of eleven thousand (11,000) miles per month will be paid for at the rate of fifty-five hundredth cents (.55c) per mile. Deadhead mileage made by company's orders to be counted as service mileage. Compensation for trip of employees up to designated scheduled arriving time at first station shown on working time-table after midnight on a car scheduled to leave prior to twelve o'clock midnight of the last day of a month, will be credited to the month in which the train handling the car is scheduled to leave.

(f) For first class restaurant employees named below, establish basic minimum monthly rates as follows, and to these basic minimum rates and all rates per month in excess thereof, in effect as of January 1, 1918, prior to the application of General Order No. 27, add twenty-five dollars (\$25) per month, thus establishing minimum rates per month specified.

	Basic Minimum Jan. 1, 1918, Prior to Application G.O. 27.	New Minimum.
Stewards, for the first year's service	\$ 90.00	\$115.00
Stewards, over one year to two years' service	100.00	125.00
Stewards, over two years to five years' service	105.00	130.00
Stewards, over five years to ten years' service	110.00	135.00
Stewards, over ten years to fifteen years' service	115.00	140.00
Stewards, over fifteen years' service	120.00	145.00
Assistant stewards	90.00	115.00
Chefs or 1st cooks, for the first year's service	75.00	100.00
Chefs or 1st cooks, over one year to two years' service	85.00	110.00
Chefs or 1st cooks, over two years to five years' service	90.00	115.00
Chefs or 1st cooks, over five years to ten years' service	95.00	120.00
Chefs or 1st cooks, over ten years to fifteen years' service	100.00	125.00
Chefs or 1st cooks, over fifteen years' service	105.00	130.00
Second cooks, for the first year's service	55.00	80.00
Second cooks, for the second year's service	60.00	85.00
Second cooks, for the third year's service and thereafter	70.00	95.00
Third cooks, for the first year's service	35.00	60.00
Third cooks, for the second year's service and thereafter	45.00	70.00
Fourth cooks	30.00	55.00
Pantrymen	25.00	50.00
Waiters	30.00	55.00
Kitchen helpers	25.00	50.00

NOTE.—The term first class restaurant is intended to be applied only to such restaurants as are prepared to furnish patrons with an extensive variety of food—in or out of season—skilfully prepared and served with high-grade appointments. A combination of quality and variety of prepared food and service are essential requisites to come within the classification.

(g) For restaurant (other than first class), labourers' boarding car and camp employees named below, establish basic minimum monthly rates as follows, and to these basic minimum rates and all rates per month in excess thereof, in effect as of January 1, 1918, prior to the application of General Order No. 27, add twenty-five dollars (\$25) per month, thus establishing minimum rates per month specified.

	Basic Minimum Jan. 1, 1918, Prior to Application G.O. 27.	New Minimum.
Stewards, for the first year's service	\$ 60.00	\$ 85.00
Stewards, for the second year's service	65.00	90.00
Stewards, for the third year's service and thereafter	70.00	95.00
Chefs or 1st cooks, for the first year's service	55.00	80.00
Chefs or 1st cooks, for the second year's service	60.00	85.00
Chefs or 1st cooks, for the third year's service and thereafter	65.00	90.00
Second cooks, for the first year's service	45.00	70.00
Second cooks, for the second year's service and thereafter	50.00	75.00
Third cooks and for cooks employed in labourers' boarding cars and camps	40.00	65.00
Lunch counter cooks	35.00	60.00
Pantrymen	25.00	50.00
Waiters	25.00	50.00
Kitchen helpers	25.00	50.00

(h) For employees in the departments herein referred to and not otherwise provided for, except such employees as are within the provisions of Supplements Nos. 4 and 7 to General Order No. 27, increase the rates in effect as of January 1, 1918, prior to the application of General Order No. 27, twenty-five dollars (\$25) per month.

ARTICLE III.—*Entering or Re-entering Service Rates.*

Employees with more than one year's cumulative experience in the class of service in which they are to engage at the time of entering or re-entering service will receive as a starting rate, the compensation specified in Article II for over one year to two years' service. Progressive rates shall be applied thereafter. Seniority in service to date from date of last time employed.

ARTICLE IV.—*Progressive Scales of Wages.* (Similar to Art. III of Supplement 17.)

ARTICLE V.—*Terminal Time and Rates.*

Except where total number of hours, from time scheduled to leave terminal on first trip to scheduled arriving time at terminal or set out point on last trip, for trips constituting an assigned calendar month's work, is less than 300 hours, or the employees have at least six full 24-hour periods off duty at home terminal, employees in dining, buffet, cafe and club car service, included in Sections (a) and (c) of Article II, will be paid initial terminal time beginning one hour after the time they are required to report and do report for duty, until departure of train in which car is handled, and final terminal time beginning one hour after time train in which car is handled arrives at terminal, or set out point until they are relieved from duty. Terminal time shall be computed on the actual minute basis, at the following rates per hour:

Stewards	45 cents per hour
Assistant stewards	40 cents per hour
First cooks	40 cents per hour
Second cooks	30 cents per hour
Third cooks	22 cents per hour
Fourth cooks	18 cents per hour
Pantrymen	18 cents per hour
Waiters in charge without stewards	24 cents per hour
Waiters	20 cents per hour
Kitchen helpers	18 cents per hour
Combination employees specified in Section (e) of Article II	22 cents per hour
Kitchen and troop car cooks	35 cents per hour
Kitchen and troop car waiters ..	25 cents per hour

ARTICLE VI.—*Hours of Service.*

Overtime.

(a) Where there is no existing agreement or practice more favourable to the employees in restaurant, labourers' boarding car and camp service, overtime shall be paid for all time actually on duty in excess of eight hours within twelve consecutive hours; and also for all time in excess of twelve consecutive hours computed continuously from the time first required to report for duty to the end of the day's work. Time shall be counted as continuous service in all cases where the interval of release from service does not exceed one hour.

(b) Where there is no existing agreement or practice more favourable to the employees in restaurant, labourers' boarding car and camp service, the first two hours of overtime shall be computed at the respective hourly rates, which will be determined by dividing the monthly wage by (30x8), and thereafter at the rate of time and one-half, on the actual minute basis. Even hours will be paid for at the end of each pay period, fractions thereof will be carried forward.

ARTICLE VII.—*Calls.*

(Similar to Art. V of Supplement 17.)

ARTICLE VIII.—*Bonus Payments.*

(Similar to Art. VI of Supplement 17.)

ARTICLE IX.—*Preservation of Rates.*

(a) The minimum rates and all rates in excess thereof as herein established, and higher rates which have been authorized since January 1, 1918 (including General Order No. 27), shall be preserved.

(b) The wages for new positions shall be in conformity with the wage for positions of similar kind or class where created.

(c) Employees temporarily or permanently assigned to higher-rated positions shall receive the minimum of such position; employees temporarily assigned to lower-rated positions shall not have their rates reduced.

ARTICLE X.—*Relief Period.*

(Similar to Art. VIII of Supplement 17.)

ARTICLE XI.—*Promotion and Seniority.*

(Similar to Art. IX of Supplement 17.)

ARTICLE XII.—*Discipline and Grievances.*

(Similar to Art. X of Supplement 17.)

ARTICLE XIII.—*Rules for Application of this Order.*

(Similar to Art. XI to Supplement 17.)

ARTICLE XIV.—*Interpretation of this Order.*

(Similar to Art. XII to Supplement 17.)

PRICES, RETAIL AND WHOLESALE, IN CANADA, MAY, 1919, AND IN OTHER COUNTRIES

THE movement in prices was again slightly upward on the average, there being seasonal increases in some commodities, and in some lines recoveries from the decreases which have occurred since November. There was also a marked advance in some lines, particularly hides and leather. Foods, potatoes, meats and eggs were upward, but butter and fish were lower.

In retail prices of foods, the average cost of a family budget rose to \$13.53 at the middle of May in sixty cities, as compared with \$13.35 in April, and \$12.66 in May, 1918. The increases for the month were in potatoes and in meats, and milk and butter were lower. Rent advanced in a number of cities throughout the country.

In the wholesale prices the index number was again higher, at 284.1 for May, as compared with 279.6 for April, and 275.8 in May, 1918. The increases were in grain, fodder, hogs and hog products, sheep and mutton, poultry, eggs, potatoes, coffee, maple sugar, glucose, raw cotton, raw silk, hides and leather, lead, quicksilver, tin, copper wire, tar, linseed oil, shellac, turpentine. There were decreases in cattle, fish, bananas, oranges, currants, flour, molasses, cotton goods, jute and hessian, oilcloths, iron, bituminous coal, muskrat skins and raw rubber.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick					Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel	
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
1-Beef, sirloin steak . . . lb	40	35	30	44	40	37.8	35	40	45	35	40.0	30-32	40	39	35	
2-Beef, round steak. . . "	35	35	30	38	37	35.0	35	32-35	40	30	34.5	30-32	33	25	35	
3-Beef, rib roast prime. . .	38	30	25	38	35	33.2	33	28	35	25	23.3	30	33	25	30	
4-Beef, shoulder roast. . . "	30-35	28-30	20	35	32	29.7	25-27	20-24	28	20	23.3	23-25	30	22	25	
5-Veal, roast, forequarter "	30-35	15	22	25	22	23.3	15-20	24	18	14	18.7	22-27	20	20	15	
6-Mutton, leg roast, h'q. "	25-35	.....	30	40	.....	33.3	25-30	.....	35	25	30.0	33-35	30	.....	30
7-Pork, fresh, roast, ham "	40	30	30	35	33	33.6	35	35	35	30	33.3	33-35	33	32	32	
8-Pork, fresh, chops. . . . "	40	30	35	35	35	35.0	37	35	35	35	35.0	33	38	32	32	
9-Pork, salt, mess. "	35-40	40	30	33	35	35.1	36	35	35	34	34.7	32-34	40	30	32	
10-Bacon, br'fast, not sli'd "	58	48	45	50	45	49.2	45	45	48	40	44.3	50	55	45	55	
11-Fish, fresh, g. quality. . "	9-35	12-35	14-30	12-33	15-18	21.3	25	12-35	18-30	12-15	22.0	14	15-30	15-32	12-35	
12-Fish, salt, herrings. . . doz	75	50	65	60	60	62.0	60	60	60	70	63.3	75	60	.....	.....
13-Salmon, canned, med. lb	.....	40	37	35-40	.....	38.2	40	38	35	35	35.0	35	40	30-40	35
14-Lard, pure leaf, best. . . "	45	40	38	35	40	39.6	35	36	35	35	35.3	36	42	30	38	
15-Eggs, new laid. doz	60	50	50	55	55	54.0	45	50	48	45	47.7	50	50	50	50	
16-Eggs, storage. . . . . "	.....	.....	45	.....	.....	45.0	.....	45	.....	32	39.5	.....	40	.....	.....
17-Milk, delivered. qt	14-16	14	12	15	13	13.8	10-11	11-12	13	13	12.5	14	15	13	12	
18-Butter, dairy, solids. . lb	.....	65	62	65	65	64.3	55	60	50	45	51.7	57-59	57	60	.....
19- " creamery, prints. . . "	75	72	70	70	75	72.4	60	65	55	55	53.3	60-63	60	65	60	
20-Cheese, old. "	40	.....	.....	.....	.....	40.0	35	35	35	35	35.0	35-37	40	35	35
21-Cheese, new. . . . . "	.....	38	35	35	40	34.5	.....	.....	.....	30	30.0	31-33	35	.....	35
22-Bread, plain white. . . . "	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7-9.3	8.7-9.3	8	8.7	7.5	8.3	8.3	7.5	
23-Flour, family. "	7.5-7.7	7.3-7.7	7.5	7.3	7.5	7.5	6.7	7.3	7.1	7.3	7.2	7	7.3	7.1	6.9	
24-Rolled oats, standard. . "	8	7.5	8	8	8	7.9	7	7	7	8	7.3	.....	8	9	10
25-Rice, medium. "	14	12	12	10	12	12.0	10	12	10	12	11.3	11	.....	15	10
26-Rice, Patna. . . . . "	.....	13	12	12	12	12.3	12	.....	12	15	13.5	.....	15	18	13
27-Tapioca, medium pearl "	22-25	20	22	25	20	22.1	20	24	20	16	20.0	16	20	18	20	
28-Tomatoes, canned 3's can	20	25	25	18	22	22.0	20	25	22	22	23.0	20	20	20	17	
29-Peas, canned 2's. "	15	20	20	18	18	18.2	15	20	18	16	18.0	18	20	20	20	
30-Corn, canned 2's. "	25	25	23	20	25	23.6	25	24	22	25	23.7	18	25	25	20	
31-Beans, common, dry. . lb	12	12	12	15	10	12.2	11	14	25	12	17.0	12	12-15	15	13	
32-Apples, evaporated. . . . "	25	25	23	25	25	24.6	30	22	.....	20	21.0	18	25	20	25
33-Prunes, medium size. . . "	18	20	17	20	18	18.6	18	18	20	20	19.3	.....	25	25	18
34-Sugar, granulated. . . . "	13	11.1	11.1	11	12.5	11.7	11	11.1	11.1	12.5	11.6	12	12	11	11	
35-Sugar, yellow. "	12	10	10	10	11.8	10.8	10	10.5	10	11.1	10.5	11	11	10	10	
36-Tea, black, medium. . . . "	65	60	65	65	65	64.0	65	65	65	65	65.0	65	65	70	70	
37-Tea, green, medium. . . . "	.....	.....	65	80	55	67.7	75	.....	60	75	67.5	65	65	70	35-60
38-Coffee, medium. "	50-55	50	60	60	55	55.5	50	55	50	55	53.3	55-60	50	50	50	
39-Potatoes, local, per bag of	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	\$1.75-	.....	.....	.....
1½ bu., 90 lbs.	\$3.30	\$1.50	\$1.28	\$2.50	\$1.50	\$2.02	\$1.80	\$2.10	\$2.70	\$2.20	\$2.33	\$2.00	\$1.75	\$2.00	\$1.75	
40-Vinegar, white wine, XXX, per quart. . . . .	.12	.12	.10	.15	.13	.124	.18	.12	.13	.10	.117	.18-.22	.15	.15	.13
41-Starch, laundry, per pound. . . . .	.15	.15	.15	.15	.15	.15	.15	.15	.16	.14	.150	.14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs. . . .	.....	.....	15.00	17.75	14.25	15.67	17.40	.....	15.00	14.00	14.50	12.00	12.00	12.00	11.50
43-Coal, bituminous, domestic, per ton, 2,000 lbs. . . .	6.65	7.50	7.60-9.50	10.00	10.00	8.54	9.90	8.25-10.50	10.50	13.25	10.50	12.00	9.50	10.00	10.00	
44-Wood, hard, best, per long cord. (128 cu. ft.)	5.00	8.50	10.00	14.00	9.00	9.30	9.00	10.00	15.00	13.00	12.67	14.67	9.00	10.00	12.00	
45-Wood, soft, best, per long cord. (128 cu. ft.)	4.00	6.50	5.00-6.00	9.00	5.00	6.00	7.00	7.00	9.00	5.00	7.00	12.67	6.00	9.00	6.00	
46-Coal oil, prime white, per gallon. . . . .	.28	.28	.28	.30	.28	.284	.28	.27	.24	.24	.25	.22	.25	.25	.25
47-Rent, house, 6 roomed, san. conveniences, mon. . .	14.00-18.00	14.00	16.00	30.00	20.00	19.00	13.00	25.00	15.00	18.00	18.50	17.00-20.00	15.00	16.00	14.00	
48-Rent, house, 6-roomed, no san. con., per month. . .	8.00-12.00	9.00	7.00	25.00	15.00	12.40	10.00	16.00	12.00	14.00	13.67	.....	10.00	14.00	7.00

aDairy Prints. bCalculated per cord from price quoted. cMillwood. dNatural gas. eLignite

IN CANADA, AT THE MIDDLE OF MAY, 1919

Quebec (Continued)					Ontario														
St. Hyacinthe	St. Johns	Montreal	Hull	Average	Ottawa	Brookville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
30-32	30	35	35	33.4	38-40	35-40	32	40	45	38-40	35-45	40	40	35	43	40	42	40	1
28-30	30	32	35	31.9	38	35-40	30	35	45	35	30	38	38	33	40	35	38	35	2
20	32	28	25	28.5	28-30	32-37	30-35	32	30	32-35	30-35	33	35-37	28	32	32	32-34	35	3
23-25	20	25	25	28.8	30	25-30	22-25	25-28	28	28	22-25	30	30	25	30	30	30-32	35	4
18	25	15	25	20.3	25	20-22	25-30	30	30	30	20-25	30	32	25	35	28	30-32	35	5
30	25	40	30	31.3	38	30	30-32	40	40	35	40	35	30	50	35	35	40	6	
33-35	32	40	35	34.4	38	38-40	35	38	43	35-38	32-35	45	45	30	48	40	38	45	7
30	32	45	35	35.9	40	40	38-42	38	45	45	45	48	45	38	48	45	43	45	8
35	32	35	35	33.9	33-35	30	30	34	34	38-40	40	38	33	40	25	32	35	9	
48-50	50	45	52	50.1	52	52-55	45	54	53	53	45	55	50	45	50	45	48	50	10
18-22	15-28	12.5-28	60	20.8	12.5-35	20-35	12.5-30	15-25	12.5-28	15-30	2.5-30	15-32	20-32	12.5-35	15-30	15-33	15-30	23-30	11
60	90	60	60	69.0	50	40-45	38	45	40	30-45	40	45	50	45	50	25-40	35-40	40	12
18-25	40	30	45	35.2	50	40-45	38	45	40	30-45	40	45	50	45	50	25-40	35-40	40	13
35	38	32	40	36.4	38	35-38	35	35	40	36	38	38	35	33	40	30	38	38	14
45	48	53	54	50.0	60	47	50	48	50	48	55	55	45	60	50	48	47	47	15
40	40	40	40	40.0	40	40	40	40	40	40	40	40	40	40	40	40	40	40	16
8-9	10	13	10	11.9	10	12	12	10	11.1	12	16	14	14	13	12	11.8	12-12.5	11	17
55	52	56	56	56.3	58	60-62	58-60	60	55	50	50	50	58	56	55	55	55	55	18
48	58	57	60	58.7	62	65-68	60-65	56	58	60	60	65	62	60	58	66	58	60	19
35	34	34	34	35.6	38	35	35	34	38	38	38	38	40	38	35	40	38	20	
28-30	30	32	32	32.1	35	32	32	35	35	35	35	35	35	34	35	30	35	35	21
6.5	6.7	8	7.3	7.4	7.3	7.3	6.3	6.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	22
6.6	7.1	7.3	6.9	7.0	7.3	6.3-6.7	6.9	6.9	6.5	6	6.9	6.7	6.3	6.2	6.3	6.5	6.5	6.3	23
8	10	8.3	6	8.5	8	7	7	7	8	6	6.7	8	6.3	5.5	7	6.3	6.3	8	24
12	12	12	12	12.0	12	12	11	12.5	12.5	12.5	13	13	12	12	12	12.5	12.5	25	
15	15	13	14.8	15	15	13	12.5	15	15	15	15	15	15	15	15	15	15	12.5	26
18-20	20	25	18	19.5	18	20	17	20	18	15	15	15	15	15	20	20	15	18	27
20-25	18	18	18	19.2	20	20	18	20	20	15	20	20	18	18	20	18	20	20	28
18-25	20	15	18	19.1	20	15	13	18	15	12.5	15	15	15-18	14	18	15	12.5	15	29
18-25	18	20	20	20.9	25	20	18	25	22	25	25	25	22-25	20	23	20	20	30	
8-9	10	12.5	12	12.1	10	8-10	10	10	12.5	8.3	10	10	8.3	10	10	5-8	8.3	8.3	31
25	25	25	22	23.1	25	24	22	25	22	22	22	22	15	15	25	25	25	32	
15	25	22	18	21.1	20	20	20	22	20	20	25	20	20	20	20	20	22	18	33
11	11.1	10-11	11.1	11.2	12	11.1	11	10.8	11.1	12.5	12	12.5	11.8	10.8	11.8	12.5	12.5	11.1	34
10	10	10.5	10	10.3	11	11.1	10	9.1	10.5	11.1	11	11.1	11.1	10.0	11.1	12.5	11.1	11.1	35
70-50	50	65	55-70	63.4	70	70	50-70	60-70	60-70	50-70	60-70	60-50	60-70	60-70	70	60	60-70	60-70	36
50	50	50	45-65	55.9	60	60	50-60	60-65	70	40-70	60-70	50	55-70	60-70	70	60	60-65	60-70	37
50	50	40	50	45.7	60	50	35	45	55	50-55	50	40	50-55	40	50	50	55	35	38
\$1.80	\$1.75	\$2.50	\$2.20	\$1.95	\$2.35	\$2.10	\$2.00	\$1.40	\$2.15	\$2.25	\$2.50	\$1.85	\$1.70	\$2.50	\$2.00	\$1.75	\$2.25	\$2.15	39
.14	.16	.13	.10	.145	.125	.125	.125	.12	.14	.13	.12	.14	.12	.09	.10	.12	.15	.10	40
.10	.15	.12	.13	.135	.15	.125	.12	.12	.14	.15	.13	.13	.12	.12	.15	.15	.13	.125	41
10.25	10.00	12.00	11.85	11.45	11.85	12.00	11.50	12.50	12.00	12.50	11.50	10.60	11.00	11.00	11.50	11.50	11.50	11.75	42
10.25	8.50	9.00	.....	9.89	.....	10.50	10.00	10.00	9.00	9.00	8.50	11.00	12.00	10.00	11.50	9.50	9.00	43	
10.00	14.00	14.00	12.00	11.88	-16.67	15.00	12.00	12.50	11.00	9.00	15.00	d	15.00	14.00	18.00	16.00	16.00	14.00	44
8.50	9.00	9.50	8.00	8.50	10.66	12.00	9.00	10.00	7.00	8.00	13.00	d	.....	12.00	16.00	12.00	12.50	11.00	45
.25	.25	.28	.23	.248	.20	.25	.25	.22	.28	.25	.....	.25	.25	.23	.25	.25	.25	.26	46
9.50	10.00	14.00	.....	.....	.....	15.00	18.00	20.00	13.00	25.00	15.00	.....	.....	15.00	.....	16.00	25.00	.....	47
11.00	12.00	18.00	15.00	14.47	*	16.00	20.00	20.00	25.00	16.00	39.00	20.00	16.00	25.00	20.00	18.00	18.00	30.00	48
6.50	6.00	12.00	.....	.....	*	14.00	15.00	16.00	11.00	11.00	12.00	.....	19.00	.....	.....	12.00	14.00	.....	49
10.00	10.00	13.00	12.00	10.25	11.00	16.00	18.00	18.00	13.00	18.00	15.00	14.00	20.00	13.00	14.00	14.00	16.00	16.00	48

*Between 1913 and 1918 rents ranged from \$14 to \$24 for houses with sanitary conveniences and from \$10 to \$17 without. In December, 1918, a rise of \$2 was reported in some cases, and in May, 1919, general increases averaged from \$1 for the lower class to \$4 for the higher class.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Per	Ontario (Continued)												Manitoba		
		Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Port William	Average	Winnipeg	Brandon	Average
1-Beef, sirloin steak.....	lb	40-43	35	45	38-40	42	36	38	42	45	35-40	40	39.7	45	38	41.5
2-Beef, round steak.....	"	38-40	33	38	34-36	38-40	32	35	38	30	35	35	35.9	38	33	35.5
3-Beef, rib, roast, prime.....	"	30-35	30	35	27	35	28	30	35	35	35	35	32.4	35	33	34
4-Beef, shoulder roast.....	"	28-30	26	28	28	28	24	25.28	30	30	30	30	28.2	28	30	29.0
5-Veal, roast, forequarter.....	"	30-35	28	30	26-28	32	36	30	32	35	35-37.5	35	30.2	28	30	29.0
6-Mutton, leg roast, hind q'ter	"	30-35	35	32	33	45	36	35	34	45	40	40	36.5	35	40	37.5
7-Pork, fresh, roast, ham.....	"	45-48	45	42	40	45	50	35	40	45	40-45	40	41.0	40	38	39.0
8-Pork, fresh, chops.....	"	48	45	48	45	48	48	35	38	45	45	45	43.8	50	40	45.0
9-Pork, salt, mess.....	"	.....	28	.....	43	40	.....	.....	35	40	40	40	35.9	.....	.....	.....
10-Bacon, breakfast, not sliced	"	50	45	48	45-48	50	55	50	50	55	55	52	50.2	55	55	55.0
11-Fish, fresh, good quality.....	"	12-30	20-30	12.5-20	15	20	20-25	18-20	20-30	25	14-28	14-28	22.2	16-30	15-30	22.8
12-Fish, salt, herrings.....	doz	50	40	.....	40	.....	60	.....	65	40	.....	.....	63.1	.....	.....	.....
13-Salmon, canned, medium.....	lb	50	45	40	40-50	42	35	35	35	40	40	40	41.6	38	40	39.0
14-Lard, pure leaf, best.....	"	37	38	38	36-38	40	35	40	35	40	40	40	37.2	42	38	40.0
15-Eggs, new laid.....	doz	48	46	48	50	46	50	47	65	55	55-60	60	51.3	55	55	55.0
16-Eggs, storage.....	"	.....	.....	.....	.....	.....	.....	.....	.....	50	55	.....	48.3	.....	.....	.....
17-Milk, delivered.....	qt	10	11	12	12	12	13-17	12	15	14.3	16.7	16.7	12.7	13	13	13.0
18-Butter, dairy, solids.....	lb	50a-55	45	55	62	50	60	45	62	60	60-65	60-65	55.9	.....	60	60.0
19-Butter, creamery, prints.....	"	60	47	60	65	60	61	55	68	65	70-75	70-75	61.6	62	68	65.0
20-Cheese, old.....	"	40	38	38	38	35	38	35-40	35	38	.....	.....	37.4	38	34	36.0
21-Cheese, new.....	"	35	36	35	35	32	36	.....	.....	38	35	35	34.8	35	.....	35.0
22-Bread, plain, white.....	"	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	7.5	6.5	7.3	6.9
23-Flour, family.....	"	6	6.3	6.7	6.5	6.5	6	6.5	7.1	7.1	6.5	6.5	6.5	6.5	6.7	6.6
24-Rolled oats, standard.....	"	6.3	7	6.3	7	7	5	7	9	7	7.5	7.5	6.9	7.5	8	7.8
25-Rice, medium.....	"	12.5	12.5	.....	12.5	12.5	12	12.5-15	.....	12.5	12.5-15	10	12.4	.....	12.5	12.5
26-Rice, Patna.....	"	15	15	13	15	14	15	12.5	16	12.5	.....	12.5-15	14.3	15	.....	15.0
27-Tapicoa, medium pearl.....	"	17	18	18	20	20	18	18	20	20	17.5	17.5	17.8	20	18	19.0
28-Tomatoes, canned 3's.....	can	20	20	20	22	20	22	18	25	20	20	20	19.8	23	23	23.0
29-Peas, canned 2's.....	"	15	15	15	20	15	20	15	20	15	15	15	15.8	17.5	18	17.8
30-Corn, canned 2's.....	"	22	15	20	25	23	22	18	25	23	20	20	21.8	23	23	23.0
31-Beans, common, dry.....	"	8.3	12.5	8	15	10	15	8.5	12	10	12-15	12-15	10.3	10	15	12.5
32-Apples, evaporated.....	"	20	.....	.....	.....	.....	20	12.5	28	18	25	25	21.0	23	20	21.5
33-Prunes, medium size.....	"	20	20	18	20	.....	20	15-18	20	20	18-20	18-20	20.0	23	20	21.5
34-Sugar, granulated.....	"	12.5	12.5	12.5	12.5	11.1	11.1	11.8	12.5	12.5	12.5	12.5	11.9	12.5	12.5	12.5
35-Sugar, yellow.....	"	11.1	10	12	11.1	11.1	10	11.1	12.5	11.8	11.1	11.1	11.0	12.5	12.5	12.5
36-Tea, black, medium.....	"	60-70	60-70	70	60-70	65-70	50-70	55-70	55-65	55-65	55-65	55-65	63.8	60	60	60.0
37-Tea, green, medium.....	"	45-50	60-70	70	60-70	55-65	50-70	60-70	55-65	60-70	55-65	55-65	61.6	70	65	67.5
38-Coffee, medium.....	"	45	45	55	50	50	50	60	55	45	40	40	48.2	40	50	45.0
39-Potatoes, local, per bag of 1½ bushels, 90 lbs.....	"	\$2.25	-1.50	\$2.25	\$2.40	\$2.25	\$2.60	\$2.00	\$1.85	\$1.60	\$1.35	\$1.35	\$2.00	\$1.35	\$1.30	\$1.33
40-Vinegar, white wine, XXX, per quart.....	"	.13	.14	.13	.10	.13	.12	.125	.15	.15	.15	.15	.128	.13	.15	.14
41-Starch, laundry, per pound.....	"	.125	.125	.13	.10	.14	.15	.15	.15	.15	.10	.10	.132	.15	.12	.135
42-Coal, anthracite, stove size, per ton of 2,000 lbs.....	"	12.00	11.50	12.00	12.00	12.00	12.50	11.50	13.50	13.00	13.00	12.50	11.92	15.25	17.00	16.13
43-Coal, bituminous, domestic, per ton of 2,000 lbs.....	"	11.00	11.50	10.50	9.50	10.00	10.00	9.50	.....	11.00	11.00	10.00	10.16	12.25	12.00	12.13
44-Wood, hard, best, per long cord (128 cu. ft.).....	"	11.00	15.00	16.00	13.00	12.00	.....	15.00	11.00	11.00	8.50-9.00	8.50-9.00	20.04	.....	.....	.....
45-Wood, soft, best, per long cord (128 cu. ft.).....	"	8.00	13.00	12.00	9.00	8.00	.....	10.00	9.50	8.00	6.00-7.00	6.00-7.00	10.13	9.50	8.75	9.82
46-Coal oil, prime white, per gallon.....	"	.25	.25	.23	.22	.25	.22	.25	.30	.25	.25	.25	.246	.30	.27	.285
47-Rent, house, 6 roomed, san. conveniences, per month.....	"	15.00	20.00	30.00	23.00	20.00	28.00	16.00	22.00	25.00	35.00	35.00	20.82	30.00	20.00	23.25
48-Rent, house, 6-roomed, no san. conveniences, per month.....	"	10.00	14.00	20.00	12.00	10.00	20.00	13.00	14.00	15.00	20.00	20.00	14.86	25.00	15.00	17.38

/Calculated from price per 100lb. gSlabs \$2.75 per single load; millwood \$1.25 per single load; millwood \$8.00 per double load or ¾ cord.

IN CANADA, AT THE MIDDLE OF APRIL, 1919—Concluded

Saskatchewan					Alberta					British Columbia									
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
40	35	45	35	38.8	45	35	45	48	43.3	43	48	48	45	45-50	44	45	45.8	39.7	1
30	30	35	30	31.3	40	30	42	40	38.0	40	42	42	40-45	40-45	42	35	40.9	33.9	2
28	25	35	30	29.5	35	35	40	35	36.3	33	40	40	35	48	35	38	38.4	32.6	3
25	25	30-32	28	27.3	30	25	30	30	28.8	30	35	35	28	25-32	35	32	31.9	27.8	4
25	25	18-25	30	25.4	25	25	32	30	28.0	32	38	38	35	32-35	35	35	35.2	27.6	5
35	35	40	35	36.3	45	40	48	45	44.5	45	40	40	30-35	35	54	45	41.6	36.7	6
35	32	40-45	40	37.4	45	40	45	38	42.0	36-45	42	42	45	40-45	33	35	40.1	38.6	7
40	35	45	45	41.3	45	50	50	50	48.8	50	50	50	55	50-60	42	50	50.3	42.2	8
.....	32	40	30	34.0	35	35	40	35	36.3	35	40	40	35	40	35	.....	37.5	35.5	9
60	55	60	55	57.5	55	55	58	70	59.5	58	65	65	55	60	65	75	63.3	52.6	10
15-28	15-25	12.5-30	20-30	22.0	15-30	.....	15-25	12.5-28	20.9	15-30	20-30	20-30	15-25	15-25	12.5-25	15	20.9	21.8	11
100	.....	75	.....	87.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	65.2	12
40	35	45	35	38.8	45	35	.....	36	38.7	25	20-35	20-35	40	30	45	40	33.6	38.7	13
40	35	43	40	40.0	40	.....	45	45	43.3	38	40	40	40	36	40	45	39.9	37.6	14
50	45	50	40	46.3	45	50	50	55	50.0	55	55	55	60	60	60	55	57.1	51.4	15
.....	.....	30	.....	30.0	.....	.....	.....	.....	.....	.....	.....	.....	50	.....	.....	.....	50.0	42.7	16
15	15	14.3	18	15.6	13	.....	13	14.3	13.4	16.7	20	20	20	15	16	16	15.5	13.5	17
50	44.5	55	60	52.5	60	.....	65	65	62.5	47.5	50	50	65	58	67	.....	56.3	56.5	18
65	.....	65	65	65.0	70	65	63-68	70	67.6	65-70	70	70	70	67	75	70	69.9	63.6	19
.....	35	40	40	38.3	35	35	.....	.....	35.0	.....	35	34	40	38	38	40	37.5	36.9	20
40	.....	.....	.....	40.0	35	35	40-43	40	37.9	40	.....	.....	.....	35	38	40	38.3	34.9	21
8	8	10	8.9	8.7	6.7	8	6.7	6.7	7.0	10	8.9	8.9	8.9	8.9	8.9	8.9	9.1	7.8	22
6.3	6.5	6.3	6.5	6.4	6.3	6	6.3	6.3	6.2	6.7	6.3	6.3	6.3	6.5	6.3	6.3	6.4	6.7	23
8.5	7.5	7	7.5	7.6	6.5	6	6.5	6.9	6.5	8.1	9	8	7	6	8	9	7.9	7.4	24
12.5	10	13	15	12.6	.....	10	12	.....	11.0	15	.....	.....	.....	.....	10	.....	12.5	12.1	25
17.5	12.5	15	12.5	14.4	15	12.5	15	12	13.6	.....	12.5	12.5	12.5	10	.....	15	12.5	13.9	26
20	17.5	20	20	19.4	17.5	15	15	18	16.4	17.5	20	16	12.5	12	18	15	15.9	18.4	27
20	25	25	20	22.5	20	20	20	20	20.0	20	20	19	20	20	20	20	19.9	20.4	28
20	20	20	20	20.0	17.5	20	20	18	18.9	22.5	20	20	20	16	20	20	19.8	17.6	29
25	25	25	25	25.0	25	20	25	24	23.5	25	25	25	25	20	25	25	24.1	22.6	30
12.5	17.5	13	12.5	13.9	12.5	10	15	14	12.9	12.5	15	25	8.3	8-10	8	12.5	12.9	11.9	31
20	25	.....	20	21.7	25	25	27	24	25.3	25	.....	21	25	25	30	25	25.2	22.9	32
15	25	20	.....	20.0	25	20	25	25	23.8	17.5	.....	19	25	.....	20	.....	20.4	20.3	33
15	12.5	12.5	14.3	13.6	12.5	12.5	13	12	12.5	14.8	12.3	12.3	11.1	11.1	11.1	9.1	11.7	11.9	34
15	12.5	13	12.5	14.3	12.5	12	12.5	11.5	12.1	10	11.1	12.5	10	10	11.1	8.7	10.5	11.1	35
65-75	55-60	60-70	65	64.4	55	55	60-65	52-60	57.1	55-60	60	60	60	60	55	50	57.5	62.6	36
65-75	60	60	60	62.5	60	65	40-65	60-62	59.6	55-60	60	60	60	60	60	.....	59.6	63.7	37
50	45	55	60	52.5	45	.....	40-45	55	47.5	50	50	46-50	50	45	60	60	51.9	49.9	38
\$2.10	\$1.80	\$2.10	\$1.50	\$1.88	\$2.25	\$1.95	\$2.05	\$1.90	\$2.04	\$2.03	\$1.80	\$2.15	\$1.62	\$1.40	\$1.69	\$1.80	\$1.78	\$1.97	39
.20	.15	.20	.15	.175	.15	.15	.15	.18	.158	.30	.30	.22	.20	.25	.25	.20	.246	.15	40
.20	.175	.15	.15	.169	.15	.....	.15	.15	.15	.15	.15	.16	.15	.10	.15	.15	.144	.14	41
17.50	.....	.....	.....	17.50	d	.....	7.75-8.50	.....	9.13	.....	13.00	.....	.....	.....	.....	.....	13.00	12.61	42
10.75	8.50-10.75	10.00	10.50	10.22	d	.....	7.75-8.50	6.50	7.82	3.25-6.25	10.50	10.80	10.75	10.15	9.75-10.25	*7.25	9.17	9.85	43
.....	.....	.....	.....	.....	d	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	16.24	44
10.00-11.00	7.00-8.50	10.00	12.00	10.06	d	.....	.....	.....	.....	12.00	6.75-7.50	7.50	7.00	g	8.00	.....	8.33	9.01	45
.35	.30	.30	.35	.325	.35	.....	.40	.30	.35	.40	.55	.40	.30	.35	.45	.30	.393	.281	46
35.00	20.00	30.00	30.00	29.38	22.50	.....	25.00	25.00	25.83	20.00	15.00	30.00	24.00	25.00	22.00	20.00	21.07	20.32	47
10.00-15.00	12.00	15.00	20.00	14.86	15.00	.....	25.00	14.00	16.33	18.00	.....	20.00	15.00	22.00	.....	15.00	17.00	14.01	48

*Including \$1.00 for delivery.

**COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF THE
AVERAGE PRICES IN SIXTY CITIES IN CANADA**

Commodities.	Quantité	1900*	1905*	1910	1911	1912	1913	1917	May, 1914	May, 1915	May, 1916	May, 1917	May, 1918	April, 1919	May, 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	60.2	48.2	47.6	50.2	61.2	73.4	75.4	79.4
Beef, shoulder, roast.....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	41.3	32.4	32.8	34.0	43.0	52.6	52.4	55.6
Veal, roast, forequarter..	1 "	10.0	11.3	12.8	14.0	14.4	15.7	22.7	17.1	17.1	16.4	22.5	27.4	27.4	27.6
Mutton, roast, hind q'r..	1 "	11.8	12.2	16.8	18.0	17.8	19.1	28.1	20.8	21.4	23.3	28.2	34.9	35.5	36.7
Pork, fresh, roast, ham..	1 "	12.2	13.1	18.0	17.8	17.5	19.5	29.6	19.9	18.9	21.8	29.3	37.1	36.1	38.6
Pork, salt, mess.....	2 "	21.8	25.0	34.4	33.0	33.2	35.2	53.5	37.0	35.2	36.8	55.6	68.4	69.4	71.0
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.3	22.6	24.7	38.5	25.7	24.9	28.4	37.3	50.0	50.6	52.6
Lard, pure leaf.....	2 "	26.2	28.2	40.6	36.0	35.6	33.4	59.4	37.2	35.2	39.0	60.2	72.0	72.6	75.2
Eggs, fresh.....	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	48.9	25.8	23.7	26.2	40.8	43.9	49.8	51.4
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	23.1	42.4	25.1	22.6	24.4	34.5	34.8	43.9	42.7
Milk.....	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	62.2	53.4	54.6	51.0	60.0	72.0	82.2	81.0
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	86.4	55.2	64.8	64.2	85.6	96.2	121.6	113.0
Butter, creamery, prints.	1 "	25.5	27.7	31.9	31.5	31.7	33.9	48.0	32.7	37.3	36.8	47.7	53.4	65.7	63.6
Cheese, old.....	1 "	18.1	17.6	18.5	19.2	20.1	20.5	33.0	21.4	23.9	25.1	34.1	33.1	35.9	36.9
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	30.4	19.8	22.3	23.8	31.7	30.3	34.5	34.0
Bread, plain, white.....	15 "	55.5	53.5	66.0	64.5	60.0	61.5	104.4	64.5	73.5	70.5	111.0	117.0	117.0	117.0
Flour, family.....	10 "	25.0	28.0	33.0	32.0	34.0	32.0	64.2	32.0	44.0	37.0	77.0	68.0	67.0	67.0
Rolls oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	30.5	21.5	26.5	23.5	30.5	40.0	37.5	37.0
Rice, good, medium.....	2 "	10.4	10.6	10.4	10.6	11.6	11.4	16.2	11.6	11.8	13.0	14.6	22.0	24.2	24.2
Beans, handpicked.....	2 "	8.6	9.7	10.8	10.4	11.6	12.4	29.8	12.0	14.2	19.2	29.0	34.2	24.0	23.8
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	15.6	12.9	11.6	14.3	15.3	22.4	22.4	22.9
Prunes, medium size.....	1 "	11.5	9.6	9.9	12.2	12.9	11.9	15.4	12.2	13.1	12.9	14.8	17.7	20.2	20.3
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	26.0	23.6	39.9	22.0	32.0	37.2	40.0	43.2	47.6	46.7
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	18.5	10.2	14.6	17.0	18.6	20.2	22.0	22.2
Tea, black, medium.....	½ "	8.2	8.3	8.7	8.9	8.8	8.9	11.5	9.1	9.3	9.8	11.4	14.2	15.7	15.7
Tea, green, medium.....	½ "	8.7	8.7	9.1	9.4	9.5	9.3	11.3	9.4	9.8	10.3	11.1	13.6	15.5	15.9
Coffee, medium.....	½ "	8.6	8.8	8.9	9.2	9.3	9.4	10.1	9.4	9.8	9.9	10.1	10.7	12.1	12.5
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	89.2	42.5	31.0	60.5	126.0	62.0	56.0	65.7
Vinegar, white wine.....	½ pt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.9	.9	.9
All foods.....		\$5.48	\$5.96	\$6.95	\$7.14	\$7.34	\$7.34	\$11.42	\$7.42	\$7.84	\$8.37	\$11.82	\$12.66	\$13.35	\$13.53
Starch, laundry.....	½ lbs.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
		2.9	3.0	3.1	3.1	3.2	3.2	4.0	3.2	3.2	3.3	3.8	4.7	4.7	4.7
Coal, anthracite.....	½ ton	39.5	45.2	48.1	48.8	51.9	55.0	67.0	53.2	52.5	53.9	64.8	71.5	80.3	78.8
Coal, bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	38.7	52.7	38.4	37.1	37.9	50.8	57.7	61.5	61.6
Wood, hard.....	" cord	32.5	36.3	38.8	41.4	41.3	42.5	52.9	40.9	34.1	41.6	51.7	67.3	77.2	101.5
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.6	38.9	31.7	31.0	30.0	37.6	49.7	55.9	56.3
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	25.0	22.4	23.6	23.0	25.3	27.1	28.1	28.1
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$2.37	\$1.87	\$1.78	\$1.86	\$2.30	\$2.73	\$3.03	\$3.26
Rent.....		\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.32	\$4.88	\$4.17	\$4.03	\$4.34	\$5.23	\$4.91	\$5.08
Grand total.....		\$9.37	\$10.50	\$12.79	\$13.00	\$13.79	\$14.02	\$18.15	\$14.19	\$13.83	\$14.30	\$18.50	\$20.67	\$21.34	\$21.92

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$6.78	\$7.17	\$7.29	\$11.39	\$7.28	\$7.80	\$8.48	\$11.50	\$12.46	\$13.43	\$14.01
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	9.79	6.90	6.58	7.51	9.88	.....	11.85	12.56
New Brunswick.....	5.38	6.83	6.55	6.84	7.13	7.04	11.22	7.26	7.58	8.20	11.49	12.30	13.28	13.09
Quebec.....	5.15	6.64	6.33	6.46	6.97	6.87	11.15	6.59	7.17	8.04	11.46	12.28	12.78	12.91
Ontario.....	5.01	6.60	6.50	6.67	7.25	7.20	11.60	7.28	7.60	8.37	12.16	12.69	13.32	13.40
Manitoba.....	5.85	6.19	7.46	7.41	7.88	7.87	10.73	7.74	8.16	8.47	10.82	12.39	12.92	13.68
Saskatchewan.....	6.86*	6.92	7.86	8.03	8.16	8.25	11.11	7.16	8.41	8.38	11.18	12.66	13.37	13.74
Alberta.....	6.02	6.50	8.00	8.03	8.15	8.33	11.55	7.76	8.30	8.26	12.03	12.91	13.35	14.04
British Columbia.....	6.90	7.74	8.32	8.79	9.03	9.93	11.83	8.89	9.06	8.95	12.21	13.34	14.40	14.46

*December only. †Charlottetown and Saskatoon omitted.

percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats generally there were advances throughout the Dominion, especially in beef which averaged advances of 3c. and 4c. per pound. In veal and mutton the advances were very slight, but pork and bacon increased 2c. per pound. Lard also was higher. Fresh eggs increased slightly in price, but storage eggs were lower. In butter there was a decline in price over last month, averaging 4c. a pound in dairy solids and 2c. in creamery prints. Potatoes showed an average increase of 5c. a peck throughout the Dominion, the increase being the greater in the East.

Anthracite coal was slightly lower, while bituminous remained about the same. In hardwood there was an increase in price. In rent there were increases in St. John, Fredericton, Sherbrooke, Ottawa, Kitchener, Stratford, St. Thomas, Owen Sound, Prince Albert, Moose Jaw, New Westminster.

Wholesale Prices

GRAINS AND FODDER.—Wheat was unchanged at the prices fixed for the 1918 crop. Barley advanced in price. At Winnipeg it advanced from \$1.08 to \$1.22, falling off the last week

in the month to \$1.19. At Toronto the price rose from \$1.03 to \$1.18 per bushel. Oats declined slightly in price at Winnipeg, but remained the same at Toronto. Corn advanced from \$1.85 to \$1.90. Flax seed declined from \$4.02 to \$3.92 in the middle of the month. The price of pease remained at \$2.05 per bushel. Rye declined from \$1.72 to \$1.68. Hay rose from \$28.00 per ton at Montreal to \$37.25, and at Toronto from \$25.00 to \$31.50. Straw was steady, while bran and shorts showed a slight decrease.

ANIMALS AND MEATS.—The best butcher cattle at Winnipeg declined from \$15.50 to \$15.00 the first week of the month. At Toronto there was an advance in the best butcher cattle from \$15.00 to \$15.50. Veal decreased in price from \$21.00 to \$18.50. Live hogs declined from \$21.62 to \$20.25 in the middle of the month, rising to \$22.25 at the end of the month. Dressed hogs rose from \$25.25 to \$26.50. Bacon declined from 44c. to 43½c. in May, but rose again at the end of the month to 44½c. per lb. Hams increased slightly in price. Sheep rose from \$13.00-15.00 to \$15.00-16.00. Mutton and lamb increased slightly.

DAIRY PRODUCTS.—Butter declined in price. Finest creamery at Montreal fell from 60c. at the end of April to 51c. the first week in May, rising, however, to 56c. at the end of the month. Creamery solids, at Toronto, declined from 62½c to 55c., but rose again to 56c. Dairy prints, at Toronto, steadily declined from 55c. to 47c. Eggs increased in price from 49½c. to 54½c. at Montreal, and from 47½c. to 53½c. at Toronto.

FISH.—Halibut declined from 22c. to 20c., and herring from 4c to 3½c. per pound.

FRUITS AND VEGETABLES.—Lemons were slightly higher in price. Evaporated apples increased from 17c. to 20c. per pound. Potatoes advanced from \$1.40 to \$2.05 per bag for Ontario at Toronto and Green Mountains at Montreal advanced from \$1.50 to \$2.25.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR MAY, 1919, APRIL, 1919, & MAY, 1918, 1917, 1916, 1915, 1914 & 1913.

(Average price 1890-1899=100.)

	Number of commodities.	INDEX NUMBERS							
		*May, 1919	*April, 1919	*May, 1918	May, 1917	May, 1916	May, 1915	May, 1914	May, 1913
I.—GRAINS AND FODDERS—									
Grains, Ontario.....	6	325.4	309.0	407.2	366.5	188.1	212.5	149.2	133.4
Grains, Western.....	4	317.9	304.6	338.5	321.2	168.2	198.7	131.3	122.5
Fodder.....	5	306.7	279.0	213.3	215.3	191.7	186.5	165.3	145.7
All.....	15	317.1	297.8	324.2	304.0	184.0	200.2	149.8	134.6
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	371.6	379.9	379.7	309.4	230.4	216.2	222.9	189.0
Hogs and hog products.....	6	389.3	373.6	437.2	314.5	210.8	169.1	169.3	186.7
Sheep and mutton.....	3	326.0	314.2	343.1	296.6	223.9	189.6	162.2	177.5
Poultry.....	2	499.3	476.2	409.9	299.4	288.7	218.6	221.8	179.4
All.....	17	384.8	377.4	397.0	307.7	229.2	195.2	193.1	185.0
III.—DAIRY PRODUCTS.....									
	9	279.4	282.9	239.4	221.8	170.1	147.0	129.5	135.1
IV.—FISH—									
Prepared fish.....	6	232.4	236.6	241.6	199.9	154.7	144.6	148.4	162.0
Fresh fish.....	3	212.4	247.8	253.5	196.2	183.2	153.5	153.1	156.7
All.....	9	249.3	240.3	245.6	198.4	166.1	148.2	150.3	159.9
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	1	275.7	275.7	193.0	239.4	183.8	147.1	210.8	124.1
Fresh fruits, foreign.....	3	172.7	173.9	183.3	112.7	104.3	87.1	95.6	111.0
Dried fruits.....	4	242.0	249.0	275.6	200.7	149.3	121.9	121.7	111.7
Fresh vegetables.....	5	361.9	275.3	298.4	623.6	270.0	131.7	206.7	124.5
Canned vegetables.....	3	216.9	202.4	249.5	222.5	109.7	101.2	97.7	125.2
All.....	16	249.9	236.1	243.3	322.2	172.8	116.2	144.4	118.9
(b) Miscellaneous groceries—									
Breadstuffs.....	10	247.2	246.1	260.3	287.2	158.8	167.1	125.9	124.2
Tea, coffee, etc.....	4	206.0	199.3	178.8	151.2	126.5	110.3	107.7	115.1
Sugar, etc.....	6	285.2	280.9	258.7	210.0	168.4	144.6	102.9	116.2
Condiments.....	5	225.5	236.5	234.4	173.0	147.5	120.3	104.6	99.6
All.....	25	245.4	245.2	241.7	224.1	153.7	143.3	113.2	115.9
VI.—TEXTILES—									
Woolens.....	5	412.3	380.9	397.4	293.0	211.3	160.3	166.5	130.7
Cottons.....	4	351.9	359.2	299.9	206.1	158.0	128.3	145.0	139.0
Silks.....	3	152.0	145.8	141.2	115.4	112.0	79.7	93.2	86.3
Jutes.....	2	449.3	609.5	609.5	431.6	312.4	226.2	231.1	214.1
Flax products.....	4	474.6	471.8	411.4	286.9	211.8	168.7	114.7	114.7
Oilcloths.....	2	265.9	273.8	209.6	147.1	132.5	103.5	104.6	104.7
All.....	20	362.7	371.6	344.7	247.0	188.1	145.5	135.2	128.2
VII.—HIDES, LEATHER, BOOTS & SHOES									
Hides and tallow.....	4	496.4	300.2	339.2	345.7	295.2	192.1	208.3	177.3
Leather.....	4	269.3	265.0	265.0	268.5	200.5	173.5	151.4	152.2
Boots and shoes.....	3	244.4	244.4	233.7	221.1	180.6	158.3	155.7	155.7
All.....	11	330.0	272.2	283.4	283.6	229.5	176.1	173.3	162.3
VIII.—METALS AND IMPLEMENTS—									
Iron and steel.....	11	202.9	205.1	278.4	244.6	146.3	104.2	102.2	105.4
Other metals.....	12	185.0	181.0	285.3	282.1	272.9	180.3	118.1	133.7
Implements.....	10	235.6	235.6	217.2	168.4	124.4	111.3	106.6	105.6
All.....	33	206.3	205.6	262.3	235.2	188.7	134.1	109.6	116.2
IX.—FUEL AND LIGHTING—									
Fuel.....	6	218.2	245.1	238.3	223.9	156.0	116.4	123.6	130.2
Lighting.....	4	240.4	240.4	124.2	110.9	88.5	90.0	92.2	92.2
All.....	10	227.1	243.2	192.7	178.7	129.0	105.8	111.0	115.0
X.—BUILDING MATERIALS—									
Lumber.....	14	277.7	277.7	268.3	208.4	182.4	176.7	183.6	180.9
Miscellaneous materials.....	20	218.4	219.9	222.0	202.2	153.8	113.2	112.7	112.7
Paints, oils and glass.....	14	344.0	330.7	301.1	260.9	196.8	155.9	140.6	143.0
All.....	48	272.3	269.1	258.6	221.1	174.7	144.2	141.5	141.4
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	332.1	332.1	228.0	185.1	143.6	145.9	147.1	146.6
Crockery and glassware.....	4	375.4	375.4	279.8	254.3	195.5	155.1	133.9	130.9
Table cutlery.....	2	155.1	155.1	150.7	150.7	132.2	80.3	72.4	72.4
Kitchen furnishings.....	4	258.3	258.3	268.5	177.1	132.4	125.5	125.3	117.8
All.....	16	302.3	302.3	241.4	196.1	152.3	134.9	129.0	126.2
XII.—DRUGS AND CHEMICALS.....									
	16	235.8	238.2	274.3	274.9	263.5	165.2	111.6	112.7
XIII.—MISCELLANEOUS—									
Raw furs.....	4	854.0	887.4	583.1	396.7	307.8	133.8	241.3	330.8
Liquors and tobaccos.....	6	264.7	256.2	223.7	162.3	143.6	134.7	138.4	131.4
Sundries.....	7	211.7	213.2	218.3	183.6	141.8	116.0	108.9	112.4
All.....	17	381.5	387.0	306.1	226.2	181.5	126.8	150.5	170.5
All commodities.....	272†	284.1	279.7	275.8	243.8	183.3	147.4	136.3	135.4

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc., one of spelter was dropped in 1915.

Currants declined from 27c. to 23c. per pound. Tomatoes also advanced in price.

MISCELLANEOUS FOODS. — Bread, at Toronto, advanced from 6c. to 6½c. per pound. Coffee was from 2c. to 3c. per pound higher. Glucose and maple sugar advanced. Pepper and cream of tartar declined.

TEXTILES. — Wool, washed and unwashed, advanced in price. Raw cotton advanced, but cotton goods declined. Raw silk advanced. Jute and hessians decreased in price.

HIDES, LEATHER, BOOTS AND SHOES. — Hides advanced from 18c. to 26c. and calfskins from 30c. to 60c. per pound. Tallow advanced from 8½c. to 13½c. Leather also advanced.

METALS AND IMPLEMENTS. — Galvanized sheets and tin-plates declined in price. Aluminum, quicksilver, solder bar and tin ingots were firmer.

FUEL AND LIGHTING. — Bituminous coal declined in price at Montreal from \$8.00 to \$6.25 per ton and at Crow's Nest Pass from \$5.63 to \$4.61. Connellsville coke declined in price. Crow's Nest Pass' coke was higher.

BUILDING MATERIALS. — Soft maple and B.C. shingles increased in price. Flooring lumber at Victoria declined. Crude coal tar increased slightly in price, while red lead declined. Linseed oil, turpentine and shellac advanced in price.

HOUSE FURNISHINGS. — No changes were reported.

DRUGS AND CHEMICALS. — Bleaching powder and glycerine were slightly lower.

MISCELLANEOUS. — Malt and hops advanced in price. Muskrat declined. Rubber declined from 56c to 47c per pound.

Prices in Other Countries

In the United Kingdom the Ministry of Labour reported retail prices to be

only 107 per cent higher on May 1 than in July, 1914, as compared with 113 per cent the month before. The chief decreases were in milk, fish and eggs. Margarine and potatoes on the other hand were dearer than a month before.

In the United States wholesale prices were higher last month as shown by the *Annalist's*, *Dun's* and *Gibson's* index numbers. *Bradstreet's* index number, on the other hand, shows a slight decrease. *Bradstreet's* states that the greatest decreases in prices were in coal and coke and the smallest in provisions, meats, groceries and dairy products. *Dun's Review* in New York comments as follows:

That the general price movement since the signing of the armistice last November has upset many calculations, there is multiplying evidence. Expectations of far-reaching and substantial reductions had been rather widespread, and so soon as the cessation of hostilities in Europe had become an established fact, a policy of waiting for price reactions was inaugurated in many quarters. To a considerable extent this course is still being followed; yet pronounced downward revisions of prices have been the exception, and in some lines where yielding had appeared, there has lately been a well-defined upward tendency. A case in point is textiles; producers in this industry were quick to see that the repression of business which had resulted from the cutting off of the large war contracts and the slow development of civilian orders could only be broken by price readjustments and they acted accordingly, naming quotations that were on a cost basis, or close to it, in order to stimulate normal manufacturing conditions. The response has been prompt and decisive; under a vigorously reviving demand, the textile markets in recent weeks have moved into a strong position, with prices recovering steadily from the recent low levels, and mill operations throughout the country, after having fallen off very materially, are now rapidly increasing.

The situation in hides and leather and footwear has differed from that in textiles in that the former lines have not sustained the sharp price declines which buyers had anticipated and waited for. Instead, the domestic hide markets which were appreciably influenced by the shutting off of the important source of supply in Argentina through the protracted strike at Buenos Aires, have of late displayed noteworthy buoyancy, with a general scramble on the part of tanners to secure raw material, and this condition of strength has been communicated to leather and footwear. The whole industry has entered upon a period of very

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	CANADA 29 foods 60 cities	UNITED KINGDOM 21 foods 200 towns	AUSTRALIA 46 foods & groceries 30 towns	NEW ZEALAND 59 foods 25 towns	AUSTRIA 18 foods Vienna	GERMANY 19 foods Berlin	ITALY 7 foods 40 cities	HOLLAND Amster- dame	NORWAY 24 articles 20 towns	SWEDEN 21 articles 44 towns	UNITED STATES 17 foods 45 cities
1910...	\$6.95	.....	.....	991	.....	.....	.....	.....	.....	.....	98
1914...	7.73	.....	1155	1093	.....	.....	.....	.....	115	.....	102
1917...	11.42	.....	1294	1370	.....	.....	.....	.....	.....	.....	146
1914											
Jan....	7.73	.....	1099	.....	.....	95.7	.....	.....	112	.....	104
April...	7.50	.....	1162	.....	.....	98.2	.....	.....	111	.....	97
July....	7.42	100	1164	1070	100	100	94.3	.....	113	100	102
Oct....	7.99	112	1156	1096	104.2	116.4	97.6	.....	115	108	105
1915											
Jan....	7.96	118	1240	1190	121.4	131.0	102.0	.....	123	113*	108
April...	7.79	124	1318	1212	165.5	165.4	106.5	.....	128	121*	99
July....	7.80	132½	1522	1200	178.6	169.5	113.6	.....	135	124*	100
Oct....	7.81	140	1551	1202	217.2	193.2	120.0	.....	140	128*	103
1916											
Jan....	8.28	145	1504	1236	.....	188.5	125.1	.....	159	130*	107
April...	8.34	149	1520	1258	221.5	219.3	124.9	.....	175	134*	100
July....	8.45	161	1516	1276	.....	217.6	124.6	.....	190d	142*	111
Oct....	9.30	168	1544	1289	.....	209.4	124.2	.....	206d	152*	121
1917											
Jan....	10.27	187	1453	1359	271.7	.....	136.0	.....	.....	100	123
April...	10.77	194	1473	1357	.....	.....	154.6	.....	210d	175	145
July....	11.62	204	1470	1357	296.1	.....	.....	.....	.....	177	146
Oct....	11.81	202	1506	1392	.....	.....	.....	.....	309d	192	157
1918											
Jan....	12.42	206	1505	1427	.....	.....	180.0	179.6	.....	221	160
April...	12.57	206	1528	1464	.....	.....	222.3	178.1	.....	247	154
July....	13.00	210	.....	1491	.....	.....	.....	175.6	.....	268	167
Sept....	13.31	216	1489	1509	.....	.....	251.9	197.8	.....	310	178
Nov....	13.49	233	1547	1535	.....	.....	.....	203.1	.....	330	183
Dec....	13.65	229	1565	1603f	.....	.....	.....	203.1	.....	330	187
1919											
Jan....	13.78	230	.....	1553	.....	.....	.....	.....	.....	339	185
Feb....	13.41	230	.....	1522	.....	.....	.....	.....	.....	334	172
March...	13.05	220	.....	.....	.....	.....	.....	.....	.....	.....	.....
April...	13.35	213	.....	.....	.....	.....	.....	.....	.....	.....	.....
May....	13.53	207	.....	.....	.....	.....	.....	.....	.....	.....	.....

a January-March, 1914. b British Labour Gazette. c January-July, '13; August-December, 121.

d Basis changed; calculated to previous basis. e 1913=100. f Increase due to potato prices. *Quarter beginning that month.

Wholesale Prices.

	CANADA	UNITED KINGDOM		UNITED STATES					AUSTRALIA	
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics	Annalist	Bradstreet	Dun	Gibson	New South Wales	Commonwealth
	172	44	45	294	255	96	200	225	92	92
1890.	110.3	102.2	72	.....	100.252	.....	91.56a	43.4	.....	1053
1895.	95.6	87.6	62	.....	94.604	6.4346	81.51	42.0	.....	760
1900.	108.2	110.5	75	.....	99.388	7.8889	91.41	44.2	1000c	894
1905.	113.3	103.2	72	.....	110.652	8.0987	98.31	47.3	.....	910
1910.	124.2	113.2	78	.....	137.172	8.9881	119.11	59.3	1295	1003
1914.	136.1	120.3	86	99	146.069	8.9035	119.71	60.8	1303	1140
1917.	237.0	210.0	174	175	261.796	15.6381	204.12	110.3	.....	1662
1914										
Jan.	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337	1085
April.	136.7	117.5	82.3	98	141.120	8.7562	119.791	57.7	1389	1118
July.	134.6	116.6	82.4	99	144.879	8.6506	119.708	58.9	1378	1185
Oct.	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1303	1229
1915										
Jan.	138.9	136.5	90.4	98	149.80	9.1431	124.168	64.7	1382	1162
April.	146.4	151.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362
July.	150.2	149.1	106.4	101	145.12	9.8698	124.955	64.4	1573	1640
Oct.	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1822*
1916										
Jan.	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300
April.	179.1	190.5	134.2	110	164.61	11.7550	145.690	71.3	1878	1297
July.	178.3	191.1	136.5	119	180.71	11.5294	145.142	71.9	1838	1331
Oct.	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330
1917										
Jan.	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1330
April.	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361
July.	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483
Oct.	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	2014	1550
1918										
Jan.	258.1	262.9	186.2	185	278.696	17.9366	222.175	118.9	2201	1635
April.	269.4	270.0	189.8	191	291.404	18.4646	230.313	130.5	2114	1877*
July.	284.0	278.5	193.1	198	285.744	19.1849	232.575	123.5	2185	1877*
Sept.	285.3	283.5	197.1	207	294.276	19.0485	232.882	123.2	2247	1877*
Nov.	290.9	282.6	195.3	206	288.625	18.9110	230.529	118.8	2170	1959
Dec.	288.8	277.0	196.0	206	291.220	19.0376	230.375	.....	2222	1954
1919										
Jan.	286.5	265.9	190.7	202	299.142	18.5348	230.146	119.7	2184	.....
Feb.	279.8	263.8	187.5	197	281.723	17.6344	220.050	116.7	.....	.....
March.	277.6	260.1	184.7	.....	297.961	17.2244	217.037	122.9	.....	.....
April.	279.6	262.4	184.6	.....	311.801	17.2795	219.973	129.8	.....	.....
May.	284.1	272.2	.....	.....	313.041	17.2376	222.193	128.0	.....	.....

a July of each year. b Foods. c 1901-1900— *Quarter beginning that month.

active business, but the movement in hides has not been free of unwholesome characteristics and a warning was issued this week through the Tanners' Council against the dangers of excessive speculation in this quarter. That an era of prosperity in hides, leather and footwear is foreshadowed, there is unanimity of opinion; yet the recent excitement in hides, with rapid advances resulting, in part at least, from speculative buying, is not considered conducive to healthy and lasting expansion.

In Italy the cost of living of a family in Milan at a pre-war standard in March, 1919, was about 25 per cent greater than for a pre-war period, (*i.e.*, first half of 1914). The cost of food showed an increase of 295 per cent,

clothing 274 per cent, and heat and lighting 220 per cent, while rent remained unchanged.

In Sweden the cost of living of a family in the matter of food, fuel and lighting for February represented a decrease of 1.5 per cent upon the prices prevailing in the preceding month and an increase of 234 per cent in comparison with July, 1914. These figures relate to the principal towns of Sweden. The same budget applied to Stockholm alone, in February, shows a decrease of 2.8 per cent as against January and an increase of 248 per cent as against July, 1914.

FOOD CONTROL IN THE UNITED KINGDOM

TOWARD the end of May the Food

Controller for the United Kingdom announced in the House of Commons that the work of the Ministry of Food would come to an end about next November, also that the control of supplies and prices would cease a month or so earlier. The rationing system had already been abolished and other restrictions would be gradually removed during the next two or three months. By September 30, the home grown meats would be free from control and with the expiration of the summer milk season in September the fixed prices would come to an end. In the meantime the work of the Ministry was being reduced rapidly. It would be compelled to reimpose, however, the maximum prices for fish and bacon if the attitude of the dealers made it necessary. There were certain measures of control which it would be desirable to transfer permanently to other Government departments. These were: (a) the control of milk to secure a larger production and an improved quality, which was under discussion by the Departments concerned. Probably this control would be vested in the Ministry of Health; (b) the

preparation and publication of statistical returns which might have a good effect in eliminating abuses; (c) the establishment and maintenance of national kitchens by local authorities.

Legislation was being prepared to provide for standards of quality in certain foods, regulation of prices and perhaps the licensing of dealers.

The Food Controller gave figures as to the trade carried on during the years 1917 and 1918 by the Ministry of Food. The total turnover was £67,000,000, the gross profit £1,549,000, expenses £1,416,000, and the net profit £133,000. This is at the rate of $\frac{1}{4}$ per cent on the turnover. "Expenses" included, the whole administration expenditure of the Ministry of Food, including rationing, the work of the Food Committees, and the services incurred by other Government departments on behalf of the Ministry. The figures excluded the work of the Wheat and Sugar Commission. The work of the Ministry of Food had been conducted without direct charge to the Exchequer and without making profit from the public. The prices paid by the public for food were enough to cover all charges, including administration.

REPORT FOR 1918 OF THE ONTARIO WORKMEN'S COMPENSATION BOARD

THE report of the Workmen's Compensation Board of Ontario for 1918, covering the fourth year's operation of the Act, shows a considerable increase over previous years in the volume of industry, the number of accidents and the amount of compensation paid. The figures given are, of course, close approximations only, as at the end of the year many cases still remained undisposed of. Final figures, however, for the year 1917 are given, including some interesting statistical information regarding causes of accidents, nature of injuries, time loss, age, wage, allegiance of workmen, etc.

The total amount of compensation actually awarded during 1918 was \$3,514,648, of which \$2,751,137 was in Schedule I of the Act and \$763,511 in Schedule II, as compared with the total of \$2,913,085 in 1917. It should be borne in mind, however, that this increase in the amount of compensation was due not only to increased activity but also to increased wages. The total amount paid for medical aid in Schedule I industries during 1918 was \$369,346, being about 14 per cent of the amount awarded for compensation in these industries. In Schedule II industries medical aid is paid for by the employers individually. The compensation awarded and estimated to be awarded for the year's accidents is as follows:

Compensation paid other than pensions	\$1,075,009.61
Transferred for pensions awarded	721,772.25
Compensation awarded — payments deferred	35,430.00
Compensation estimated for continuing disabilities	496,084.77
Compensation estimated for outstanding accidents	580,693.00

Total compensation for the year \$2,908,989.63

For medical aid, which covers the necessary doctor, hospital and skilled nursing services, for a period not exceeding one month, including cases of less than seven days' disability, payments made and estimated to be made for the year amount to \$455,077.

There were 330,685 estimated full year workers in 1918 as compared with 319,750 in 1917. The total number of accidents in which compensation or medical aid was paid during 1918 was 40,930 of which 36,565 were in Schedule I and 4,365 in Schedule II. The death cases numbered 382, the permanent disability 2,549, the temporary disability 25,446 and the medical aid only cases 12,553. The total number of accidents of all kinds reported in 1918 was 47,848 as against 36,532 in 1917. It should be pointed out, however, that the medical aid provisions which went into effect on July 1, 1917, considerably increased the number of accidents required to be reported.

The administration expenses during the year amounted to \$152,235 toward which the province contributed \$100,000 in addition to paying the commissioners' salaries and providing office accommodation. The part of the administration cost borne by the employers in Schedule I amounted to 1.55 per cent of the assessment received, or 1.47 per cent of the compensation and medical aid awarded during the year. Payments to safety or accident prevention associations for the year amounted to \$38,845.

With respect to the assessment rates the report points out that, notwithstanding the addition to the Act of the medical aid provisions and the increased cost in almost every possible direction, they are exceedingly low in comparison with those of other places. The average rate for 1918 based on provisional figures was \$1.09 per \$100 of

payroll as compared with 98 cents for 1917 when only a half year's medical aid was paid.

The report contains a special article upon the woodworking industry coming under Class 4 of Schedule I of the Act. The preparation of this article was undertaken by reason of the continued bad experience of this industry, for while rates of assessment for other classes in Schedule I have been in the main progressively reduced, the trend of rates in Class 4 has been upward.

Among the appendices to the report is a memorandum upon the merit-rating system adopted by the board, the provisions of which are as follows:

(1) Every employer whose total cost of compensation and medical aid is more than 110 per cent of his assessment shall be charged for each one per cent above 110 per cent one-fiftieth of 20 per cent of his assessment, not, however, to exceed in any case 20 per cent of such assessment, (2) Every employer whose total cost of compensation and medical aid is less than 90 per cent of his assessment shall be refunded for each one per cent below ninety per cent one-fiftieth, but not in any case exceeding fifty-fiftieths, of the following percentage of his assessment, namely, where the assessment is under \$200, five per cent, and where the assessment

is \$200 or over, five per cent increased by one per cent for each \$200 of assessment, but not to exceed 25 per cent in any case. (3) No charge or refund less than \$2.00 shall be made in any case.

Example 1.—An employer's accident cost is \$1,600 and his assessment \$1,200. 1,600 is 133 per cent (taking the nearest whole number) of 1,200; 133 per cent is 23 above 110 per cent; 23/50 of 20 per cent of \$1,200=\$110.40 to be charged employer.

Example 2.—An employer's accident cost is \$2,100 and his assessment \$3,600. 2,100 is 58 per cent of 3,600; 58 per cent is 32 below 90 per cent; 32/50 of the maximum refund applicable to a \$3,600 assessment is therefore to be refunded; this maximum refund is 5 per cent plus 1 per cent for each \$200 in \$3,600=23 per cent; 32/50 of 23 per cent of \$3,600=\$529.92 to be refunded employer.

Amendments to the Act

Important amendments to the Act which were made at the late session of the Ontario legislature are discussed in an article on recent labour legislation which appears elsewhere in this issue.

REPORT FOR 1918 OF THE NOVA SCOTIA WORKMEN'S COMPENSATION BOARD

THE Workmen's Compensation Board of Nova Scotia has recently issued its report for 1918 covering the second year of its operation. The report contains provisional figures only for 1918, for the reason that many claims with respect to accidents occurring during the year were not finally disposed of at the end of the year. The report, however, contains revised figures for 1917 prepared from final adjustments made after December 31, 1917. These figures are as follows:

	1917 (Revised)	1918 (Provisional)
Assessments	\$897,619.82	\$1,282,929.71
Interest on same		
• and penalties ...	9,698.98	30,076.49
Surplus carried forward from previous year		112,445.69
Compensation actual and estimated	682,304.96	953,917.17
Administration expenses	22,871.74	49,448.36
Disaster reserves .	89,696.41	127,358.54
Net surplus	112,445.69	294,727.82

The ratio for 1918 of administration expenses to the total amount of assessment was 3.85 per cent. The report states that had private companies been doing business under conditions comparable to those under which the board was operating the cost of administration would have amounted to about 40 per cent of the premiums received. It states further that the premium rates of such private companies would have been greatly in excess of the assessments made by the board.

At the end of 1917 there were actual deficits in Class 3, "Lumbering and Woodworking", and Class 6 "Manufacturing, etc.," of \$20,344 and \$8,351 respectively. At the close of 1918 there was a deficit in Class 3 only, which was estimated to be \$16,689.

The accidents coming within the scope of Part I of the Act, reported to the board during 1917 and 1918 are as follows:

	1917	1918
Accidents reported	7,175	7,665
Fatal cases	142	181
Temporary disability	3,741	4,382
Permanent partial disability	131	167

The above figures do not include any accidents resulting from the Halifax disaster.

The highest rate of assessment occurred in the coal mining industry. The New Waterford disaster of July, 1917, in which 65 miners lost their lives, necessitated an assessment for that year of \$3.50 on each \$100 of payroll. In 1918, the Stellarton disaster in which 88 miners were killed caused the assessment to be raised to \$4.40. In referring to these two disasters, the Board draws

attention to the variation in the compensation laws of Nova Scotia and Newfoundland. In the Stellarton case compensation awards averaged \$3,181 for each death, while in the New Waterford case the average compensation amounted to only \$1,846. This difference was due to the fact that at the New Waterford mine a larger number of Newfoundland workmen were employed whose dependents lived in Newfoundland. Under the Newfoundland Compensation Act \$1,500 is the limit payable for any one accident and as the Nova Scotia act provides that no more shall be paid to the Newfoundland dependents than would be paid to the Nova Scotia dependents of a Nova Scotia workman killed in Newfoundland, therefore in the case of Newfoundland workmen killed in the New Waterford explosion \$1,500 was the largest amount that could be awarded in each case.

In the lumbering industry, the assessment rate for 1917 was \$2.00 per \$100 of payroll, but in 1918 it became necessary to increase it to \$3.00. This was due to the fire at the Sutherland lumber camp in Colchester county in which there were 17 fatalities. An investigation held by the Board into the cause of this disastrous fire showed that it was caused by clothing being hung to dry over a box stove in the men's living room. The Board thereupon immediately urged upon all lumbermen the necessity for having wire netting placed over and above the stoves in future so as to prevent any garment or other inflammable material hanging near or coming into too close proximity to a hot stove.

RIGHTS OF ALIENS UNDER CANADIAN COMPENSATION LAWS

IN connection with the administration of the Workmen's Compensation Laws of the different provinces of Canada a question has frequently arisen as to the standing of alien workmen and their dependents under the laws of Canada, and information on the subject has been frequently requested from the Department of Labour. It is believed that the memorandum containing the information in question and prepared to meet such requests will be of service to readers of the LABOUR GAZETTE generally and it is accordingly printed herewith.

Laws relating to workmen's compensation exist in all the provinces of Canada, except Prince Edward Island, and also in the Yukon Territory. Each of these laws, with the exception of the Saskatchewan Workmen's Compensation Act, contains provisions restricting the rights of non-residents. The Quebec compensation law, which is the most stringent in this respect, provides that a foreign workman or his representatives shall not be entitled to compensation unless he or they reside in Canada at the time of the accident, nor after he or they cease to reside there. Under the Alberta act, after January 1, 1920, if an alien workman (other than a workman of British nationality) has been more than one year in Canada no non-resident dependents except his father and mother shall be entitled to compensation. In the case of a workman of British nationality, this limitation of the rights of non-resident dependents shall not take effect until the workman has been two years in Canada. In British Columbia, under authority of a

recent amendment to the Workmen's Compensation Act, the Compensation Board has power in the case of non-resident alien dependents to award such lesser sums than the amounts specified in the act, as according to living conditions in the place of residence of such dependents, will maintain them in the same degree of comfort as resident dependents would enjoy through receiving the full compensation authorized by the act. The Manitoba law provides that non-resident dependents shall not be entitled to compensation, unless by the law of the place in which they reside, the dependents of a workman injured in such place would, if resident in Manitoba, be entitled to compensation. The laws of New Brunswick, Nova Scotia, Ontario and the Yukon Territory contain provisions similar in principle to those of Manitoba.

In Manitoba and in Ontario, in addition to the provisions already mentioned, special clauses relating to the payment of compensation to non-resident alien dependents have recently been put in force as a result of the war. An amendment to the Manitoba Workmen's Compensation Act provides that no compensation shall be paid to any dependent resident in any country which was an enemy country during the war at the date of the death in respect of which compensation would otherwise be payable. Under the Ontario law as amended, no resident of an enemy country or of a country voluntarily withdrawn from alliance with the British Empire during the war, or of a country which fails to establish peaceful and harmonious relations with the British Empire shall be entitled to compensation. In both provinces the new provisions are retroactive.

COAL MINE FATALITIES IN THE UNITED STATES DURING 1918

COMPLETE fatality reports for

United States coal mining received from the state coal-mine inspectors by the Bureau of Mines, Department of the Interior, for 1918 show a reduction of 4.5 per cent as compared with 1917. The total number killed was 2,575 in 1918, and 2,696 in 1917, a reduction of 121. The fatality rate in 1918 was 3.40 per 1,000 men employed, as compared with 3.56 in 1917.

There was a decrease of 233, or 64 per cent, in gas and dust explosions. Slight increases are shown in fatalities due to falling coal or rock, haulage, explosives and electricity. The total number of fatalities due to explosives was 146, as compared with 120 for the previous year, representing an increase of 21 per cent. The number of fatalities due to electricity was 103 in 1918, as compared with 95 in 1917. The electrical accidents underground show an increase of 11.4 per cent, while haulage accidents show an increase of 5 per cent underground, and 3.5 per cent on the surface.

A. H. Fay, mining engineer of the bureau who compiled the statistics, says: "The conditions under which the mines were operated in 1918 were far from normal by reason of the war. The demand for coal was unprecedented, and the mines were operated more nearly full time than in any previous year. Many of the experienced miners either

enlisted or were drafted into the army. Experienced foremen and safety engineers were often replaced by less experienced men. Many older men were employed in place of the younger men who entered the army. General conditions were not, therefore, favourable for accident reduction. However, the mines operating practically full time would have the tendency to prevent accumulations of gas in old workings, and mean the maintaining of better roof conditions than would be found in mines operated only part time. The general reduction is still more gratifying on account of the 6 per cent increase in production, the increase being about 34,000,000 tons. The total production of 1918 was 683,300,000, as compared with 651,402,374 tons in 1917. The production per fatality in 1918 was the largest on record, being 266,000 tons as compared with 241,600 in 1917."

The days worked in 1915 were 209; in 1916, 235; in 1917, 251; while in 1918, the increased production was brought about by working more days rather than by a larger number of men employed. The estimates by inspectors show about 760,000 men employed as compared with 757,317 in 1917.

In 1918 there were only 3 mine explosions and 1 mine fire, in each of which more than 5 men were killed, representing a total of 54 fatalities as compared with 8 similar disasters in 1917 resulting in 256 fatalities, thus indicating a considerable advance in the use of safety devices and appliances for the prevention of mine explosions.

MIGRATION AND SETTLEMENT

IMMIGRATION. — The following statement supplied by the Department of Immigration and Colonization gives the total immigration to Canada by months

during the first quarter of 1919. For purposes of comparison the figures for the previous quarter and for the corresponding quarter in 1918 are also given.

STATEMENT OF IMMIGRATION TO CANADA DURING FIRST QUARTER, 1919

	British	From the U.S.A.	Other countries	Totals
1919				
January.....	1,810	2,085	738	4,633
February.....	1,170	2,641	805	4,616
March.....	3,442	6,468	753	10,663
	6,422	11,194	2,296	19,912
Fourth Quarter, 1918	1,850	6,216	2,001	10,067
First Quarter, 1918.	992	10,673	815	12,480

Figures with regard to emigration have not yet been attempted by the Department of Immigration.

HOMESTEAD ENTRIES.—During the first quarter of 1919 there were 150 homestead entries in Manitoba, 206 in Saskatchewan, 341 in Alberta and 9 in British Columbia, a total of 706 for the three months, as compared with 756 for the last quarter of 1918, and 863 for the corresponding period of 1918. The following statement shows by provinces and nationality the number of those who took up homesteads during the first quarter of 1919:

HOMESTEAD ENTRIES BY PROVINCES AND NATIONALITY OF HOMESTEADERS—JANUARY TO MARCH, 1919.

Nationality	Manitoba			Saskatchewan			Alberta			British Columbia			Total (All Provinces)			For three months
	Jan.	Feb.	Mar.	Jan.	Feb.	Mar.	Jan.	Feb.	Mar.	Jan.	Feb.	Mar.	Jan.	Feb.	Mar.	
Canadians from Ontario.....	7	7	6	9	9	5	10	10	20			1	26	26	32	84
" " Quebec.....	1	2	7	4	7	5	11	5	11		1		16	15	23	54
" " Nova Scotia.....				1				5		2			6	1	2	9
" " New Brunswick.....							1						1			1
" " Prince Edward Island.....				1			1		4				2		4	6
" " Manitoba.....	3	10	9	6		6	1	3	3		1		10	14	18	42
" " Saskatchewan.....	1			3	4	1			3				4	4	1	9
" " Alberta.....					1		5	5	3				5	8	3	14
" " British Columbia.....		1							1		1			2	1	3
Persons who had previous entry.....	11	8	7	11	13	11	13	14	21				35	35	39	109
Americans.....		5		19	9	16	20	26	37		1		39	40	54	133
English.....	10	5	15	8	10	16	13	16	26	1	1		32	32	57	121
Scotch.....	3	2	8	2	4	3	4	5	8		1		9	12	19	40
Irish.....		6	3			1	3		2				3	6	5	15
French.....		2	1					1						3	1	4
Belgians.....	1			1	1	1							2	1	1	4
Swiss.....				1		1							1		1	2
Italians.....					1									1		1
Roumanians.....				2									2			2
Germanians.....							1		1				1		1	2
Austro-Hungarians.....		1	4					2	3				2	1	6	7
Danes (other than Icelanders).....				1				1	3				2	1	3	6
Icelanders.....	1												1			1
Swedes.....						2	2	1					3	1	2	6
Norwegians.....					1	2	2	1	6				2	2	3	12
Russians (others than Finns).....			1	1	2		3	2	2		1		4	5	4	13
Finns.....	1		1				1						2		1	3
Greeks.....				1									1			1
Total.....	39	49	62	72	63	71	97	90	154	1	6	2	209	208	289	706

Total Homestead entries, January-March, 1919..... 706
Total Homestead entries, January-March, 1918..... 863

LANDS PATENTED.—According to the Department of the Interior's statement of letters patent covering Dominion lands in Manitoba, Saskatchewan, Alberta, British Columbia and the Yukon Territory for the first quarter of 1919,

the number of patents was 5,227 and the number of acres 1,086,030.04, as compared with 3,387 patents and 638,251.85 acres in the last quarter of 1918, and 6,306 patents and 1,002,761.88 acres in the corresponding quarter of 1918.

RECENT LABOUR LAWS IN ONTARIO, BRITISH COLUMBIA AND ALBERTA

THE April issue of the LABOUR GAZETTE contained an article on the recent labour laws of Manitoba, Quebec and Saskatchewan. The present article summarizes the labour legislation recently enacted in Ontario, British Columbia and Alberta.

Ontario

The Ontario legislature was prorogued on April 24, and among the bills to which the Lieutenant-Governor gave his assent were measures dealing with workmen's compensation, mines, factories, employment agencies, the establishment of a provincial Department of Labour, housing, compulsory school attendance of adolescents, and the examination and licensing of stationary engineers.

The Workmen's Compensation Act was amended in several important respects. The monthly pensions to widows and children were raised from \$20 to \$30 and from \$5 to \$7.50 respectively, and the maximum for all dependents from \$40 to \$60. Medical aid under the amended law is to be provided as long as necessary instead of for one month only. Clerical workers are to be brought within the scope of the act on January 1, 1920. The amendment to the act also contains a retroactive clause prohibiting the payment of compensation to dependents resident in enemy countries, or in countries failing to establish peaceful relations with the British Empire. In an amendment to the Mining Act, new provisions are made for the health and safety of miners. The minimum age limit for boys and girls employed above ground at mines is raised from fourteen to sixteen years and for boys employed below ground from seventeen to eighteen years. The employment of women and girls underground is prohibited. The new provisions relating to the operation of mines

are to become effective on January 1, 1920. The primary purpose of the amendment to the Factories, Shop and Office Building Act is the abolition of "sweat shop" conditions within the province. The new legislation provides that in cities of 50,000 inhabitants or over, no clothing manufacturer shall let out clothing to be made until he has ascertained that the person to whom the work is to be given has received a permit from the factory inspector. The amendment also prohibits the employment of women or girls in any occupation in which they would be required to lodge in a camp, unless a permit has been obtained from the deputy minister of labour. The powers of the Lieutenant-Governor in Council with respect to employment agencies were extended during the recent session to include a classification of private employment agencies, and the prohibiting of the granting of licenses to any class of agencies. Legislation was also enacted providing for the establishment of a provincial Department of Labour and transferring the duties of the Trades and Labour Branch to the new department. In Ontario, as in most of the other provinces, a housing act was passed enabling the province to participate in the Federal housing scheme. The Adolescent School Attendance Act requires that every adolescent between fourteen and sixteen years of age shall attend school for full time unless he has been granted a home permit or an employment certificate by the school attendance officer, and every adolescent between fourteen and sixteen who holds such a permit or certificate must attend part-time courses for an aggregate of at least 400 hours each year. Every adolescent between the ages of sixteen and eighteen years, unless excused for a special reason, must attend part time classes for at least 320 hours each year. Municipalities with a population of 5,000 or over must, and other municipi-

palities may, establish part-time courses selected from those prescribed by the Department of Education. The Act is to come into force by proclamation. The Stationary and Hoisting Engineers Act consolidates and amends previous legislation on the subject of grading, steam plants and engineers' certificates.

British Columbia

In British Columbia recent enactments of particular interest to labour relate to workmen's compensation, factories, mines, minimum wages, employment bureaus, the Provincial Department of Labour, housing and weekly half-holidays.

The amendment to the Workmen's Compensation Act confers wide powers on the Compensation Board regarding the scale of compensation to be paid alien dependents residing outside of Canada, and also respecting the installation of first aid appliances and service. The amendment also requires that mines and other plants using power-driven machinery shall not commence operations until the premises have been inspected by the board. The scope of the Factories Act is extended to include laundries and prohibits night work in such establishments. Provision is also made for more stringent inspection of elevators, and elevator operators are now required to be licensed. The amendment to the Coal Mines Regulation Act adds new sections creating a Coal Miners' Minimum Wage Board to be composed of the chief mine inspector and two other members appointed by the mine owners and the miners respectively. This board is empowered to define any portion of the province as a Minimum Wage District and to fix a minimum wage for coal miners employed in such district. Other changes in the principal act relate to the examination of miners, and new safety provisions respecting inflammable gas, cage-chains, and winding ropes. Further minimum wage legislation was enacted in the form of an amendment to the

Minimum Wage Act, extending the powers of the board to include the fixing of hours of labour and conditions of employment for women workers as well as minimum wages for such employees. The Employment Agencies Repeal Act recently passed prohibits the charging of any fee for procuring employment, and will, when brought into force, virtually abolish private employment agencies. The act may be brought into effect from time to time for parts of the province by proclamation. A verbal change in the act which created the provincial Department of Labour makes it the duty of the department to establish and maintain public employment bureaus for men and women, whereas formerly only men were specified. A housing act was also passed enabling the province to take advantage of the housing plan of the federal government. The Weekly Half-holiday Act was amended so that trades exempted from the provisions of the act may be brought within its scope by the council of any municipality.

Two other acts were passed which are of interest to labour. The first of these amends the Soldiers' Land Act, to the effect that the Lieutenant-Governor in Council may provide for the development and improvement of land set aside for soldiers' settlement and may intersperse other settlements with soldiers' settlements. The second act constitutes a provincial Department of Industries for the purpose of promoting industrial development within the province. Among the duties assigned to this new department is that of considering and dealing with "plans submitted by representative bodies of returned soldiers of British Columbia for promoting and providing for employment through the establishment of new industries and the development of existing industries."

Alberta

The laws passed by the Alberta Legislature, during the session which closed in April, included provisions relating to workmen's compensation, factories,

employment bureaus and mothers' allowances. The Workmen's Compensation Act was amended in several respects. Prior to the passage of the amendment all railwaymen were exempted from the working of the principal act. This exemption is now limited to firemen, engineers, conductors, trainmen, telegraphers, maintenance-of-way men, etc., and does not apply to shop workers, boilermakers and similar employees. Employees of the Provincial Government have also been brought within the scope of the law. Under the amendment, plans for medical aid to workmen within the provisions of the act must be approved by the board and when so approved an employer may deduct from his employees' wages such sums as are specified in the plan. In cases where no approved plan exists, the board may require any employer to retain specified sums from his employees' wages, and such sums shall be administered by the board to defray the cost of medical aid for the workmen so contributing. A further change in the act provides that, dating from January 1, 1920, a British workman who has been two years, and a workman of any other nationality who has been one year, in Canada shall be presumed to have no non-resident dependents other than his father and mother, and that those non-resident dependents only shall be entitled to compensation. A set of new regulations including provisions relating to medical aid has also been issued recently under the Workmen's Compensation Act. The text of these regulations is reproduced at the end of the present article. The legislation governing employment bureaus consists of two acts. The first of these empowers the Lieutenant-Governor in Council to divide the province into employment districts, and to establish an employment bureau in each district. It also constitutes the Alberta Government Employment Bureau whose duty it shall be (a) to establish a clearing house or clearing houses, (b) to co-operate with the Federal authorities, (c) to provide free ser-

vice to employers and workers, (d) to collect statistical information, and (e) to enquire and report as to the establishment of new industries in Alberta. The second act, by prohibiting the charging of any fee for procuring employment, will when brought into force virtually abolish private employment agencies. This act may be brought into force from time to time by proclamation of the Lieutenant-Governor in Council in respect of any one or more agencies, and into general force on a day to be named by proclamation. An amendment to the Alberta Factories Act provides that in any city or town having a population exceeding 5,000, an advisory council may be appointed whose duty it shall be to make recommendations respecting hours of labour for any persons employed in a factory, shop or office in such municipality, and respecting minimum wages for female workers. The chief factory inspector is authorized by the amendment to issue regulations putting into effect the recommendations of these local advisory councils. The new Mothers' Allowances Act of Alberta is described elsewhere in this issue in an article dealing with that subject.

Following is the text of the new regulations under the Workmen's Compensation Act, referred to above:

REGULATIONS UNDER THE ALBERTA WORKMEN'S COMPENSATION ACT, 1918.

1. All previous regulations made under the provisions of the Act are hereby repealed.
2. In addition to the report required to be forwarded to the Board in accordance with the provisions of section 62, subsection 2, of the Act, the physician or surgeon attending any workman shall forward to the Board progress reports on the first and fifteenth days of each month during the time such injured workman is unable to resume work as a result of injuries sustained by him as stated in the report first mentioned herein, and shall also forward to the Board a final report within three days after said workman is, in his opinion, able to resume work. All reports required to be provided in accordance with this regulation shall be on a form which may be prescribed from time to time by the Board.
3. Every employer, in addition to the report required to be forwarded to the Board in ac-

cordance with the provisions of section 62 of the Act, shall also forward, on a form prescribed by the Board, within twenty-four hours after the same comes to his knowledge, notification that the injured workman has returned to work, or is, in his opinion, able to return to work.

4. All claims for compensation, in accordance with section 42, subsection 3, of the Act, shall be made on forms which may be prescribed from time to time by the Board.

5. Every employer coming within the scope of the Act shall keep posted in a conspicuous place on the premises where the work is carried on, where it can be seen, such notices as the Board may, from time to time, require to be posted.

6. No payment covering the expense of any operation or treatment as mentioned in section 45 of the Act will be made by the Board unless sanction has been given by an officer of the Board for the operation to be performed or other treatment to be given, or unless it is proved, to the satisfaction of the Board, that, in an extreme emergency, it was necessary to perform such operation or give such treatment before such sanction could be obtained; provided, however, where it is necessary to perform such operation, the Board shall be notified in every instance within twenty-four hours by the attending physician.

7. Without limiting the scope of medical contracts as affecting the families of the workmen, before any medical contract is approved by the Board, it shall provide—

- (a) That the doctor shall supply proper hospital, medical and surgical treatment, including nursing and necessary medicines and drugs, for all workmen coming within the scope of the Act;
- (b) That the workmen shall agree to have deducted from their wages such sums as are agreed upon in the contract;
- (c) That the employer shall agree to deduct from the wages of the workmen and pay

to the doctor the whole of such sums as are agreed upon in the contract;

- (d) That the employer, workmen and doctor shall, without cost, send such reports to the Board as are required.

8. In case no plan for medical aid is provided under section 58 of the Act, and workmen coming within the scope of the Act are admitted into any hospital within the Province, the Board shall not be liable for a greater sum than the cost of accommodation for a public ward patient, unless authority is otherwise given by an officer of the Board; provided, however, that the Board shall be notified in every instance of the admission of any workman into any such hospital within twenty-four hours of such admission.

9. Where no plan for providing medical aid under section 58 of the Act has been approved of, the memorandum and schedule of fees adopted by the Board for services rendered by physicians or surgeons to workmen coming within the scope of the Act, shall be applicable.

10. Where no plan for providing medical aid under section 58 of the Act has been approved of, each employer whose assessment on his pay-roll is one and one-half per cent or over, shall retain from the moneys earned by each workman in his employment who comes within the scope of the Act, the sum of three (3) cents for each day or part of a day worked, and in all other cases each employer shall retain from the moneys earned by each workman in his employment who comes within the scope of the Act, the sum of two (2) cents for each day or part of a day worked. The moneys so deducted during any calendar month shall be forwarded to the Board on or before the twentieth day of the following month, accompanied by a statutory declaration of the employer or his representative, or where the employer is a corporation, by an officer of the corporation, on a form which may be prescribed by the Board.

RECENT LEGAL DECISIONS AFFECTING LABOUR

A CONTRACTOR was under contract with the Canadian Pacific Railway

Method of computing liens for wages on several contracts

Company to erect several buildings on lands owned by the company in Alberta, each building being under a separate contract. The contractor employed a foreman and a number of men, the foreman having supervision of the work of construction on all the buildings, while the men worked from time to time upon the

different buildings as required by the foreman. The employment of these men averaged about three months in length, during which time none of them had been paid any wages. The foreman and the other men in seeking to enforce liens for their wages under 'The Mechanics' Lien Act of Alberta contended that as they had a separate lien on each parcel of land for the wages earned by them in working on the building erected upon it they were therefore entitled to rank for such an amount as represents the

value of six weeks' work on each building.

It was pointed out by the Court that this method of computation would cover a period much longer than six weeks because they worked but a fraction of each day upon each building, and that the consequences of this construction of the law would be to give to these men the privileged lien for about three months' wages for work done by them under the same contractor for the same owner, split up of course into distinct liens against the separate parcels for the amount earned in respect to them. The Act provides that workmen are entitled to liens for not more than six weeks' wages, and this expression was interpreted by the Court to mean wages earned within a continuous period of six weeks counting backwards from the last day's work. It was held by the Court that the lien given to each of the men must be limited in each case to the wages earned by him during the last six weeks of his employment on the particular buliding to which it is attached.

One of the claimants who filed a lien for wages was a teamster who hauled material for three of the buildings from the railway station or lumber yard to the intended site. It was held by the Court that such a lien could not be maintained by him since he was a sub-contractor rather than a labourer. As a sub-contractor it was held that he was entitled to a lien of \$225 on each of the parcels for which he drew material.

One of the contracts was fully completed in December, but the liens were not filed until March and in this case, therefore, were too late. It was declared that the lien holders with the exception of the sub-contractor were entitled to add to their liens the cost of the proceedings for registering and proving them. (*Alberta—Stafford et al v. McKay et al.*)

A decision of great importance to trade unions was recently rendered by

**United States
judgment
against a trade
union for
conspiracy**

the United States Circuit Court of Appeals at St. Louis, Missouri, involving the Coronado Coal Company and the United Mine Workers of America. The case

arose from an action against the United Mine Workers taken by a receiver for nine coal corporations who charged that since 1898 the organization of the United Mine Workers had been in a conspiracy with union operators to interfere by means of strikes and attendant violence with the production and commerce of the corporations that followed a non-union policy. One of these companies alleged that they were damaged by reason of a local miners' strike, and that the officers and members of the United Mine Workers had conspired to prevent the operation of their mines and the shipment of their coal in inter-state commerce. To this complaint a demurrer was entered, and it was sustained by the federal judge of the District Court, but on an appeal to the Circuit Court it was held that the complaint was good and the case was remanded for trial. The Circuit Court declared that a labour union, although unincorporated, could be sued in its union name. The jury rendered a verdict of \$200,000 damages against the United Mine Workers, and under the provisions of the Sherman Anti-Trust Law this amount was automatically trebled. The costs amounted to \$200,000 more, making the total amount ordered to be paid by the Union \$800,000. This award was upheld by the United States Circuit Court of Appeals. It is the intention of the United Mine Workers to appeal the case to the Supreme Court of the United States. (*United States—A. S. Dowd v. United Mine Workers of America.*)

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

At the beginning of June the percentage of unemployed among members of trade unions was 3.83 as compared with 4.38 at the beginning of May. During June the labour market was very much disturbed by the great amount of unrest that prevailed throughout the country. Disregarding this, there was a considerable reduction in the amount of unemployment, which reduction would have been greater but for the numbers of soldiers that returned from overseas during the month. In civic employment there was an increase of nearly 7 per cent in comparison with May, 1919, and an increase of 18 per cent in comparison with June, 1918.

The time loss on account of industrial disputes during June was very much greater than during either May, 1919, or June, 1918. There were in existence during the month 80 strikes, involving about 87,917 workpeople and resulting in a loss of 1,445,021 working days. Thirty-two strikes were reported as having commenced during June. At the end of the month 37 strikes, affecting about 23,755 workpeople, remained untrminated.

The average cost of the weekly family budget of staple goods was slightly higher, being \$13.72 at the middle of June as compared with \$13.53 in May, \$12.79 in June, 1918, and \$7.35 in June, 1914. The index number of wholesale

prices for June was the same as that for May, being 284.1 as compared with 280.6 in June, 1918, and 135.3 in June, 1914.

Proceedings under the Industrial Disputes Investigation Act

During the month of June the Department received reports from four Boards of Conciliation and Investigation established to deal with disputes between (1) the Corporation of Lethbridge, Alta., and certain of its employees, being members of Civic Employees' Federal Union No. 70, (2) the Dominion Power and Transmission Company and certain of its employees, being members of Division No. 876, Amalgamated Association of Street and Electric Railway Employees of North America, (3) Union Stock Yards of Toronto, Limited, and certain of its employees, being cattle drovers, members of the Amalgamated Meat Cutters and Butcher Workmen of North America, and (4) the Toronto Railway Company and certain of its employees, being motormen and conductors, shedmen, motor and truck repairmen, etc., members of Division No. 113, Amalgamated Association of Street and Electric Railway Employees of North America. Amendments were received to the report of the Board established to deal with the dispute between various Toronto firms constituting Packing Houses and certain of their employees, members of

the Amalgamated Meat Cutters and Butcher Workmen of North America. There were also received nine applications for the establishment of Boards.

Report of the Royal Commission on Industrial Relations

The final hearing of the Royal Commission on Industrial Relations was held in Ottawa on June 13, and at the end of the month the report of the Commission, together with a supplementary report of one of the commissioners and a minority report signed by two of the commissioners, was in the hands of the Government. Beginning on April 26, at Victoria, B.C., the Commission held seventy sessions in twenty-eight industrial centres, in the course of which 486 witnesses were examined. The majority and minority reports are being issued as a supplement to this issue of the LABOUR GAZETTE. A large general distribution is being also made by the Department. It may be mentioned that the complimentary mailing list of the LABOUR GAZETTE includes the name of the secretary of each trade union unit known to the Department, the number reaching considerably over 2,500; the complimentary mailing list includes also the names of numerous prominent labour leaders. The distribution apart from the LABOUR GAZETTE extends equally to employers, to whom several thousand of copies are being mailed. There is in addition a large general distribution.

Labour organization in Canada in 1918

The eighth annual report on Labour Organization in Canada for the calendar year 1918 has been issued by the Department of Labour. The report shows that trade union membership reached the highest point yet recorded, the total membership reported for all classes of labour organizations in Canada being 248,887 at the close of 1918. The totals for 1917 and 1916 were 204,630 and 160,407 respectively. Of the 2,274 local

trades union branches in Canada, 1,328 were located in 31 cities, and 961 reported a membership of 142,022, representing about 57 per cent of the entire trade union membership. In Montreal, the city with the largest membership, there were 149 local branches, 106 of which reported 32,422 members. In Toronto there were 128 branches, of which 82 reported 18,834 members. In Vancouver, there were 87 branches, 65 of which reported 15,459 members. In Winnipeg, the fourth city in point of membership, there were 91 branches, of which 56 reported 12,050 members. Of the 2,274 local unions above mentioned, 1,897, comprising 201,432 members, were affiliated with international organizations; 332 with 37,928 members were connected with non-international bodies; and 45 having 9,527 members were independent units.

The majority of the international labour organizations operating in Canada provided for the payment of benefits to members on a varying scale. The report contains a table showing the expenditure on this account made in Canada, the United States and elsewhere, the disbursements for 1918 being \$16,802,092, an increase of \$3,626,713, as compared with the payments made in 1917. Seven of the non-international bodies reported having made payments on account of benefits, the total expenditure amounting to \$16,895. A statement is also given showing the amount paid in benefits for the year 1918 by local branch unions in Canada to their own members, the disbursements aggregating \$431,504, an increase of \$118,388, as compared with the expenditure for 1917.

A chapter of the report contains a record of proceedings of conventions of labour bodies at which peace proposals and other matters were discussed. Other important features of the report are discussions of the conviction of the officers of the Industrial Workers of the World organization on the charge of interfering with the war activities of the Government of the United States, and of the movement in Canada for trade

union organization of municipal employees. The report serves as a directory of trade unions for the Dominion for 1919, including as it does particulars not only of every known local trade union in Canada, but also a list of all international and non-international central organizing bodies, together with the names and addresses of the chief executive officers.

Profit-sharing schemes in Canada The Dominion Sheet Metal Corporation of Hamilton, Ontario, has recently inaugurated a profit-sharing scheme for its employees. The company has offered eight per cent preferred stock to the employees at par, for which the latter are to pay at the rate of two per cent or \$2.00 per share each month until paid in full. No interest is being charged on account of deferred payments. Further, in order to assist employees in their payments an additional six per cent interest will be paid on the stock each year during the period in which the stock is being paid for. An initial offer of one hundred shares was made, but as 180 shares were immediately subscribed for by the employees, the company hopes to make a further offer in due course. One week's vacation with full pay will also be granted each year to all employees.

The Alaska Bedding Company, of Montreal, realizing, according to a statement of the president, that "the success of the company is due to two things—the capital invested in the business and the efforts of the employees," has decided to pay at the end of each year to its employees a dividend on their wages, such dividend to be paid on the same basis as to holders of common stock. The arrangement will date from the beginning of this year, and in December next each employee of the company will be paid in a lump sum a dividend upon wages received during the year at the same rate as that paid during the year in cash dividends to the

owners of common stock. This applies to all employees regardless of the date of entering the company's service. No employee will be deprived of his dividend except through his own conduct in either leaving his position or being dismissed for cause, the right to appeal in such cases being provided for. If the earnings of the company do not warrant the payment of a cash common stock dividend, and no such dividend is paid, then no wage dividend will be paid.

Aid to returned soldiers through B.C. Department of Industry The government of British Columbia has recently established a Department of Industry for the encouragement and development of industries in suitable localities in the province by means of industrial research, economic surveys and loans or guarantees of security on approved plans. This department is specially intended to assist returned soldiers, and a clause in the Act establishing the Department defines its duties in this respect as follows: "To consider and deal with plans submitted by representative bodies of returned soldiers of British Columbia for promoting or providing for employment through the establishment of new industries and the development of existing industries." A fund of \$2,000,000 has been appropriated for the encouragement of new industries under this Act, and many projects have already been mooted by groups of returned soldiers with a view to taking advantage of its provisions. One of the schemes is the establishment of an industry at New Westminster for the importation of hardwoods from India and other oriental countries, and their manufacture into furniture, etc. A number of plans of returned soldiers for co-operative farming in British Columbia have been considered, but there has been some delay in carrying them out owing chiefly to the difficulty of procuring suitable locations.

**Settlement of
claims in
Arizona for
illegal deport-
ation**

In July, 1917, a number of corporations, including the Phelps-Dodge Corporation, the Phelps-Dodge Mercantile Company, the Calumet and Arizona Mining Company, the El Paso Southwestern Railway and others, deported 1,186 striking copper miners and their sympathizers from Bisbee, Arizona, and shipped them into New Mexico. Civil suits totalling \$6,150,000 were filed in the state courts against the corporations and persons concerned. A settlement of these claims has recently been effected out of court on the basis of payment of \$1,250 to married men with children, \$1,000 to married men, and \$500 to single men.

**Wages and
hours of farm
labour in Great
Britain**

A national conference of the National Agricultural Labourers' Union was held in London, England, during May. The delegates represented 2,000 branches of the organization with more than 100,000 members.

At this convention the report of the Agricultural Wages Board was considered. This report recommended a reduction of hours to 54 in summer and 48 in winter, excluding Sunday work, and in addition to the weekly minimum wages, which range from 30s. to 35s. a week, the following amounts, 3s. a week for workers of 18 years, 4s. for workers 19 years old, 5s. for workers 20 years old, and 6s.6d. for those above that age. The conference passed a resolution accepting the above settlement reached by the Agricultural Wages Board, but at the same time declaring that the minimum wages were still inadequate, and instructing the executive committee to press, either through the Wages Board or by negotiations with the National Farmers' Union, for a national minimum wage of 50s. for a six day working week of 44 hours all the year round with payments for overtime

at the rate of time and a half for week days and double time for Sundays. The conference condemned the "tied cottage" system and urged upon the government the necessity of a national housing scheme that would have the effect of eliminating the "tied cottage."

**Appropriation
for United
States Employ-
ment Service
requested**

The United States Secretary of Labour has asked Congress to appropriate \$4,700,000 for the maintenance of the United States Employment Service for the next fiscal year. This sum, it is stated, will be required to maintain 475 employment offices. The secretary also asks for legislation continuing the service as a permanent bureau in charge of a director-general appointed by the President, and for a system of public employment offices operated by the States under uniform rules prescribed by the federal service and partly financed by the government. The federal service would effect labour clearances between states and would gather information and compile statistics with respect to labour and employment conditions generally.

**Possible flow
of emigration
from the
United States**

The United States Department of Labour states that a recent investigation has revealed the likelihood of a heavy flow of emigration from that country in the near future. The principal cause of this, according to the investigation, would seem to be the desire of aliens to learn what has happened to their families in their native lands, of whom many have heard nothing since the early days of the war. Many also are required to assist in the settlement of estates of relatives killed in the war. Another important cause is unemployment, especially in the steel industry.

**Eight-hour day
in European
countries**

Recent issues of the LABOUR GAZETTE have recorded the introduction of the eight-hour day, or 48-hour week, in several countries in Europe and elsewhere. Information is now to hand with respect to other countries not previously mentioned. According to the Swiss Press, the 48-hour week is already in effect in Switzerland in the watch-making industry and in the milling industry, and will shortly be introduced in the macaroni and other food industries, and in the printing, lithographing and bookbinding trades.

A dispatch from H. M. Minister at Lisbon states that a new decree relating to the hours of labour in Portugal came into force in May last. The length of the maximum working day is fixed at 8 hours for all workpeople and employees of the State and administrative bodies, and of commercial and industrial corporations in Portugal and the adjacent islands. In occupations of an unhealthy or harmful nature these hours may be further reduced by special decree. In industries which necessitate continuous work, or which for special reasons cannot be stopped, shifts must be organized. Where overtime is absolutely necessary, the rate of payment shall as a rule be double that for normal time. No reductions in existing salaries or wages are allowed to be made on account of the reduction in working hours. Penalties are imposed upon employers for contravention of the law. Agricultural workers, domestic servants and waiters and others employed in hotels and restaurants do not come within the scope of the decree.

Press reports indicate that negotiations between the Danish Employers' Federation and the Federation of Danish Trade Unions have resulted in an agreement for the introduction of an eight-hour day as from the first of January, 1920. Agriculture, shipping and certain occupations such as those of stokers, carters, etc., do not fall within the scope

of the agreement. All those who at present work 9 hours a day are, with the above exceptions, to have their daily hours reduced by half an hour from October 1, next. In this agreement the employers are not to bear the cost of the reduction in hours. The Federation of Trade Unions undertakes not to oppose such overtime being worked as the needs of the various trades may require. The agreement provides for the appointment of a committee comprising five representatives from each of the parties, with an official of the government as chairman, to decide any disputes concerning its application.

Financial aid for scientific research in South Africa	A system of research scholarships and grants toward the expenses of scientific research has been established by the Government of South
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Africa on the recommendation of the Research Grant Board. The scholarships will range from £80 to £250 per annum for one or two years, and may be renewed if reports on the work warrant it. They are open to all persons resident within the Union of South Africa, and are granted for the purpose of scientific research within the Union under the control and supervision of a person approved by the Research Grant Board. Under special circumstances the Board may permit a scholar to continue his research overseas. Every scholar shall devote his time to the prosecution of the research for the purpose for which the scholarship was granted, and the scholarship may be withdrawn if the Board does not approve of the conduct or work of the scholar. Applications for scholarships shall be made through, and with the approval of, the governing body of one of the higher educational institutions of the Union, in consultation with the Senate, or of the governing body of a Research Institute, a Museum, or the constituent colleges of the University of South Africa, and the applicant must give the name of the person under whose supervision the re-

search is to be conducted. Grants shall be made for the actual expenses of investigation and are not supposed to support the grantee while carrying out his research. A grant made for a specific purpose shall be used for that purpose only, but if the grantee desires to change the subject of his research he may make application to have the grant made available for the altered investigation. In certain cases they may be made in aid of the publication of results of research. Applications for grants shall be made direct to the Research Grant Board, the applicant stating the subject of research with a resumé of work already done, the direction in which the applicant proposes to proceed, the probable duration of the research, the results anticipated, proposed expenditure, etc. Reports of progress of the research shall be furnished annually, in the case of a scholarship through the institution by which the scholarship is administered, and in the case of a grant by the grantee himself.

On June 20, according to the *United States Bulletin*, a contract was signed between the United States Secretary of War and members of three Russian co-operative associations whereby surplus war purchases of clothing and textiles to the value of \$15,000,000 became the property of the Russian organizations. There was some slight ceremony at the signing during which Mr. V. N. Bashkiroff, vice-chairman of the American Committee of Russian Co-operative Unions, made a statement with respect to the co-operative movement in Russia, which was, in part, as follows: "These co-operative societies maintain offices, warehouses and stores in nearly every town, village and hamlet of Russia and Siberia, and, in spite of all the chaos and disturbance that has prevailed throughout Russia during the last two years, these co-operative societies have grown and prospered; and, while governments have come and gone, the co-operative societies

of Russia remain as the only direct medium between the peasant population of Russia and the outside world.

"We have come to this country for the purpose of apprising the American people what the Russian co-operative societies mean, what they are doing for Russia, and to establish a closer commercial relationship between the people of Russia and the United States. It has been very difficult for us to establish commercial credits in this country, or to buy goods and material in very large quantities because of the monetary conditions created by disorder, and so we welcome this opportunity of dealing directly with the United States government, and count this the first step toward that economic and commercial assistance which the American people have already offered us.

"It is our purpose to use the material and supplies which we are purchasing under the contracts we are here to execute to-day for the best interests of the Russian people in Siberia or European Russia, united with the allies. Our organizations are not profit-sharing corporations, but are organized for the mutual benefit of their members to market their products and to give them in exchange such goods as their necessities may require at the very lowest price at which they can be purchased in the market.

"It is our purpose to see that the material and supplies shipped to Siberia under this contract reach the people directly, at a minimum cost to the consumer."

The Housing policy of the British Government is embodied in a bill which has been introduced in the House of Commons. It is proposed to make it compulsory for each local authority to consider the needs of its area with respect to the provision of houses for the working classes and to prepare and submit to the Local Govern-

Co-operation in Russia

Proposed housing legis- lation in Great Britain

ment Board for its approval a scheme specifying the approximate number and nature of the houses to be provided, the quantity of land to be acquired, the average number of houses per acre and the time within which the scheme is to be carried into effect. If a local authority fails to carry out its obligations under this Act, the County Council may be authorized to act in its place, and if the County Council also fails to act or to carry out a scheme to the satisfaction of the Local Government Board, the Board itself may prepare and carry out a scheme.

If an approved housing scheme undertaken by a local authority or county council has resulted, or is likely to result, in a loss, the Local Government Board may with the consent of the Treasury meet part of such loss. The power of local authorities or county councils to borrow from the Public Works Loan Commissioners is to be continued, the maximum period for repayment of these loans being increased from thirty to eighty years.

Local authorities are to be given power by this bill to acquire land compulsorily after fourteen days' notice. Such compulsory acquisition, however, must be confirmed by the Local Government Board, and, if then opposed, a public enquiry is to be held, except that during the first two years an order for acquisition of land may be confirmed without a public enquiry. Any houses or other buildings on land desired for the erection of houses for the working classes may be acquired, and also any estate or interest in any houses which might be made suitable as houses for the working classes. Such acquired land may, by consent of the Local Government Board, be leased or sold to any person under condition that he will erect and maintain thereon such number of houses suitable for the working classes as may be fixed by the local authority in accordance with approved plans, or such land may be sold or exchanged for land better adapted for the purposes of

a housing scheme. With respect to the sale or lease of houses it is provided that houses shall not be sold or leased to an employer for the purpose of housing any of his employees.

Local authorities or county councils may assist public utility societies whose objects include the erection or management of houses for the working classes by making grants or loans, by subscribing for any share or loan capital of the society, or by guaranteeing the payment of interest on money borrowed by such society. If the scheme of the public utilities society or house trust for the provision of houses for the working classes is approved by the Local Government Board and carried out within a specified period, the Board may contribute to the cost of carrying out the scheme. Where a loan is made to a public utility society by the Public Works Loans Commissioners for the purpose of carrying out a scheme for the provision of houses for the working classes, the maximum period for the repayment of the loan is placed at fifty years.

With respect to town planning the bill provides that the council of every borough or other urban district the population of which exceeds 20,000, and any other local authority which the Local Government Board may require must within three years after January 1, 1923, prepare and submit to the Board a town-planning scheme in accordance with provisions to be determined by the Board, and if the scheme is approved by the Board the local authority is authorized to do all things necessary for effectually enforcing the observance of the scheme or any of its provisions. If such scheme is not prepared, or effectually carried out, the Board shall either authorize the county council to act or act themselves in the place and at the expense of the local authority.

Jottings

The eleventh annual convention of the Canadian Federation of Labour will be held in Toronto, September 2, next.

The thirty-fifth annual convention of the Trades and Labour Congress of Canada will be held in Hamilton, beginning on September 8, next.

In order to make effective the Manitoba Industrial Conditions Act, 1919, the provincial government of Manitoba has appointed the following as members of the Industrial Conditions Board: Mr. J. W. MacMillan, chairman; F. W. Weir and W. C. Angus, representing labour; and W. R. Ingram and L. R. Brett, representing employers. The text of the Act appeared in the April issue of the LABOUR GAZETTE.

Arrangements have been made between the Soldiers' Settlement Board and the Ontario Department of Agriculture whereby agricultural representatives will assist in placing soldier settlers with farmers for training, and also in assisting in the supervision of settlers after they are established on their own farms.

In answer to the demand of their Fort William employees for an increase in wages of five cents per hour, the Canada Starch Company, Limited, offered either to give an increase of $2\frac{1}{2}$ cents, with the prospect of steady employment, or to accede to the workers' demand with the possibility of closing the Fort William plant should the costs show a loss to the company after the conditions imposed by the men had been given a fair trial. A ballot was taken on the question, all the 250 employees at the plant

voting, the result of which was overwhelmingly in favour of the five cent increase.

A bill was recently introduced into the United States Congress to prohibit the immigration of aliens for a period of three years, exceptions being made in the cases of certain relatives of aliens previously admitted and of persons engaged in the learned professions.

It is stated that Messrs. Lever Brothers, of Port Sunlight, England, will shortly make a trial of the 6-hour day, or a 36-hour week, working with double shifts. The morning shift will be from 7 to 1.15 with a break at 8.45; the following week this will become the afternoon shift working four days of $7\frac{1}{4}$ hours and one of 7 hours, leaving Saturday entirely free.

Trades union membership in Great Britain during the year 1918 showed an increase of 1,449,733 over the previous year, the total membership reported being 4,532,085. In the United States the American Federation of Labour reported a membership of over 3,260,000 at the close of 1918, a gain of more than 273,500 during the last eight months of the year.

In April last a Royal Commission was appointed in the State of New South Wales to make enquiry into the coal mining industry and the coal trade, with particular reference to profits or losses made upon production and sale, capital employed, wages paid, working conditions and housing of the miners. The committee is instructed to report what changes, if any, in the industry are desirable in the public interest.

INDUSTRIAL CONDITIONS DURING JUNE, 1919

I.—General Review

During June the labour market was very much disturbed by the great amount of industrial unrest that prevailed throughout the country. Disregarding this, however, there was a considerable reduction in the amount of unemployment, which reduction would have been greater but for the numbers of soldiers that returned from overseas during the month.

The Labour Market

In metals and machinery there was a slight decline in employment in the Maritime provinces and in the West but a slight increase in Ontario and Quebec. In conveyances there was a fairly considerable decline in the Maritime provinces and a lesser decline throughout the rest of the country. In foods, tobacco and liquors there was a considerable increase in employment, the increase being more marked in the East than in the West. The fruit and vegetable canneries and soft drink establishments experienced the usual seasonal activity. In textiles, clothing and laundering the activity of the previous month was well maintained and there was a good demand for female help. In the pulp and paper and printing groups there was a further slight increase in employment during the month. In woodworking and furniture the activity of the previous month was well maintained. In the boot and shoe factories of Ontario the demand for help continued, and in the rubber factories employment was very good. In the clay, glass and stone group there was a decided improvement in all parts of the country when contrasted with the dullness of previous months. Normal conditions prevailed in the paint, oils, chemicals and explosives group. In steam and electric railway operation conditions varied somewhat but generally there was a slight increase in employ-

ment. Garages were active. Navigation and longshore work was held up on the West coast by strikes. In quarrying there was an increase in employment. The metal mining industry in the Cobalt district was considerably affected by strikes, but otherwise, in the industry as a whole, there was slightly increased activity. In coal mining the depression of the previous month was further increased by strikes in the Lethbridge district. In the building trades employment varied though generally there was a slight increase over the previous month. In railway construction also there was some increase. The lumber industry continued to be active, operations being transferred from the rivers to the mills. The total amount of employment in the industry was about the same as in the previous month.

The loss of time on account of industrial disputes during June was very much in excess of that of either May, 1919, or June, 1918. There were

Strikes

in existence at some time or other during the month 80 strikes, involving about 87,917 workpeople and resulting in a loss of about 1,445,021 working days, as compared with 84 strikes, 77,688 workpeople and 893,816 working days in May, 1919; and 32 strikes, 11,888 workpeople and 46,941 working days in June, 1918. On June 1, there were on record 48 strikes affecting 65,129 workpeople. Thirty-two strikes were reported as having commenced during June, compared with 69 in May. Twenty-nine of the strikes commencing prior to June and fourteen of those commencing during June were reported terminated, leaving 37 strikes affecting approximately 23,755 workpeople on record at the end of June.

In prices there were increases in some lines but decreases in others so that the general level of wholesale prices as shown by the index number was unchanged. Grains showed little change, cattle and beef were down, but hogs and pork advanced. Butter, fish, vegetables, woollens, flax products, metals, and chemicals were lower; but fruits, cottons, silk, jutes, hides, leather, boots, and building materials were higher.

The index number of wholesale prices for June was therefore unchanged from

May, at 284.1, as compared with 280.6 for June 1918, and 135.3 for June, 1914.

In retail food prices, some seasonal changes occurred, there being slight increases in some meats and in eggs, cheese and potatoes, but milk and butter were lower. The average cost of a list of twenty-nine staple foods in some sixty cities at the middle of the month was therefore slightly higher, being \$13.72 as compared with \$13.53 at the middle of May, \$12.79 in June, 1918, and \$7.35 in June, 1914. In fuel, anthracite coal and wood were lower, but in rentals there were advances.

II.—The Industries and Trades

Sydney reported a further slight reduction in employment at the Sydney

Metals, machinery, conveyances

Mines Steel plant which would be likely to continue for some time. Work at the plate mill which was suspended in May, had not been resumed. The output of the Dominion Steel Company's plant was in tons as follows: pig iron, 22,750; rails, 14,000; blooms, billets and bars, 3,250; rods, wire, etc., 2,200, as compared with 24,800 tons of pig iron, 18,000 tons of rails, and 3,700 tons of wire rods, etc., in May. Three blast furnaces were in operation. The output of the Sydney Mines steel plant was as follows: Iron, 6,850 tons; steel, 10,500 tons; as compared with 7,900 tons of iron and 11,000 tons of steel in May. One blast furnace and four steel furnaces were in operation. Employment conditions were normal, but a reduction was anticipated in the near future. The rolling mills and bolt and nut factories at Halifax were well employed, and the stove and furnace foundries were busy. The shipyards were active. At Westville the Nova Scotia Steel Co. worked only about half their complement of men. The Eastern Car Co. was well employed during the first two weeks, but laid off a considerable number of

hands during the last two weeks of the month. The Canada Car and Foundry Co. and the International Engineering Co. at Amherst were actively engaged. Charlottetown reported that the foundry and machine shops were steadily employed. St. John reported that the rolling mill was active, but that the shipyards were dull. Tin and sheet metal workers were well employed. The Record Foundry and Machine Co. at Moncton was active and the foundries at Sackville were in steady operation. Machine shops at Fredericton were very busy. Quebec reported that the shipyards were busy and that metal roofers were very busy. Sherbrooke reported normal conditions in this group. Employment was very good in the foundries and shipyards at Three Rivers. Sorel reported some considerable reduction in employment in the shipyards. Ottawa reported that the foundries were active except where held up by strikes. Toronto reported that metal trades generally were quiet, also that shipbuilding was quiet, but that the agricultural implement, motor and tractor manufacturers were active and that electrical apparatus workers were fairly well employed. Hamilton reported activity generally in this group, though two of the steel foundries were closed for repairs.

Niagara Falls reported a slight demand for experienced men in the metal working industries. Boiler workers and electrical workers at St. Catharines continued to be well employed. Brockville reported only fair activity. The shipyards at Kingston were active. The Canadian Locomotive Company's plant was practically idle, due to a strike. Belleville reported normal conditions. The foundries at Peterborough were held up by a strike, but the machine shops were running with slightly reduced staffs. The Canadian General Electric Co. were more active than during last month. Galt reported that the foundries were advertising for help and that galvanized iron and sheet metal workers were in demand and that machine shops were busy and in some cases working overtime. Brantford reported fair activity at the engine works and stove foundry, but some slackness at the agricultural implement plants. The wagon and carriage companies were fairly busy. Kitchener reported that the foundry and machine shops were advertising for help and that tinsmiths and metal workers were in demand. The Waterloo Manufacturing Co. was very busy. Metal industries continued to be active at Guelph, although orders fell off somewhat owing to the prevailing industrial unrest. Stratford reported very considerable activity in this group. Woodstock reported a demand for stove molders, mounters and polishers, and fair activity in other branches. There was a little unemployment among wagon workers. London reported the rolling mills active and the farm implement factories very busy. The iron companies at St. Thomas had a busy month. Chatham reported a shortage of skilled mechanics for the foundries and machine shops, and considerable activity in the automobile factories. Windsor reported that the automobile companies and accessory companies were busy in all departments. Employment was good at the Canadian Bridge Company's plant. Owen Sound reported some scarcity of good mechanics. The marine

machinery plant was quiet, but at the wire fence factory overtime was worked. The sawmill machinery company at Orillia was well employed. There was a slight reduction in the staff of the steel plant at Sault Ste. Marie, about 2,700 men being employed instead of the normal 3,000 to 3,500. Fort William reported that resident labour was pretty fully occupied. Brandon reported that engine foundries and implement works were busy. The rolling mills at Medicine Hat were practically closed down, but the pump and brass company reported a scarcity of molders. The iron works at Lethbridge worked full time. Vancouver reported that owing to the general strike all shipyards and most of the foundries, etc., were closed down. Victoria reported some slackness in the iron foundries and fair activity in the wooden shipbuilding yards.

The abattoirs and meat packing houses at Sydney were active. Halifax

reported that the sugar refinery ran full time and that bakers and confectioners were well engaged and that the aerated water manufacturers were employing extra help and working overtime. Westville reported increased activity in the flour mills. Truro reported that the condensed milk factory worked full time with capacity help. Bakers, confectioners, butchers and tobacco workers in Charlottetown had a good month. At St. John the flour and feed mills were busy and the sugar refinery ran night and day. Bakeries, creameries, soft drink plants and breweries had a good month. Moncton reported the flour mills in steady operation and the biscuit factory very busy with about 150 operators. Creameries, cheese factories and soft drink establishments were busy. Fredericton reported that the flour mills and packing houses were quiet. Soft drink establishments were very busy and tobacco factories were active in Montreal. Quebec reported activity throughout this group except in tobacco factories which

were quiet. Sherbrooke reported activity throughout this group including cigar factories. St. Hyacinthe reported that the flour mills worked full time and that bakers were very active. Three Rivers reported that bakers and confectioners were busy, that aerated water and soft drink establishments were active, and that cigar and tobacco workers were well employed. Ottawa reported that the abattoirs were fully employed and that bakers and confectioners were quiet. Toronto reported that flour, feed and cereal mills were in steady operation; that abattoirs and meat packing houses had a fair month; that bakers and confectioners and fruit and vegetable canners were busy; that soft drink manufacturers and brewers were active and that cigar makers were well employed. Hamilton reported a demand for fruit and vegetable canners, with activity generally throughout the group. Niagara Falls reported the fruit canning plants working to capacity with a strong demand for female help. St. Catharines and Brockville reported employment good in the group. At St. Catharines the canneries were busy with their usual seasonal trade. At Kingston the flour and feed mills and breweries were active, and the creameries and dairies were fairly well employed. At Belleville the flour and feed mills were busy, and the bakeries, creameries and soft drink plants were very busy. Peterborough reported a considerable increase in employment in the flour, feed and cereal mills, and the cheese factories and creameries and condensed milk factories were very active. Galt reported considerable activity. At Brantford the flour mills were inclined to be quiet but the preserving company was very busy. The rest of the group was active. Kitchener reported the flour mills working full time, the breweries working overtime and the cigar factories in need of help. At Guelph the flour and feed mills were active, the soft drink firms and breweries were active and the creameries were busy. Stratford reported the

abattoir and packing houses active and cigar makers well employed. Woodstock reported some demand for girl labour in the biscuit factories and confectionery plants. The cornflake company at London was very busy and the biscuit and candy factories were short of female help, all cigar makers were well employed. At Chatham the flour mills were working day and night but the abattoir was idle. The sugar refinery was not running. The cereal company at Windsor took on several additional hands; and the bakers, and soft drink and brewery workers were very active. Flour mills at Owen Sound were quiet. Winnipeg reported that confectioners were very quiet due to the strike and had only about one-third of their normal staffs employed. There was, however, a good demand for help at the vegetable canning factories. Brandon reported that flour mills, creameries and aerated water plants were busy but that cigar factories and breweries were dull. At Regina the flour mill remained closed but the abattoir was fairly active while the bakeries, creameries and soft drink plants were very well employed. The flour, feed and cereal mills at Moose Jaw were active. The flour mills at Medicine Hat were very active but expected to be quieter next month. At Lethbridge the brewery workers were busy and in some cases worked overtime. The flour mills worked steadily on ordinary shifts. Victoria reported that the fruit and vegetable canneries had commenced the season's operations. Vancouver reported that the sugar refinery, abattoirs and meat packing plants were practically closed as most of the workers were on strike. Bakers, confectioners and creamery workers were normally employed. Soft drink firms were active. Cigar makers were on strike; also brewery workers, during the first part of the month, but later the brewery workers were permitted to return to work by the strike committee. Victoria reported that the salmon canneries were ready for the season's opera-

tions and that several hundred employees had left for the northern canneries.

Truro reported the woollen mills and mattress factory running full time. St.

**Textiles,
cordage and
carpets**

John reported the two cotton mills working steadily. At Moncton the Humphrey woollen mills and the Atlantic

Underwear factory continued to be busy, but the Maritime linen factory closed for stocktaking and repairs. The cotton mills at Fredericton were running to full capacity. The cotton mills at Montreal were practically closed owing to the strike. Quebec reported the cotton mills and tent and sail factories very busy. Sherbrooke reported that the cotton and woollen mills, the hosiery, underwear and knitted goods factories and bleaching and textile establishments were all busy. St. Hyacinthe reported that the woollen and knitting mills and underwear and hosiery factories were exceedingly active. The Wabasso Cotton Co. at Three Rivers employed over 1,300 hands. Toronto reported that woollen factories were busy and that hosiery and knitted goods plants were active. The tent and awning firms were active, and the carpet company continued to be busy. Hamilton reported that the textile trades were very active in all their branches and that considerable help, mostly female, was in demand. St. Catharines reported that employment was good in the woollen mills, knitting factories and silk factories. The Dominion Textile Co. at Kingston was active. The woollen factories at Peterborough were working night and day. At Galt the silk mills were busy and the cotton and woollen mills were advertising for help. At Brantford female help was wanted in this group. The knitting works at Kitchener ran full time and the felt factory was very busy and help was wanted at the twine factory. Guelph reported a demand for weavers in the carpet and rug factory and for machine operators in the whitewear factory. Woodstock

reported a demand for girl labour in the underwear and knitted goods factories. The hosiery companies at London were working overtime. The knitting company at St. Thomas was busy. Chatham reported that the woollen mills were unable to secure necessary labour. Tent and awning firms at Windsor took on extra help. At Winnipeg the knitting companies were advertising for help, but this was due to some of the striking operatives obtaining other employment. There was a demand for experienced help in the tent and awning factories. Bag companies were dull. Vancouver reported that knitted goods factories and tent, awning and sail factories were all busy.

Halifax reported that there was no idle help in this group. The steam

laundries and dyeing and cleaning establishments were exceptionally busy. The steam

**Clothing and
laundering**

laundry at New Glasgow was burnt to the ground. Truro reported that the cap and shirt factories were again running full time. Charlottetown reported that garment makers and laundries had a very busy month. St. John and Moncton reported some increased activity in the ready-made clothing establishments and great activity in the steam laundries. At Fredericton clothing workers were only fairly busy. Montreal reported that the clothing workers and shirt, collar and button workers were all well employed and that steam laundry workers were very busy. Quebec reported that ready-made clothing firms were dull, but that women's whitewear firms were active and that steam laundries and dyeing establishments were busy. Sherbrooke and St. Hyacinthe reported general activity. The three glove factories at Three Rivers were active. The shirt company at Sorel was running steadily. Ottawa and Hull reported the clothing factories running to full capacity. Toronto reported that the clothing trades in all lines were busy on both foreign and domestic orders and

that female help was much in demand. Employment was good in the steam laundries. Hamilton reported that help was wanted in the shirt, collar and button factories and in the steam laundries and dyeing and cleaning houses. Niagara Falls reported that female workers were wanted in the corset, hat and suspender factories. The hat and glove factories at Brockville were well employed. The Deacon Shirt Co. at Belleville was busy, mainly on an order for Belgium. Peterborough reported that women's whitewear and children's clothing factories were very active. Galt and Brantford reported activity. Kitchener reported a demand for women, girls and boys in the shirt, collar and button factories and in the whitewear factories. The glove factories were well employed. Stratford reported that the ready-made clothing factories were taking on extra help. At London the clothing firms were very busy and the laundries were in need of help. The pant and overall company at Chatham was very busy. Windsor reported that the shirt factory required machine hands and that the laundries and cleaning establishments were short of help. Winnipeg reported that this group was much affected by the strike, the shirt companies only being active. The steam laundries and dry cleaning establishments at Brandon and Regina were very busy. Vancouver reported that ready-made clothing firms and whitewear factories, etc., were very well employed and that laundries and dyeing and cleaning firms were busy. Victoria reported that shirt and overall factories were working steadily with full staffs.

St. John reported that the pulp mill was operating steadily. Sherbrooke reported that the pulp and paper mills were busy. The pulp and paper companies at Three Rivers employed over 1,600 hands. Hull reported that the pulp and paper mills and cardboard mills were actively employed. Niagara Falls reported the

pulp using industries were active. The pulp and paper mills at St. Catharines continued to be well employed. At Brantford the tar and roofing paper companies were very busy. The pulp and paper mills at Sault Ste. Marie were running to full capacity. Victoria reported that the pulp and paper mills were running to full capacity and doing a large extra trade. The Whalen Pulp and Paper Mills at Mill Creek, B.C., were forced to close down owing to the Winnipeg strike, throwing 300 men out of employment.

Halifax reported that both news and job printers were well employed but that

**Printing,
publishing
and paper
goods**

it had not been necessary to work much overtime owing to the return of several compositors from overseas.

Bookbinders were very busy on school supply work and paper box factories employed their full staffs. Printers, bookbinders and pressmen at Charlottetown were well employed. At St. John the printing houses and binderies were active and the paper box factories were busy. Fredericton reported activity in this group. Quebec reported printers, bookbinders and paper box makers all busy. Printers were busy at Three Rivers. At Sorel the printing trade was quiet. At Ottawa and Hull the publishing houses and printing plants were dull. Toronto reported that printers, bookbinders and lithographers were fairly active, and that there was a slight shortage of experienced girls in the binderies. Paper box factories were busy. Hamilton reported activity in this group. Niagara Falls reported a demand for female help in the paper box factory. At St. Catharines, Brockville and Kingston, printing houses were well employed. At Belleville binders were very busy. At Galt the paper box factory was advertising for help. At Brantford the Hempell box factory was well employed. At Kitchener the paper box factory was very busy and all printers were steadily employed. At Guelph the

printing offices were active but the paper box factories were quiet. At Stratford printers were well employed and paper box workers were busy. The paper box companies at London were very busy. Chatham reported a slight demand for printers. The printing offices at Windsor were advertising for printers and the box factories were well employed. Owen Sound reported great activity in this group. Winnipeg reported that bookbinders were busy and that there was a demand for experienced help, but that most of the paper box firms were closed down owing to the strike. Regina reported some demand for printers and binders. Printers were well employed at Lethbridge. Vancouver reported that printers were exceptionally busy and that paper box workers were normally employed. At Victoria the printing industry was active but the paper box industry was rather quiet.

At Halifax the planing mills were quiet during the greater part of the month owing to a strike in the building trades, but later showed a decided improvement. At

**Woodworking
and furniture**

Westville woodworking plants were operating about half time. Charlottetown reported some slackness. At St. John the sash and planing mills were busy, the wooden box factories active and the brush and broom factories steadily employed. At Moncton the woodworking factory and the cooperage branch of the sugar refinery were in steady operation. Fredericton reported seasonal activity in the sash and planing mills. Quebec reported that the sash, door and planing mills were active, but that the broom factories were quiet. Sash and door factories at Sherbrooke were busy. At St. Hyacinthe the chair factories were active and the organ factories were very busy. Three Rivers reported the sash, door and planing mills running to full capacity. The planing mills at St. John's worked full time. There was a demand for labour at the Singer Manufacturing Company's

plant. Sorel reported quietness in this group. Ottawa and Hull reported that the sash and door mills ran at about half capacity and that wooden box factories were very dull. Toronto reported that sash, door and planing mills were active and that wooden box and basket factories, furniture manufacturers and upholsterers were in full operation. Piano workers were well employed. Brush factories were working steadily and the Dominion Toy Co. was busy. The planing mills at Niagara Falls were very busy. Kingston reported the sash, door and planing mills active, the broom factory busy and the piano factory fairly active. At Belleville the furniture factory was busy. Peterborough reported that woodworking and planing mills were very busy. At Galt the furniture factories were busy, but the cooperage plants were rather quiet. Brantford reported all sash, door and planing mills very busy, while piano and victrola workers were very quiet. Kitchener reported considerable activity throughout the whole group, with a steady demand for help in the furniture factories. The wooden toy factory also was busy. Guelph reported that sash, door and planing mills were fairly busy and that piano and sewing machine factories were active. The furniture and chair factories and planing mills at Stratford were busy. Woodstock reported a constant demand for help in all departments in the furniture and chair factories. London reported that the planing mills and the barrel company had large orders ahead. Chatham reported that the sash, door and planing mills were very active, but that the wooden box factories were quiet. It was reported that many of the best mechanics were leaving Chatham for Windsor and Detroit, where, it was stated, higher wages were being paid. The woodworking firms at Windsor reported a big increase in business though the piano company was a little dull. Owen Sound reported a slight scarcity of skilled mechanics. Sault Ste. Marie reported the sash, door and

planing mills active. Brandon and Regina reported the sash, door and planing mills busy. Medicine Hat reported that planing mills were very active. At Fernie the sash and door factories were operating on a very limited scale. At Vancouver the sash, door and planing mills were closed, due to industrial trouble. At Victoria the sash and door factories were fairly busy.

Charlottetown reported slackness in this group. St. John reported that the tannery was active.

**Leather,
boots, shoes
and rubber**

Fredericton reported that the shoe and larrigan factories were well employed. Montreal reported considerable increase in employment in the boot and shoe factories, though the rubber factories were affected by a strike of some 2,500 employees. Quebec reported that tanners and curriers and boot and shoe workers were active. St. Hyacinthe reported that the tannery was very busy and that the boot and shoe factories had plenty of work ahead. Sorel reported that employment was good. Toronto reported that boot and shoe factories, trunk and bag factories and manufacturers of rubber goods were busy. Hamilton reported a demand for shoe workers. The shoe parts factory at Niagara Falls was short of operatives. St. Catharines reported that the rubber footwear factories were well employed. Brockville reported that harness and horse goods workers were fairly well employed. Kingston reported that the tanneries were busy. Galt reported that the boot and shoe factories were advertising for help. The Brandon Shoe Co. at Brantford was running to capacity. Kitchener reported that the tanneries were very active, that there was a slight shortage of help in the boot and shoe factories, and that trunk and bag factories were busy. The Dominion Tire factory was working two or three shifts and was short of labour. The rubber factories were well employed. Guelph reported that the rubber tire and rubber goods factories

were active. Stratford reported that the tanneries were busy. The tannery workers were well employed at Woodstock. London reported the tannery very busy and the shoe companies working overtime. St. Thomas reported the shoe workers well employed. Windsor reported slackness among harness workers but good employment among trunk and bag workers. Owen Sound reported normal conditions in this group. Brandon reported the tanneries and trunk and bag firms busy. Vancouver reported the boot and shoe workers busy.

Moncton reported that the cement plants were busy and that the Humphreys Glass Works were operating steadily.

**Clay, glass
and stone**

Fredericton reported that the brick yard was employing a considerable number of men. Quebec reported that brick makers were well employed but that some cutters and lime makers were dull. Sherbrooke reported that the cut stone and granite quarries were busy but that the brick yards were quiet. Toronto reported that brick makers were well employed. Hamilton reported activity in this group. Brockville reported that cut stone and granite workers were active but that brick makers were dull. Kingston reported cut stone and granite workers fairly well employed. The pottery at Belleville had a busy month. Brantford reported that the brickyards were running full handed. Kitchener reported that stone and granite cutters were all busy but that brick, tile and sewer pipe workers were only fairly well employed. Brick makers at Stratford were steadily employed and marble workers were busy. London reported that the brickyard was busy for the first time in five years. Chatham reported that some overtime was worked in this group. Owen Sound reported that the stone quarries were active but that the brick kilns were very quiet and that the cement factories had been closed down for some time. Regina reported that cut stone and granite workers were busy.

Moose Jaw reported that work had been resumed in a large brick plant in the district. The brick plants at Medicine Hat reported an improvement and the stoneware industry continued to be fairly active.

Quebec reported dullness in this group. The gunpowder factories at

Sherbrooke were quiet.

**Paints, oils,
chemicals,
explosives**

Three Rivers reported that the oxide company was running to full capacity but that the plant

of the Canada Paint Co. was destroyed by fire. Toronto reported that the paint and varnish, chemical and drug trades were all active. Hamilton reported activity. Niagara Falls reported that the electro-chemical plants were busy and that furnace men and labourers were in demand. Galt reported that the soap factory was active. Brantford reported that the Scarfe Varnish Co. was very busy. Kitchener reported that the oil and grease company was well employed. Windsor reported that the paint and varnish company was very busy and that the Seeley Co. took on several girls in the soap department. The patent medicine companies were busy and took on a number of girls in their bottling departments. The soda ash plant of Amherstburg took on 125 men during the month after being closed down for nearly six months. The chemical companies at Sault Ste. Marie were practically closed down. Regina reported that the oil works and soap works were running full time with full staffs. The linseed oil mills at Medicine Hat were active. Victoria reported that the paint and soap factories continued to do a steady business.

The earnings of the Canadian Pacific Railway Co. during May were \$13,569,-

411 as compared with \$13,314,116 in May,

**Railways,
shipping and
'longshore work**

1918. Sydney reported that steam railways

were less active and that some men were laid off, but that otherwise there was no change. Halifax re-

ported activity during the month, particularly in the case of 'longshoremen, transfer drivers and garagemen. Westville reported quietness on the steam and electric railways. Truro reported that railway shops hands were working full time. Charlottetown reported that the railway had a very busy month, large quantities of produce being shipped from all parts of the island. St. John reported that steam and street railway business was very good, but that navigation was quiet and 'longshore work dull. Transfers, liveries and garages were busy. Moncton reported normal conditions in the railway repair shops. Fredericton reported that railway repair shops were busy and that garages were very active. Passenger and freight traffic was good on the railways. Quebec reported great activity in this group, except that transfers and liveries were quiet. Sherbrooke reported that the railway repair shops were busy, but that steam and electric railways were only fairly busy. Sorel reported that the railways and steamship companies had had an active month. Ottawa reported that employment on the steam and street railways was good. Toronto reported that the railways had a large passenger and freight business and that the railway repair shops had plenty of work. Towards the end of the month the street railway employees went on strike. Liveries and garages were very busy. Navigation was active, with good employment for 'longshoremen. At Niagara Falls the electric railways were very busy and teamsters were in demand. Brockville reported that employment in steam railways and 'longshore work was only fair. Kingston reported that the steam and street railways and railway repair shops were active, navigation and 'longshore work was fair. Liveries and garages were active. Belleville reported that 'longshore work was confined to the unloading of coal vessels. Galt reported activity in this group. Brantford reported that steam and electric railways, transfers, liveries and garages all had a very busy month. The

steam railways at Kitchener were fairly active in the passenger and very busy in the freight department. Street railways had a very heavy month. The railway repair shops at Stratford were well employed. London reported that the train crews were making regular runs. St. Thomas reported that a number of crews were set back on the Wabash branch of the Grand Trunk Railway and a few men laid off, but that the railway repair shops were active, with some shortage of skilled workers. Electric railway service at Chatham was very quiet owing to lack of freight. Liveries and garages at Windsor were very active in tourist work. Navigation was active. Sault Ste. Marie reported that the Algoma Central Railway laid off a few men during the month. Garages were very busy. 'Longshore work was fairly active. Brandon reported dullness in this group and that the railway repair shops were closed. At Regina the steam railway passenger business was very good, while the freight business showed considerable improvement. Street railways were active and the railway repair shops were busy. Transfers, liveries and garages were busy. Moose Jaw reported some quietness in this group, due to the Winnipeg strike. Vancouver reported that steam railways were occupied as usual, but that the street railway employees were on strike. The railway repair shops were normally employed. Navigation was considerably reduced as sailors and 'longshoremen were on strike. Teamsters also were on strike. Victoria also reported dullness in navigation and 'longshore work owing to the strike.

Quebec reported that the stone quarries were active. Sherbrooke reported

Mining and quarrying

that iron and copper mining was very quiet, but that asbestos mining was active. At Niagara Falls there was a demand for experienced quarry men and for quarry labourers. During June the Cobalt mines worked at capacity. A total of 40 cars

containing about 3,003,432 pounds of ore were shipped in June as compared with 29 cars containing about 2,354,471 pounds in May. Bullion shipments for the month amounted to 404,686 ounces as compared with 269,016 ounces in May. The price of silver averaged 110.42c. an ounce during the month and the mine workers were paid an additional bonus of 25 cents, making a total daily bonus for the month of \$1.50. In the Kirkland Lake camp a strike began on June 12 and at the end of the month about 450 men of the 525 affected had left the camp. In the Porcupine field the Hollinger, Dome, McIntyre and Dome Lake mines continued to produce. At the Miller Independence mine in the Boston Creek district the men returned to work towards the end of the month at the former rate of pay and at the same hours. In the Rossland district only about 75 men were working in the mines, but it was anticipated that when the concentrator at Trail was finished more men would be employed. At Trail the smelters and refineries were operating, but not to full capacity. There was, however, considerable construction work under way and every available man was employed.

Sydney reported the output of the Dominion Collieries as 230,000 tons of coal and 35,000 tons of coke, with 120 ovens in operation, as compared with 258,000 tons of coal, 37,400 tons of coke, with 150 ovens in operation in May. The decrease in the output was due to broken time. The output of the Sydney mines was 46,000 tons of coal and 5,700 tons of coke, with 118 ovens operating, as compared with 52,000 tons of coal and 8,000 tons of coke, with 146 ovens in operation in May. Westville reported a slight improvement in the coal industry, there being a slight reduction in the amount of unemployment, due to a number of men being engaged in banking coal. Fredericton reported that mining operations at Minto were comparatively quiet. All the coal mines in the Lethbridge and Fernie districts were quiet owing to the strike, a few men only

being employed at the top and in timbering. The Reserve Mine at Nanaimo, B.C., was closed down, putting some 270 men out of employment.

The value of building permits issued in 35 cities during May amounted to \$7,005,425, as compared with \$6,457,906 in April and \$4,854,839 in May, 1918. Sydney reported

Building and construction

that the building trades were active during June both on dwelling houses and commercial buildings. The building trades at Halifax were held up practically the whole month by strikes. Westville reported dullness. Truro reported that carpenters and painters were in great demand. Charlottetown reported that stonecutters, bricklayers, carpenters, plumbers, etc., had a busy month. St. John reported the building trades very quiet. At Moncton building tradesmen and builders' labourers were in good demand. Fredericton reported a very considerable amount of repair work being done. Quebec reported some increase in employment in the building trades, the work done being mostly on repairs. Sherbrooke reported there were very few idle men in the building trades. St. Hyacinthe reported comparative dullness. Three Rivers reported employment very good in the building trades. Sorel reported dullness and that many masons, carpenters and joiners had gone elsewhere in search of work. Ottawa and Hull reported that there was no unemployment among building tradesmen. Toronto reported that building was active though mainly confined to the erection of small dwellings, a number of large contracts which were in contemplation having been indefinitely postponed. Hamilton reported that the building trades were very active, with a demand for skilled labour in all branches and also for unskilled labour. The building trades at Niagara Falls were very busy and carpenters were in demand. Kingston reported employment conditions fair. Peterborough reported quietness. Brantford reported

considerable activity in the erection of dwellings. The building trades at Guelph had a good month, with carpenters in demand. Activity prevailed at Stratford. Woodstock reported a fair amount of employment. St. Thomas reported activity. Chatham reported that the erection of buildings was being held back for want of skilled labour. Windsor reported activity, with a strong demand for carpenters. Sault Ste. Marie reported that building operations were quite active and that all trades were well employed. Brandon reported that practically no building was being done. Regina reported considerable activity both in dwelling houses and commercial buildings. Moose Jaw, Medicine Hat and Lethbridge reported a continued slight improvement in employment. Fernie reported that building was at a standstill.

During the first week of June the Canadian Pacific Railway had some 15,354 persons employed on construction work. During the month 843 other persons were added, more than half of which were employed in the four western provinces. At the beginning of the month the Grand Trunk Railway employed some 5,166 persons on construction work. During the month 280 workers were added in Ontario and smaller numbers in other provinces.

Westville reported that the lumber mills continued to be active. Charlotte-town reported that lumbermen were very well employed. St. John reported that river driving and rafting had been completed but that the saw and shingle mills were running steadily. Fredericton reported that the lumber mills and booming operations were giving employment to large numbers of men. Quebec reported that the saw mills and the rossing mills had started their season's cut, which would probably give considerable employment during the whole season. River driving was practically completed. Sherbrooke re-

Lumbering

ported that the saw and shingle mills were busy. Ottawa and Hull reported that the sawmills were busy. The sawmills at Peterborough were very active. Owen Sound reported that the tie mill was not running and that the shingle mill was quiet, but that the sawmill was busy. Fernie reported that part time only was worked in some of the mills,

and that it was anticipated that the cutting season would be short. At Vancouver the saw and shingle mills were closed as the engineers were on strike. Victoria reported that the lumbering and logging industries had improved very considerably during the month and that practically all mills were running to capacity.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

PROCEEDINGS FOR THE MONTH OF JUNE, 1919, WITH TEXT OF BOARDS' REPORTS

DURING the month of June the Department received reports from four Boards of Conciliation and Investigation established to deal with disputes between (1) the Corporation of Lethbridge, Alta., and certain of its employees, being members of Civic Employees Federal Union No. 70, (2) the Dominion Power and Transmission Company and certain of its employees, being members of Division No. 876, Amalgamated Association of Street and Electric Railway Employees of North America, (3) Union Stock Yards of Toronto, Limited, and certain of its employees, being cattle drovers, members of the Amalgamated Meat Cutters and Butcher Workmen of North America, and (4) the Toronto Railway Company and certain of its employees, being motormen and conductors, shedmen, motor and truck repairmen, etc., members of Division No. 113, Amalgamated Association of Street and Electric Railway Employees of North America. Amendments were received to the report of the Board established to deal with the dispute between various Toronto firms constituting packing houses and certain of their employees, members of the Amalgamated Meat Cutters and Butcher Workmen of North America, the text of which appeared in the June issue of the LABOUR GAZETTE. There were also received nine applications for the establishment of Boards.

Applications Received

During June applications for Boards were received as follows:

(1) From the Toronto Railway Company respecting a dispute with certain of its employees, being motormen, conductors, etc., members of Division No. 113, Amalgamated Association of Street and Electric Railway Employees of North America. The employees announced their intention of declaring a strike and refused to take any part in proceedings before a Board. A Board was established, the Minister naming the member for the employees. Particulars of the constitution of the Board and the outcome of the same appear in this article.

(2) From the employees of the Canadian Pacific Railway Company, being coal handlers, members of the Coal Handlers' Union. A strike occurred and direct negotiations were renewed, which resulted in an amicable agreement being reached. Board procedure was, therefore, rendered unnecessary.

(3) From the employees of the Hydro-Electric Power Commission, being members of the Niagara Trades Federation. This industry being one under Provincial control, a Board could be established only by the joint consent of the disputants. This consent was refused by the Commission.

(4) From the employees of the Canadian Pacific Railway Company, being café car employees, restaurant cooks, and waiters, storeroom men and linen handlers, members of the Canadian Brotherhood of Railway Employees. At the close of the month this matter was in abeyance pending the result of renewed negotiations between the disputants.

(5) From the employees of the Toronto Suburban Railway Company, being linemen, winders, operators and helpers, members of Local Union No. 353, International Brotherhood of Electrical Workers. The establishment of a Board was rendered unnecessary, direct negotiations between the parties having resulted in a settlement of the dispute.

(6) From the Ottawa Electric Railway Company in connection with a dispute with its motormen and conductors. A Board was established composed as follows: Mr. D'Arcy Scott, Ottawa, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Mr. G. D. Kelley, Ottawa, nominee of the company, and Mr. J. C. Rooney, Ottawa,

appointed by the Minister in the absence of a recommendation from the employees. A strike was called for July 1, and Board procedure was suspended.

(7) From the employees of the Dominion Coal Company, Glace Bay, N.S., being clerical workers, members of Clerical Union No. 16355, American Federation of Labour. A Board was established, Mr. John A. Gilles, Sydney, N.S., being appointed a member thereof on the recommendation of the employees.

(8) From the shop employees of the Toronto Railway Company and the Toronto Electric Light Company, Limited, being electrical workers, machinists, blacksmiths, patternmakers, brass moulders and coremakers. This application was under consideration at the close of the month.

(9) From the employees of the Toronto Hydro-Electric Commission, being electrical workers, members of Local Union No. 353, International Brotherhood of Electrical Workers. A Board was established shortly after the close of the month, Mr. H. A. Harper, Toronto, being appointed a member on the recommendation of the employees.

Report of Board in Dispute between the Corporation of Lethbridge, Alta., and certain of its employees

A REPORT was received from the

Board established to deal with the dispute between the Corporation of Lethbridge, Alta., and certain of its employees, being members of Civic Employees' Federal Union, No. 70. The Board was composed as follows: Mr. C. F. Jamieson, Lethbridge, Alta., appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. E. H. Wilson and Donald McNabb, nominees of the corporation and the employees respectively. The report was signed by the chairman and Mr. Wilson and was accompanied by a schedule of proposed changes in rates and rules. A minority report was presented by Mr. McNabb.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of the dispute between the City of Lethbridge and its employees, all being members of the Civic Employees' Federal Union, Local No. 70.

To the Honourable
the Minister of Labour, Ottawa.

Sir,

The Board of Conciliation herein appointed by you under the provisions of the Industrial Disputes Investigation Act has the honour to report as follows:

On Friday, May 30th, the Board held a preliminary meeting in the City Council Chamber, Lethbridge, and subsequently re-assembled for formal sessions on Tuesday, June 3rd, and sat in open session until noon of Friday, June 6th. It being considered that no further evidence was required, the Board then proceeded on Wednesday, June 11th, to go over the various questions submitted, and sat daily until Monday, June 16th, when its work was completed. All the members of the Board, viz., E. H. Wilson, representing the City; Donald McNabb, the employees, and C. F. Jamieson, chairman, were present at each session, and representatives of the interested parties were in attendance from time to time, and were given full opportunity to present their views and to call witnesses.

The consideration given to the various aspects of the dispute was patient, and, we believe, thorough. It appeared at one time as though a unanimous finding would be made, but on one point, namely, the holding privileges of certain of the Power House employees, there seemed to be no possibility of complete accord.

The situation at large was considerably improved by the admission on the part of the City authorities that the employees were entitled to a substantial increase of pay. The City's main difficulty, it appeared, was to finance the increase. It would seem that the City's revenue must be materially increased to meet the advance which the majority of your Board recommends, and an increase in taxation and in the prices of utilities is likely inevitable, unless the scope of the City's power to tax is enlarged.

The Board went carefully over the City's estimates for the current year and found them conservative. There is a large fixed charge, of course, which cannot be reduced. The controllable portion of the City's expenditure is not so large as many think.

The majority of your Board recommend that the scale of wages for City

employees should be as shown and set out in the annexed schedule, and that the rules mentioned in the said schedule should also apply. We believe that both rates and rules are fair and just, having regard to all the circumstances of the case.

(Sgd.) C. F. JAMIESON,
Chairman.

(Sgd.) E. H. WILSON.

Lethbridge, Alberta, June 16th, 1919.

SCHEDULE OF RULES AND RATES OF PAY RECOMMENDED.

Clause 1.—This schedule of rules and rates of pay shall date back to April 1st, 1919, and shall continue until March 31st, 1920, and from year to year thereafter until changed by agreement of the parties thereto. Either party may ask for variation or change in any clause or clauses in this schedule by giving the other party thirty days' notice in writing prior to the 31st day of March, 1920, or prior to the 31st day of March in any year thereafter.

Clause 2.—That, except where otherwise specified in this schedule, eight hours shall constitute a full day's work. The existing practices and rates as to overtime are continued, except where otherwise specified herein.

Clause 3.—The City shall maintain the same check-off system as is maintained by the C.P.R. (Galt) Mines in the City of Lethbridge.

Clause 4.—Seniority in the City's service shall be generally recognized.

Clause 5.—That no discrimination shall be shown because of employees belonging to labour organizations.

Clause 6.—The scale of wages shall be as follows:

OFFICE STAFF.

This class will include all salaried men in the employ of the City. They should receive an increase of \$10 per month instead of the \$20 per month asked for. Hours of City Hall staff to be from 8.30 to 5.30, except on Saturdays, when they shall be from 8.30 to 12 o'clock noon.

POWER HOUSE EMPLOYEES.

Engineers and Machinists (4 in number).—These men are now getting 60½ cents per hour. They asked for a 25 per cent increase, with a continuation of an eight-hour day. They have been working seven days a week and have asked for a six day week. They also asked for time and a half for all overtime up to nine hours, and double time for all civic and public holidays and for Sundays. The days, hours and overtime regulations will remain the same

as heretofore. These men should be increased to 64 cents per hour, in addition to the further concessions hereinafter set out.

Boiler Washers and Conveyer Men (3 in number).—These men are now getting 46¼ cents per hour and asked for 60. They should receive 52½ cents per hour, in addition to the further concessions hereinafter set out.

Machinist's Helper.—Now getting 46¼ cents per hour. This man asked for 60 cents per hour. He should receive 50 cents per hour in addition to the further concessions hereinafter set out.

Sub-Engineers and Firemen (5 in number).—These men have been getting 53½ cents per hour and have asked 67 cents. They should receive 57¼ cents per hour in addition to the further concessions hereinafter set out.

Oilers (3 in number).—Now getting 48¼ cents per hour and are asking for 62 cents per hour. They should receive 51 cents, in addition to the further concessions hereinafter set out.

General Labourers (2 in number).—These men have been receiving 43½ cents per hour and asked for 55 cents. They should receive 50 cents per hour, their work being arduous, in addition to the further concessions hereinafter set out.

The rates herein given to Power House employees are based upon those paid at the present time in C.P.R. No. 6 mine operating at the City of Lethbridge. It is a part of this award that if the Power House employees of the said mine are either granted an increase of pay or subjected to a decrease subsequently to this award then the Power House employees of the City of Lethbridge are to receive an equal increase or to submit to the decrease. It is also a part of this award that the Power House employees of the City of Lethbridge who are householders, married or single, shall be each paid by the City a sum of money equal to that saved by the Power House employees of No. 6 mine as a result of the privilege accorded the latter in buying their domestic coal at half price, the coal consumption of a Power House employee to be fixed for this purpose at 18 tons per year. This sum of money should be paid on December 1st. The vacation privilege, with pay, heretofore enjoyed by a portion of these employees should be abolished.

WATER WORKS EMPLOYEES.

Assistant Foreman.—Has been getting 48½ cents per hour, and asked for 71½ cents. He should get 57 cents per hour.

Ditch Diggers (6 in number).—These men are now receiving 43½ cents per hour. They ask for 60½ cents. They should receive 50 cents, their work being arduous.

Caulkers and Pipelayers.—These men are now receiving 48½ cents per hour. They ask for 66 cents per hour. They should get 55 cents per hour.

STREET RAILWAY EMPLOYEES.

Motormen (9 in number).—They are now working nine hours a day at 44¼ cents per hour. They ask for 65 cents per hour and an eight hour day, with time and a half for the first five hours' overtime and double time thereafter. They also ask for two weeks' holiday with pay to all men with one or more years' record of service with the City. These men are given a six day week, with a nine-hour day, at 51¼ cents per hour, but are allowed no vacation. Overtime rules and practices are to be retained as at present.

Barnmen (2 in number).—These men now receive 42¼ cents per hour. They made the same demands as the motormen, and have been working under the same conditions. They should be given the same advance as the motormen.

Track Greaser (one man).—Is receiving 41½ cents per hour and asks for 60 cents. He should receive 48 cents with a 6 day week and a nine-hour day.

STREETS AND STABLES EMPLOYEES.

Blacksmith (one man).—Now getting 58½ cents per hour and is asking 85 cents per hour. He should receive 68 cents per hour.

Teamsters' Labourers and Pavement Men (15 in number).—They are now getting 41½ cents per hour, except one man who is getting 45½. They ask 57½ cents per hour. They should receive 48 cents per hour, except the odd man who should receive 52 cents per hour.

Garbage Men (3 in number).—Two of these men are now getting 43½ cents per hour, with an eight-hour day. They ask for 60½ cents. They should receive 50 cents. The other man at present receiving 41½ cents per hour should receive 48 cents.

Truck Driver.—Now gets \$103.35 per month. Should be increased \$10 per month.

Stable Boss.—Now gets \$110. Should be increased \$10 per month.

Tractor Driver.—This man works as a labourer when not employed on tractor. Now getting 48½ cents per hour when employed on tractor. He should have 55 cents when employed on tractor and 48 cents when employed as labourer.

Parks and Boulevard Workers (10 employed when full staff is on).—These men are now getting 41½ cents per hour, with the exception of two men who receive 43½ cents. They should receive 48 cents, with the exception of the two men now paid 43½, who should receive 50 cents.

Fire Department.—These men ask for an increase of \$20 per month. They should be given an increase of \$10 per month.

(Sgd.) C. F. JAMESON,
Chairman.

(Sgd.) E. H. WILSON.

Minority Report

To the Hon. G. Robertson,
Minister of Labour, Ottawa, Ont.

Sir,

Re dispute between the Lethbridge municipality and its employees.

At the sitting of the Board appointed to enquire into the above dispute, it developed the evidence given by the Mayor of the City the frank admission that the employees were entitled to their full demands.

The demands, roughly speaking, were 25 per cent over present rates.

He also admitted the City's inability to finance in order to cope with the present demand of the employees, which statement does not exactly sound true in view of the fact that the City is in the position to sell power, water and light, and is in a position to tax according to the demands made upon them, which are legitimate, and, according to his own admission, this is a legitimate claim.

The award given by the Chairman will amount to 14 per cent over all classes employed. One class of employees in my opinion has been given a raw

deal. Some eight men in the Power House have enjoyed the privilege of having two weeks' holiday in the year with pay. The Chairman, in his award, has taken that privilege from those eight men. They also, along with other employees, have been rated with the coal mines just outside the City, with rates of wages and concession in fuel, which is something new in the Dominion. Power House employees in a city are always rated with another City, and those in a coal camp with a coal camp. It is my opinion that if trouble does not take place immediately over this, it will in the near future.

The award given by the Chairman still leaves the employees in this City about fifteen per cent below wages paid in the City of Calgary, which is an injustice to the employees of this City. The evidence presented on behalf of the employees convinced me that the employees' demands should have been conceded in full.

All of which is respectfully submitted.

(Sgd.) DONALD McNABB,
Arbitrator for the City of Lethbridge employees.

Lethbridge, Alta., June 16th, 1919.

Report of Board in Dispute between the Dominion Power and Transmission Company and certain of its employees

A UNANIMOUS report was presented by the Board established to deal with the dispute between the Dominion Power and Transmission Company and certain of its employees, being members of Division No. 876, Amalgamated Association of Street and Electric Railway Employees of North America. The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. S. F. Washington, K.C., Hamilton, and Fred Bancroft,

Toronto, nominees of the company and employees respectively. The report was accompanied by a schedule of proposed changes in the rates and rules, on the basis of which, it is understood, a working agreement was effected.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Dominion Power and Transmission Company (employer) and certain of its employees, being members of Division

No. 876, Amalgamated Association of Street and Electric Railway Employees of America.

To the Honourable
Senator G. D. Robertson,
Minister of Labour, Ottawa.

Sir,

The Board of Conciliation established by you in this dispute has the honour to report as follows:

After consultation it was agreed by the Board to meet and commence proceedings at Hamilton in the Court House on Wednesday, the 11th day of June instant, at ten o'clock. Pursuant to this arrangement the Board met and was attended by representatives of the employer, who were E. P. Coleman, General Manager, George E. Waller, General Superintendent, and F. B. Griffith, Divisional Superintendent, and by representatives of the employees, who were J. W. Kipling, M. E. Vansickle and L. C. Myers, respectively, President, member of the Executive Board and Secretary of Division 876.

These men with the Board took up the agreement which had been submitted to the employer and copies of which were included with the papers sent us from your Department. We entered upon its consideration clause by clause and succeeded in securing an agreement of many of the matters there suggested by the men. As this was the beginning of business organization of this Division 876, a little more difficulty was experienced than would have been the case where the Division had been in operation for some time, but by the honest endeavour of both sides, assisted by the members of the Board and by conference, we succeeded in securing an agreement upon all the conditions and rules that were submitted governing the relations between the parties in the matter, excepting wages, overtime and length of day.

These matters were by request of all parties left for consideration and determination by the Board.

This work occupied the 11th, 12th and 13th days of June, and on the 14th the Board at their meeting endeavoured to agree upon the questions left to their consideration and prepare the report and schedule.

We have the honour to submit, as attached to this report, the result of the agreement between the parties and the finding of the Board.

That which was agreed upon between the parties appears as set down in Schedule I, but was not signed by the parties as they made it dependent upon the acceptability of the finding of the Board upon the most important questions which were reserved.

In Schedule II we have set down what the Board recommends for acceptance by the parties to this dispute as being in their opinion such as should be accepted by the parties, considering the circumstances and the times and conditions.

All of which your Board has the honour to submit.

June 14th, 1919.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) FRED BANCROFT,
For Employees.

(Sgd.) S. F. WASHINGTON,
For Company.

Proposed agreement of which Schedule I has been agreed to between the parties and Schedule II is recommended by the Board of Conciliation for acceptance between Dominion Power and Transmission Company, Limited, acting for itself and for Hamilton & Dundas Street Railway Co., the Hamilton Radial Electric Railway Co., Hamilton, Grimsby and Beamsville Electric Railway Co. and the Brantford & Hamilton Electric Railway Co., their successors and assigns (hereinafter called the "Company"), party of the first part, and Amalgamated Association of Street and Electric Railway Employees of America, Division 876, of Hamilton, Ontario (hereinafter called the "Association"), party of the second part.

SCHEDULE I.

Rules, regulations, conditions of service and wages as agreed on by the parties before the Board.

1. The Company agrees that it will not discriminate against any employee who is a member or becomes a member of Division 876, Amalgamated Association of Street and Electric Railway Employees of America.

2. This agreement applies only to trainmen on the above-mentioned interurban lines.

3. The Company, through its properly accredited officers, will treat with its employees who are members of the association through the properly accredited officers or representatives of the Association, and if satisfactory adjustment cannot be obtained an appeal may be made to the General Manager.

4. Any employee who may be suspended or dismissed from the service shall be entitled to a hearing within three (3) days, and if upon investigation the charge is not sustained, shall be reinstated and paid all time lost through suspension or dismissal at his regular rate of pay. The said employee shall be notified 24 hours in advance of his hearing, and also of the charge laid against him, and he shall have the right to produce witnesses and to have the assistance of a representative of the Association, if he so desires.

5. Employees in the order of their seniority shall have the choice of runs on the respective Division to which they are assigned, having due regard to their ability to perform the duties appertaining thereto. Seniority list to be posted not later than the tenth day of April in each year and to become effective May 1st. Outpost runs to hold for not less than three (3) years, provided, however, that employees filling outpost runs who own property or for other reasons desire to retain their outpost residence, shall not be displaced without their consent.

6. Employees held off duty on Company's business by order of the Company's officials shall be paid at their schedule rate for all time lost and will be reimbursed for all reasonable expenses when away from home on such business. Like rates and expenses shall be paid employees when compelled to attend inquests and court proceedings by direction of the Company's officials.

7. Regular crews after finishing their runs will not be required to do extra work if extra men are available. The Company will at all times endeavour to provide a sufficient number of extra men so that regular men will not be required to do extra work except when absolutely necessary.

8. Nine hours shall constitute a day's work for men called for extra work and not assigned to a regular run, to be completed in thirteen consecutive hours.

9. Any trainman called for extra work at 7.00 p.m. or after 7.00 p.m., shall be paid from

7.00 p.m. and thereafter until his work is completed for that day.

10. A trainman who is called for extra work shall be paid for all the time he is held and shall receive at least two hours at his schedule rate of pay in any case whether held or not held. And if a trainman is assigned to work he shall receive not less than eight hours' pay in one day. A regular trainman who loses his run by not reporting at the proper time shall forfeit his run for that day.

11. Passenger trainmen shall receive 25 cents per day or part day in addition to their regular rate of pay for training students. Students to be assigned to competent trainmen by the Company's officials without discrimination.

12. Trainmen deadheading to and from runs shall be paid their schedule rate of pay for the time consumed.

13. The crews of all freight trains consisting of one or more cars in addition to the motor shall consist of not less than three men, and a third man shall be supplied in other cases where the freight is heavy enough to require it.

14. The Association shall be allowed to post in trainmen's waiting room notices of meetings or any other legitimate business of the Association.

15. Every trainman who has been in the Company's service for a period of one year shall be supplied with a uniform suit of material and style to be selected by the Company upon the following conditions:

(a) The Company agrees to pay half the cost of a uniform for each trainman who has been in the Company's service for a period of not less than one (1) year and not more than two (2) years, and to provide one (1) uniform per year without charge to trainmen who have been in the Company's service for more than two (2) years.

(b) It is further agreed that in case any employee leaves the service of the Company within one (1) month after receiving his uniform, the Company may retain from his wages half the cost of said uniform, and in case of any employee leaving the service of the Company within three (3) months after time of receipt of his uniform, the Company may retain from his wages one-quarter of the cost of the said uniform.

16. Trainmen on sick leave when ready to resume their duty shall be permitted to report for duty either in person or by telephone on or before 12.00 noon on the day previous to the day of resuming work.

17. Trainmen shall have one day off in every two weeks.

18. A trainman who is required to work a run which keeps him away from his home terminal shall be paid his reasonable expenses incurred while away from his home terminal.

19. Fifteen minutes at regular schedule rates in addition to their schedule or running time

will be allowed the members of each crew reporting for the initial trip of the time-table schedule each day or bringing in the train on the last trip of the time-table schedule each day to cover the time necessary to inspect cars and make reports.

20. When cars are handled to and from the Terminal Yard to shop and storage yard at Sanford Avenue, trainmen shall receive not less than one hour's pay, and if one or more cars are handled within one hour's time, trainmen shall receive one hour's pay. This section shall not apply where the time consumed is being otherwise paid for.

21. Delivery of mail to and from Terminal Station to Post Office shall be done by spare men.

22. Heaters will be installed in motorman's vestibules not later than November 1st, 1919, or as soon thereafter as it may be possible to obtain material.

23. Train despatchers' staff shall consist of not less than three men.

24. Each train despatcher shall have day's work completed in eight consecutive hours.

25. Each train despatcher shall be paid a salary of \$135.00 per month.

26. Train despatchers shall have two (2) weeks' holidays each year with pay.

27. This agreement and the provisions thereof shall continue in force and be binding on the respective parties hereto until the first day of April, 1920, and thereafter until thirty days' notice in writing is given by either party of change or cancellation in full or in part.

28. The wages clauses in schedules one and two of this agreement are to be retroactive and effective from May 1st, 1919, not including overtime.

SCHEDULE II.

Recommended by the Board for acceptance by the parties.

1. The hours of all regular trainmen assigned to regular freight and passenger runs shall be ten hours, to be completed within eleven consecutive hours.

2. The rate of wages to be paid trainmen shall be as follows:

1st six months—30 cents per hour.

2nd six months—35 cents per hour.

2nd year—39 cents per hour.

3rd year and after—45 cents per hour.

3. Overtime shall be paid for at the rate of time and one-half.

4. All regular freight and passenger runs less than ten hours shall be paid not less than ten hours' pay.

Dated at Hamilton, this 14th day of June, 1919.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) FRED BANCROFT,
For Employees.

(Sgd.) S. F. WASHINGTON,
For Company.

Report of Board in Dispute between the Union Stock Yards of Toronto, Limited, and certain of its employees being cattle drovers

A UNANIMOUS report was received from the Board established to deal with the dispute between the Union Stock Yards of Toronto, Limited, and certain of its employees, being cattle drovers, members of the Amalgamated Meat Cutters and Butcher Workmen of North America. The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. Gideon Grant and Fred Bancroft, Toronto, nominees of the employers and employees respectively. The report was accompanied by an agreement signed by both parties to the dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Union Stock Yards of Toronto, Limited, employer, and certain of its employees, being cattle drovers, members of Amalgamated Meat Cutters and Butcher Workmen of North America, employees.

To the Honourable
Senator G. D. Robertson,
Minister of Labour, Ottawa.

Sir,

The Board of Conciliation established by you herein has the honour to report as follows:

Pursuant to appointment made with the parties, the Board met in Room 107 in the Court House in Toronto on Tuesday, the 24th day of June, 1919, all the members being present. The employer was represented by Messrs. F. C. Fletcher, General Manager, C. F. Topping, Treasurer, and A. F. Giles. The employees were represented by Messrs. Louis Braithwaite, Business Manager of the Employees' Local, John Menzies and Walter Hill.

The Board continued in session with the parties on the 24th, 25th and 26th days of June, 1919.

By continued effort and conferences, and with a manifest desire on both sides to make a fair and reasonable agreement, a complete schedule of rules, regulations and rates of wages has been made between the parties and is embodied in the agreement signed by the parties which we have the honour to enclose with this report. From the very good spirit in which the discussions and conferences have been carried on we feel confident that the employer and employees will faithfully observe and carry out the agreement.

All of which your Board has the honour to submit.

Toronto, 26th June, 1919.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) GIDEON GRANT,
Appointed by the Employer.

(Sgd.) FRED BANCROFT,
Appointed by the Employees.

(Copy)

Agreement made this 26th day of June, 1919, by and between the Union Stock Yards of Toronto, Limited, and certain of its employees, being cattle drovers, members of the Amalgamated Meat Cutters and Butcher Workmen of North America.

The parties hereto agree with each other as follows:

1. Ten hours shall constitute a day's work or a night's work to be performed in eleven consecutive hours.

2. Overtime shall be paid for at the rate of time and a half.

3. Men who are required to work on Sunday shall be entitled to have Friday or Saturday off in lieu of Sunday, by arrangement with the superintendent, if they so desire, and men who work at night shall be entitled to one night off in each week, which shall be either Thursday, Friday or Sunday night as arranged with the superintendent.

4. The rate of wages shall be 40c an hour for the day men and 42c an hour for the night men. The night men are those who commence work between 6 p.m. and 4 a.m.

5. Fifty hours, including time paid for on Sunday (if any), shall be guaranteed a week to all workers in Stock Yard. A man called for work on Sunday shall receive at least five hours' pay.

6. Rubber boots and waterproof coats shall be supplied by the Company to all men when engaged in washing down pens, or engaged in sewer work.

7. Should an employee or employees feel that he or they has or have been unjustly dealt with by dismissal or otherwise, the matter shall at once be taken up with the superintendent; should a satisfactory adjustment not be made, the affected person or persons may appeal the matter through the proper officials up to the General Manager of the Company. Such appeal up to and including the General Manager shall be made in person, and the employee may be accompanied by a committee of not more than two of his fellow employees. Failing satisfactory adjustment, the employee with the committee of fellow-employees, accompanied by an officer of the local organization to which he belongs, shall have a right to a further conference with the General Manager in an endeavour to arrive at a settlement. Such complaint shall be made at a convenient time and place during working hours and disposed of without unnecessary delay. No employee covered by this agreement shall be suspended or dismissed without just and sufficient cause, and on request he shall be given the reasons therefor in presence of the committee by an officer of the employer.

If after proper investigation it is found that an employee has been disciplined unjustly, he shall be reinstated with full rights and be paid for all time lost.

All complaints arising out of dismissal from the service shall be made within three days.

8. No employee shall be suspended or dismissed because of trade union membership or for trade union activity not carried on at the premises, nor interfering with the operations of the plant, nor shall any person be refused employment because he belongs to a trade union.

9. Employees attending conventions or other duties affecting themselves shall, upon giving proper notice to the foreman or superintendent, be permitted to absent themselves without pay

to attend such duties in the same manner as workers attending to the duties of fraternal organizations, so long as such absence from the plant does not unduly interfere with its operations. Upon their return such workers shall be reinstated in the service with all their former rights.

10. There shall be no discrimination against any employee because of creed or colour.

11. Length of service shall be considered in all promotions below the grade of foreman, other things being equal.

12. The employer shall make an endeavour to furnish locker accommodation required for the men and shall furnish tables and seats in the lunch room and convenient wash room and toilet accommodation.

13. Copies of this agreement shall be typed or printed, framed and posted in a prominent place on the premises.

14. No discrimination shall be shown against committees elected by the employees to transact their business.

15. This agreement shall take effect from the 15th day of June, 1919, and remain in force until the 15th day of June, 1920, and thereafter until terminated by either party giving the other thirty days' notice in writing of a desired change.

In witness whereof the duly authorized representatives of the employer and of the employees have hereunto set their signatures.

(Sgd.)	F. C. FLETCHER,
(Sgd.)	C. F. TOPPING,
(Sgd.)	A. F. GILES, per F.C.F.,
	For the Employer.
(Sgd.)	LOUIS BRAITHWAITE,
(Sgd.)	JOHN MENZIES,
(Sgd.)	WALTER HILL,
	For the Employees.

Interim Report of Board in Dispute between the Toronto Railway Company and its motormen, conductors, etc.

AN interim report was presented by the Board established to deal with the dispute between the Toronto Railway Company and certain of its employees, being motormen and conductors, shedmen, motor and truck repairmen, etc., members of Division No. 113, Amalgamated Association of Street and Electric Railway Employees of North America. The Board was composed as follows: His Honour Judge J. A. Barron, Stratford, chairman, appointed by the Minister in the absence of a joint recommendation from the other two Board members, the Honourable F. H. Phippen, K.C., Toronto, nominee of the company, and Mr. W. J. Hevey, Toronto, nominated by the Minister in the absence of a recommendation from the employees. The employees had declared their intention of striking on Sunday, June 22, unless their demands were met, and without regard to the requirements of the Act. The chief demands were an eight-hour day and a wage of fifty-five cents an hour, the existing working day being nine hours, with a maximum hourly wage of thirty-nine cents. The Board commenced its work informally

on Saturday, June 21. The men carried out their expressed determination and ceased work at midnight Sunday, June 22, the Board, however, continuing its efforts. The Ontario Railway Board, a few days later, took over the operation of the road. The jurisdiction of the Board became uncertain under the changed conditions, but no objection being raised the Board continued its efforts, and on July 2 the Minister received an interim report signed by the three members of the Board. Certified copies of the interim report were forwarded to the employees and to the Ontario Railway Board for the employing company.

Looking slightly beyond the close of the month it may be noted that the Minister of Labour early in July made a ruling as to procedure which affected the situation as to this dispute. In numerous cases during recent weeks strikes had been declared in industries falling within the scope of the statute, either prior to or during a reference to a Board; the street railway industry had suffered particularly in this respect. A general ruling was made, therefore, that where a strike is declared during

an enquiry before a Board the Board shall forthwith cease its enquiry. The Boards immediately affected were that here under discussion and that which had before it a dispute between the Ottawa Electric Railway and its motormen and conductors, etc., mentioned above, and where also the men had declared their intention to declare a strike unless their demands were met, and had refused to name a member for the Board which had been established. Procedure in both cases was accordingly suspended. In the Toronto case the interim report of the Board of Conciliation and Investigation was accepted by the employees. Since, however, the Toronto Railway Company had, as it was definitely learned, ceased temporarily, at least, to occupy the position of employer, and its place had been taken by a body identified with the Provincial Government, the Minister of Labour would be unable to claim jurisdiction, or, therefore, to permit resumption of procedure, and the chairman was accordingly instructed. The Minister pointed out that section sixty-three of the Act alone seemed to offer means of immediately escaping from the confused situation resulting from the original infringement of the statute.

Interim Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Toronto Railway Company, employer, and its employees, being members of Division No. 113, Amalgamated Association of Street and Electric Railway Employees of North America, employees.

1. Unable to agree as to wages under present conditions.

2. The Company states that the present operating revenue is not sufficient to enable it to keep up its property, give an efficient service and pay an increase of wages to the men.

RECOMMENDATIONS.

That there be an investigation of the Company's books by Mr. Bradshaw or Mr. Clarkson or other selected accountant for the purpose of ascertaining the correctness of the Company's claim. If it be found that the Company's operating revenue is insufficient to meet the situation, that the fare be raised to a straight 5 cent fare except for children's tickets, which shall remain as at present, the whole of the increase to be available to pay the increase in the men's wages and not to be subject to any percentage payment to the City, which payment is to be based on the present average fare.

In the event of this being done, we jointly recommend that the men's wages be increased to 50 cents per hour for the first three months, 52½ cents per hour for the succeeding nine months, and 55 cents per hour thereafter; an eight-hour day straight time to the fullest extent practicable with a leeway of one half hour to complete schedule for 66⅔ per cent of the crews, the remainder to work ends and spares; time and one-half for overtime, which is to commence after 8½ hours' work; all Sunday work to be paid for at the rate of time and one-quarter; New Year's Day, Good Friday, 24th of May, Dominion Day, Civic Holiday, Thanksgiving Day, Labour Day and Christmas Day to be paid for at the rate of time and one-half for all work; motor and truck repair men to be paid the same rates as train men; shed men and men who work in the compressor and fender room to be paid an increase of 16 cents per hour over present rates and extra time as above.

Further details and operating conditions to be worked out by this Board in its final report to be made after this recommendation is accepted.

(Sgd.) JOHN A. BARRON,
Chairman.

(Sgd.) F. H. PHIPPEN.

(Sgd.) W. J. HEVEY.

June 30, 1919.

Amendments to Report of Board in Dispute between various Toronto firms constituting Packing Houses and certain of their employees

AMENDMENTS were received to the report of the Board established to deal with the dispute between various Toronto firms constituting Packing Houses and certain of their employees, members of the Amalgamated Meat Cutters and Butcher Workmen of North America. Personnel of the Board and the text of the Board's report appear in the June number of the LABOUR GAZETTE. It is understood that a working agreement was effected between the disputants on the basis of the Board's findings with these amendments.

Amendments to Report of Board

SCHEDULE 1, CLAUSE 1:

The word "NOW" in the first line of the last paragraph to be eliminated.

UNDERSTANDING OF REPRESENTATIVES AND THE GOVERNMENT OFFICIAL FOR THIS CHANGE.

It was understood the purpose in eliminating the word "NOW" in this paragraph to be—to avoid future misunderstanding, Provided any of the Packing Houses found it necessary to add new shifts in order to carry on the work at their plants.

PROVIDED, ALSO, if new shifts are created, *they shall be placed on the same conditions as the shifts already in existence in the several plants at the time of the award of the Board.*

SCHEDULE 2, CLAUSE 1:

AMENDED TO READ:

A flat increase of 6 cents per hour on the regular wages paid on the 31st day of March, 1919, or, when the 48-hour week was introduced, shall be paid to all workmen and workwomen engaged in the Packing Industry below the grade of foremen, excepting strictly clerical workers and watchmen.

This agreement to apply to all involved.

AWARD OF WAGES ADJUSTER FOR BRITISH COLUMBIA SHIPYARDS

Fourth Award Based on Cost of Living

MR. W. L. Macdonald, the adjuster appointed by the Dominion Government for the settlement of grievances and rates of wages in British Columbia shipyards, has made his fourth award in accordance with clause 15 of an agreement*—commonly known as the Robertson Agreement—in force between the employers and employees, which provides for a revision of the

wage rates every three months based upon official information on the cost of living as published in the LABOUR GAZETTE.

The award, which was announced on June 25, takes effect as from June 1 and grants an increase in wages of $2\frac{3}{4}$ cents per hour. The increase in foods, fuel and rent from the middle of February to the middle of May, as shown in the LABOUR GAZETTE, was found to be 70 cents per week, equal to an increase in wages of 1.6 cents per hour for a 44-hour week, while the increase

*For text of agreement see the LABOUR GAZETTE, June, 1918, p. 412.

in clothing and other necessities was found to be equal to a further increase of 1.1 cents per hour, involving a total increase of $2\frac{3}{4}$ cents per hour.

Increases and decreases which have been awarded under this agreement, and which became effective on the dates shown, are as follows:

Sept. 1, 1918...2c. per hour increase.
Dec. 1, 1918... $2\frac{3}{4}$ c. per hour increase.
Mar. 1, 1919...2c. per hour decrease.
June 1, 1919... $2\frac{3}{4}$ c. per hour increase.

This shows a total advance since June 1, 1918, of $5\frac{1}{2}$ cents per hour over the original wage scale provided in the agreement.

NEW WAGE AGREEMENT BETWEEN THE CITY OF CALGARY AND ITS EMPLOYEES

IN January last, negotiations took place between the City of Calgary and its employees regarding the hours of work and rates of wages that should prevail during the year 1919. The city commissioners and the employees' committee failed to reach an amicable understanding and the matter was referred to the City Council. Early in April, the employees, dissatisfied with the progress that was being made, decided to take a strike vote among the members of the Calgary Employees' Federation. At this point, Mr. F. E. Harrison, Dominion Fair Wage Officer for Calgary, urged the advisability of an amicable settlement, with the result that, on April 21, it was agreed that a committee of three members of the City Council should confer with three members of the Employees' Federation and bring in a report within two days. Within the time set a settlement was reached by the committee which proved acceptable to the City of Calgary and to the Calgary Federation of Civic Employees and its affiliated unions, and agreements were accordingly drawn up and signed by the City Commissioners and the Street Railway Department and the employees of these departments respectively. Summaries of these agreements follow.

Agreements between the City Commissioners of Calgary and the Calgary Federation of Civic Employees and its affiliated unions

The general features of the agreements covering all employees coming under the control of the City Commissioners are as follows: The wage schedules are to be in effect for one year commencing the first day of January, 1919, unless terminated on sixty days' notice by either party. Working conditions and hours of employment shall be in effect from the date of the adoption of the various agreements to the end of 1919, subject to sixty days' notice from either party.

Wages.—The minimum wage to married men and able-bodied men for the year 1919 shall be \$102.50 per month or the equivalent of 55 cents per hour on a 44-hour week, unless otherwise specified in the following various agreements.

Working Hours.—Regular working time shall be 8 hours per day, 44 hours per week, except in cases of double running or revolving shifts, or where otherwise mentioned in the following different agreements.

Holidays.—Employees working 44 hours per week (daily men) with two years' continuous service to their credit shall be allowed one week's holiday with pay. Men working 48 hours per week, after one year's continuous service, shall receive two weeks' holidays with pay. All monthly employees of the city em-

ployed in the City Hall, after one year's continuous service, shall receive two weeks' holidays with pay.

Strikes.—“At the expiration of 60 days from the time that the new agreement should go into effect, if an agreement as to wages has not been reached, both parties agree to submit the proposition to arbitration and the men agree that a strike will not be brought on until arbitration proceedings have first been tried.

“That the Firemen's and Policemen's Unions herein agree not to go out on a sympathetic strike of any kind, it being understood that they only should exercise the right to strike with regard to their own wages and working conditions.”

Grievances.—The City Commissioners shall at all times receive a Grievance Committee.

The agreements made with the individual unions of employees are summarized below:

(1) CALGARY CARPENTERS' DISTRICT COUNCIL.

Wages.—The minimum wage for journeymen carpenters shall be 70c. per hour.

Hours.—Eight hours shall constitute a day's work from 8 a.m. to 5 p.m., Saturdays from 8 a.m. to 12 noon. Day shifts shall be eight hours, and night shifts shall be eight hours with nine hours' pay. Time and one-half shall be paid for work performed from 5 p.m. to 12 o'clock midnight; double time from midnight to 7 a.m.; Saturdays, time and one-half from 12 noon to 5 p.m., double time thereafter; double time for Sundays and recognized holidays.

(2) CALGARY CIVIC EMPLOYEES' ASSOCIATION, No. 37.

The wage schedule for 1919 shall be as follows:

Parks Department: Per hour—Gardeners, straw bosses, skilled labour, 60c.;

general labour, 55c. Per month—Park caretakers, \$115 to \$125; St. George's Island Park, \$102 (perquisites); greenhouse men, \$129; assistant greenhouse men, \$120; general foremen, \$130; cemetery caretaker, \$135.60.

Waterworks Department: Per hour—Pipe layers, caulkers, hydrant men, repairmen, metermen, troublemen, 60c.; connection diggers and general labour, 55c. Per month—Assistant foremen, \$126.50. Per hour—Machine shop plumber, 80c.; machine shop specialist, 68c. Per month—Chief operator pumping Station No. 2, \$135; general foremen, \$142.50; pumping house operators, \$122.50 to \$130; reservoir man, \$115.00; meter foreman, \$140.

Sewer Maintenance Department: Per hour—Manhole builders, cat-bag builders, pipe layers, timber and flushers, 60c.; man with trap machine, 60c.; general labour, 55c.

Paving Department: Per hour—General labour, 55c.; specialist, 60c.

Public Works Department: Per hour—Rough carpenter work, 65c.; skilled labour, 60c.; general labour, 55c.; street cleaners, 45c. Per month—Stable foremen, \$142.50.

Power House Department: Per hour—Fitters, 70c.; fitters' helpers, 60c.; boiler washers, 60c.; washers' helpers, 55c.; general labour, 55c.

Hours.—Forty-four hours shall constitute a week's work, 8 a.m. to 8 p.m., with one hour off for five days for meals, 8 a.m. to 12 noon on Saturday. Forty-eight hours shall constitute a week's work when two or more shifts are in force. Time and one-half for first five hours, and double time thereafter. Double time for Sundays and holidays.

(3) CALGARY FIRE FIGHTERS' FEDERAL UNION, No. 19.

Agreement states that the two-platoon system shall be inaugurated at the earliest possible date.

The wage schedule shall be as follows:

Per month—Fire alarm superintendent, \$165; senior captain at headquarters, \$165; motor mechanic, \$155; assistant mechanic, \$135; captains, \$150; lieutenants, \$135; painter, \$135; plumber, \$135; carpenters, \$135; 1st class firemen, \$125; 2nd class firemen, \$115; 3rd class firemen, \$105.

(4) CALGARY CITY HALL STAFF ASSOCIATION.

Agreement provides that an increase of twenty (20) dollars per month on each salary shall be granted over and above the salary in force on December 31, 1918.

Hours.—The conditions and hours of work shall remain as at present with the exception that foremen employed on out-work shall work under the same conditions with regard to hours and overtime as are agreed to between the union and other locals. When ordered by the Head of the Department, overtime shall be paid at the same proportion of the rate as those in other locals in the department.

(5) INTERNATIONAL UNION, STEAM AND OPERATING ENGINEERS, LOCAL 536.

Wages.—Agreement provides for rates of wages varying from 65c. to 80c. per hour, according to the particular machinery operated.

Hours.—Eight hours shall constitute a day's work. Time and one-half shall be paid for overtime, except when changing shifts, and double time shall be paid after 13 consecutive hours.

INTERNATIONAL ASSOCIATION OF MACHINISTS.

The minimum rates of wages shall be as follows: Per month—Foreman, \$180. Per hour—Machinists, 80c.; specialists,

Hours.—Eight hours shall constitute a day's work, the first five days of the week, and four hours on Saturday. All time worked over scheduled hours shall

be considered overtime and shall be paid accordingly—time and one-half for the first four hours and double time thereafter. Also double time on Sundays and recognized holidays.

Grievances.—When a grievance of a specified or general nature arises, the same will be taken up with the management by the shop committee. Employees shall not be discriminated against for acting on shop committee.

(7) INTERNATIONAL BROTHERHOOD OF BLACKSMITHS AND HELPERS.

The minimum rates of wages shall be as follows: Per hour—Blacksmiths, 80c.; blacksmiths' helpers, 60c.

Hours.—Eight hours shall constitute a day's work the first five days of the week, and four hours on Saturday. All time worked over scheduled hours shall be considered overtime and shall be paid accordingly—time and one-half for the first four hours and double time thereafter. Also double time on Sundays and recognized holidays.

Grievances.—When a grievance of a specified or general nature arises, the same will be taken up with the management by the shop committee. Employees shall not be discriminated against for acting on shop committee.

(8) THE POLICE PROTECTIVE ASSOCIATION.

The wage schedule shall be as follows:

Per month—Inspectors, \$170; sergeants, \$150; detectives, \$140; patrol sergeants, \$135; 1st class constables, \$125; 2nd class constables, \$115; 3rd class constables, \$105.

Hours.—Eight hours shall constitute a day's work for uniform department, including switchboard operators (effective June 1, 1919) and patrol drivers, and six days shall constitute a week's duty. Men shall be granted one day off in seven, and, in the event of any man on night duty attending court on a remand case, he shall be allowed the following time: For the first remand, 1 hour; for the second remand, 2 hours.

(9) CALGARY CITY TEAMSTERS.

Wages.—Teamsters, \$116.52; single horse drivers, \$116.52; truck drivers, \$116.52; stablemen, \$116.52.

Hours.—Forty-four hours per week of six days; eight hours shall constitute a day's work—from 8 a.m. to 5 p.m., with one hour off at noon, Saturday 8 a.m. to 12 noon. In addition 55 cents per hour shall be allowed for the extra hour (30 minutes morning and night) necessary for the care of teams. Time and one-half for the first five hours, double time thereafter and for all statutory holidays. No reduction of pay for inclement weather or when an employee is unable to attend work through sickness, provided he furnishes a certificate from the Medical Health Officer.

Any man who works under the instructions of the Union or who serves on a Committee shall not lose his position or be discriminated against for this reason.

When an employee is called upon to act as foreman, he shall be paid the same rate of pay as the foreman he is relieving.

(10) INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 48.

The wage schedule shall be as follows:

LINEMEN: Per day—Foreman, \$7.15; line inspector, \$6.90; journeymen, \$6.40; apprentices, 1st year, \$4.25; 2nd year, \$4.75; 3rd year, \$5.25. Per hour—Groundmen in gangs, 60c.

CABLEMEN: Per day—Foreman, \$7.70; journeymen, \$7.20; underground conduit foremen, \$7.15.

STATION AND INSIDE WIREMEN: Per day—Foreman, \$7.15; journeyman, \$6.40. Per hour—Apprentices, 1st year, 50c.; 2nd year, 55c.; 3rd year, 60c.; 4th year, 65c.; experienced helpers, 70c.

REPAIR AND TESTING DEPARTMENT: Per day—Foreman, \$7.15; journeyman, \$6.40. Per hour—Apprentices, 1st year, 50c.; 2nd year, 55c.; 3rd year, 60c.; 4th year, 70c.

SERVICE RIGS AND METER INSTALLERS: Per day—Service foreman, \$7.15; journeymen in charge of rigs, \$6.90; journeymen, \$6.40.

MAINTENANCE MEN—LIGHT, POWER AND TRACTION: Per day—Foreman, \$7.15; journeyman, \$6.40.

ARC TRIMMERS: Per hour—First year, 55c.; 2nd year, 60c.; inverted arc lamp trimmers, 65c.

OPERATORS: Per month—Chief operator and plant electrician, \$170; operators, \$125 to \$150; apprentices, 1st year, \$90; 2nd year, \$100; 3rd year, \$110.

METER READERS: Per month—Foreman, \$130; 1st year, \$115; 2nd year, \$120.

AUTOMOBILE ELECTRICIANS AND MECHANICS: Per month—Garage foremen, \$155; night battery men, \$135; truck driver and trimmer, \$120.

MISCELLANEOUS: Per month—Chief wiring inspector, \$160; wiring inspector, \$150; man in charge of police signal system, \$160. Per day—Fire alarm maintenance, \$6.40; armature winders, \$6.40.

Hours.—Eight hours shall constitute a day's work, from 8 a.m. to 12 noon and from 1 p.m. to 5 p.m., except Saturdays, which shall be from 8 a.m. to 12 noon. Where the requirements of the service demand shift work, eight consecutive hours shall constitute a day, and such shift hours will be those that the service require to be filled constantly. (This applies to the automobile mechanics and operators.)

An agreement to shift hours shall be made for not less than 14 calendar days. or shift hours shall be paid at the overtime rate. Shift hours shall be so arranged that there shall be 16 consecutive hours' rest between shifts, and should an operator be requested to work during the intermission, other than when changing shifts or working relief, he shall be paid at the overtime rate.

Work during any period other than those mentioned above shall be considered as overtime, provided that maintenance men may work any nine consecutive hours out of 24 with one hour off for lunch.

In power house and sub-stations where there are three shifts, they shall be worked by what is known as a revolving watch, but where there are only one or two shifts worked, any eight consecutive hours will constitute a day's work. Any operator working over eight hours out of the 24 shall be paid overtime at the schedule rate. Operators working from 4 to 12 p.m. shall be paid \$5 extra per month.

Overtime.—The first five hours after the ordinary working hour, namely, between 5 p.m. and 10 p.m., shall be considered as being equivalent to one and one-half time. All overtime shall be computed on the basis of 8 hours per day for daily men and twenty-five and one-half days per month for monthly men. For work commencing at or at any time after 10 p.m. up to 8 a.m., or until relieved, shall be considered as double time. In no case shall men receive payment for less than two hours' overtime for emergency calls between the hours of 5 p.m. and 8 a.m. Time worked on Sundays and Dominion holidays shall be considered as equivalent to double time; Saturday afternoon to be equivalent to one and one-half time, and after 5 p.m. shall be double time.

Apprentices.—All apprentices are to serve four years' actual work at the trade before they can be rated as journeymen. During the last twelve months of apprenticeship, apprentices shall be expected to do, if required, the same class of work as journeymen in gangs, provided, however, that they shall not be required to work on high voltage wires, except under the supervision of journeymen linemen. The ratio of apprentices to journeymen in the electrical employ of the city shall be one to three, except in the case of inside wiremen and operators, when it shall be one to one.

Agreement between the City of Calgary Street Railway Department and the Calgary Federation of Civic Employees

The wage schedules in the above agreement are to be in effect for one year commencing the first day of January, 1919, unless terminated on 60 days' notice by either party. The wage schedules and conditions of employment, which affect conductors, motormen, trackmen, point cleaners or greasers, barnmen and office staff, are as follows:

CONDUCTORS AND MOTORMEN:

Per hour—First six months, 45c.; 2nd six months, 50c.; 3rd six months, 55c.; 4th six

months, 60c., and thereafter. Motor Conductors: Per hour—First six months, 50c.; 2nd six months, 55c.; 3rd six months, 60c.; 4th six months, 65c., and thereafter.

Motormen and conductors required to work on statutory holidays shall be paid double time. All employees shall be paid on a basis of eight hours per day, six days, or forty-eight hours per week; time and one-half for overtime first five hours, double time thereafter. All regular runs shall be made in two shifts as near equal as possible and completed within 12 hours. Five cents per hour extra shall be paid motormen while training students. Three months' leave of absence only in one year shall be granted and any motorman or conductor over-stopping the time limit will be placed at the bottom of "Spare List" as a new man.

TRACKMEN AND GREASERS OR SWITCH CLEANERS:

55 cents per hour; for first five hours' overtime, time and one-half; double time for time thereafter and holidays; one hour extra allowed for Sunday work. Senior men are to be given preference of overtime and Sunday work. Any trackmen or greasers in the City's employ one year or more shall be given the regulation 2 weeks' holiday with pay, seniors to have preference to time wanted off.

BARNMEN:

Per hour—Shop foreman, 80c.; leading hand blacksmith, 80c.; foreman carpenter, 75c.; carpenters, 70c.; armature winder, 80c.; motor and controller men, 75c.; night foreman, 75c.; brake and truckmen, 1st, 2nd and 3rd years, 55c., 60c. and 65c. respectively; babbitter, fitter, air brake and gas welding men, 75c.; repairs, fenders and fittings, 65c.; general car repair men, 1st, 2nd, 3rd years and thereafter, 55c., 60c.; 65c. Per month—Foreman painter, \$150. Per hour—Painters, 65c.; cleaners, washers and yardmen, 55c.; motor mechanics and cash box repairer, 60c.; linemen, schedule rates.

OFFICE STAFF:

Per month—Accountant, \$150; cashier and assistant accountant, \$120; stenographer, time-keeper, etc., \$135; night clerk, advertising, etc., \$135; chief of Advertising and Collection De-

partment, \$165; inspector, \$150; inspector and ticket agent, \$145; chief of Claims and Complaint Department, \$125; inspector, \$145; inspector, \$125.

It is stated in the agreement that the Department recognizes the right of its employees to join any labour organization or society, and will not discriminate against any employee by reason of their being members of any organization.

With respect to grievances, the agreement stipulates that any employee who is suspended, superseded or discharged, must be given notice in writing, stating cause, and shall have the right to appeal to the superintendent, in which appeal he may have the assistance of the griev-

ance committee. Such investigation must be held within three days (Sundays and holidays not included) of the date upon which the employee was notified, and in the event of the decision of the superintendent not being satisfactory the grievance committee, in conjunction with the Federation, may appeal to the Commissioner of the Department. If satisfactory settlement is not arrived at then, the grievance committee may appeal under the Dominion Trades Dispute Act, which decision shall be final and binding upon both parties. When employees are exonerated, payment for lost time shall be made by the Department.

THE WINNIPEG STRIKE

AT the end of June, the general and sympathetic strikes which occurred at Winnipeg during May, were terminated. Following a statement from the Strike Committee calling off the general strike, it was announced that the Provincial government would appoint a commission to investigate the causes and effects of the dispute. Either simultaneously with the termination of the Winnipeg strike, or a few days afterwards, the various sympathetic strikes at other western and coast cities were also terminated.

At the close of May representatives of the railway brotherhoods were in conference with the parties to the dispute endeavouring to bring about an adjustment, and during the early part of June these conferences were continued. On June 12, however, the chairman announced that attempts at conciliation had failed. On the same day the Minister of Labour, who had gone to Ottawa to confer with the Federal authorities, returned to Winnipeg, and, later, a statement in regard to the question of collective bargaining, the main point at issue in the strike, was issued jointly

by the officers of the railway companies having headquarters at Winnipeg, the international officers of the railway brotherhoods, who composed the mediation committee, the representatives of the iron plants, and the Minister of Labour, setting forth their understanding of the principles of collective bargaining which should govern in the case of metal employees. The following is the statement in question:

"To the citizens of Winnipeg: The undersigned learn that certain railroad employees have taken part in the sympathetic strike, using as justification for their act the claim that the metal trades employers have failed to properly recognize and concede the principles of collective bargaining to metal trades employees."

"We believe that there is and has been material misunderstanding in connection with our recognition of the principle of collective bargaining and in an endeavor to once more place the position of the metal trades clearly before all interested we make the following statement: Privy Council order No. 1743, passed in July, 1918, by the Dominion cabinet, in part provides as follows:

"That all employees have the right to organize in trade unions and this right shall not be denied or interfered with in any manner whatsoever, and through their chosen representatives should be permitted and encouraged to negotiate with employers concerning working conditions, rates of pay, or other grievances."

"The above quoted portion of the federal government's defined policy on this question, we believe, should be accepted by those interested and our desire has been to recognise and concede its applicability to the operation of our respective plants. We have endeavored on several occasions to place concretely in writing our intent and desire relative to the question of collective bargaining, but evidently we have failed to clearly outline our views and desires in that connection, and we, therefore, in the hope of clearing up entirely any misunderstanding on the part of our employees and on the part of the general public and the very much interested citizens of Winnipeg, we submit the following, as our declared policy on the question of collective bargaining:

"1—Employees shall not be discriminated against by employers or other employees on account of membership or non-membership in any craft or organization.

"2—The members of the various trade organizations employed in the undersigned metal trades shops shall have the right to present and negotiate schedules covering wages, hours and working conditions, with individual employers or collectively with the employers of the metal trades.

"3—The employees who are members of the various metal trade organizations in the contract shops (not including railway shops) shall have the right to elect representatives from among the employees of the firm or firms involved.

"4—After agreements have been reached and schedules signed as by the above mentioned method grievances or differences that may arise shall be taken up as follows:

"(a) All complaints and grievances to be adjusted, if possible, by the superintendent in charge.

"(b) When adjustments cannot be made between the superintendent and the craft directly interested the matter will be taken up with the company by the committee representing the craft involved and they shall endeavor to reach a mutual understanding.

"(c) In the event an understanding cannot be reached by the company and the representatives of the crafts involved, the committee representing all of the trade unions employed by the firm or firms concerned will meet and try to bring about an adjustment of such differences or grievances.

"(d) In case of failure on the part of said representatives to effect a satisfactory settlement of any schedule, negotiations or grievances with the firm or firms concerned settlement of any schedule, negotiations or the metal trades organizations shall be called upon to assist in effecting a settlement.

"(e) During the period of negotiations conducted as outlined above there shall be no

lockout on the part of the employers or strike on the part of the employees concerned.

(Signed)

Vulcan Iron Works, per E. C. Barrett.
Manitoba Bridge and Iron Works,
per H. B. Lyall.
Dominion Bridge Co., per N. W. Warren.

The Railway Brotherhoods stated: "The undersigned representatives of the train service organizations, being familiar with the method of collective bargaining as practised by the organizations we represent, do endorse the policy of collective bargaining—as outlined by the metal trades employers in their announcement of this date, being in principle and effect the same as that enjoyed by these organizations."

(Signed)

Ash Kennedy, Asst. Grand Chief Engineer,
Brotherhood of Locomotive Engineers.
Geo. K. Wark, Vice-President, Brotherhood
of Locomotive Firemen and Engine-
men.
Jas. Murdock, Vice-President, Brotherhood
of Railroad Trainmen.
H. E. Barker, Gen. Chairman, Order of
Railway Conductors.
D. McPherson, Gen. Chairman, Order of
Railway Telegraphers.
A. McAndrews, Acting General Chairman,
Maintenance of Way Employees."

The Minister of Labour stated: "I have been handed a copy of the declaration of policy issued to the public by the Vulcan Iron Works, the Manitoba Bridge and Iron Works and the Dominion Bridge Company, respecting the recognition of the principle of collective bargaining in their several plants. The policy outlined is a full and complete recognition of collective bargaining as generally interpreted and applied and is entirely in accord with the established practice on our Canadian railways. It should, in my opinion, be accepted as satisfactory to labour."

The railway companies stated: "The undersigned have read the letter dated June 16th, 1919, addressed to the citizens of Winnipeg by the Vulcan Iron Works, the Manitoba Bridge and Iron Works, and the Dominion Bridge Company. In our opinion the proposals contained therein provide for the application of the principle of collective bargaining in exactly the same manner as that principle is applied in agreements between the railway companies and the various bodies of organized employees, and should constitute a fair and just settlement of the question of recognition in dispute between metal trade employers and their employees.

(Sgd.) "D. C. Coleman, vice-president G. P. Ry. Co.; A. E. Warren, Gen. Mgr. Canadian National Railways; W. P. Hinton, vice-president and gen. mgr. G. T. P. Ry."

The foregoing statement, however, was not satisfactory to the strike committee which claimed that the principle of collective bargaining had not been fully conceded.

The strike situation in Winnipeg was complicated by the participation in the dispute of returned soldiers, large numbers of whom apparently sympathized with the aims of the strikers, insofar at least as these embraced the principle of collective bargaining. On several occasions bodies of returned soldiers paraded to the provincial parliament buildings and demanded that the Government should take action to establish the principle of collective bargaining. Other bodies of returned men maintained a neutral attitude and in some instances demanded the deportation of undesirables.

Parades and demonstrations during the early part of the month having become numerous and having been the occasion of some friction, the Mayor of Winnipeg issued proclamations prohibiting street parades and street gatherings and warning citizens against taking part in disturbances.

The members of the police force, who, despite a vote in favour of a sympathetic strike, had remained on duty, were notified by the Police Commissioners that they should cease to be associated with the Strike Committee and should recognize only the Police Commission as the governing body. The men were required to sign a pledge not to participate in sympathetic strikes, and having failed to do this, the regular force was dismissed and special constables were appointed.

On June 21, despite the proclamations, returned soldier strikers attempted to hold a "silent parade." This was prevented by the mounted and special police, and as the result of rioting one man was killed, many seriously injured, and a number of arrests were made.

On June 17, following the termination of mediation proceedings and the publication of the joint statement in regard

to collective bargaining, before mentioned, a number of labour leaders, most of whom had been prominent in connection with the conduct of the strike, were arrested on charge of seditious conspiracy, proceedings being taken under the Criminal Code and the Immigration Act. It was at first announced by the Crown Prosecutor at Winnipeg that the men arrested, of whom some were British subjects and some were aliens, would not be given a civil trial but would be examined by a Board appointed under the Immigration Act, and if found guilty would be deported to the country from whence they came. A few days after the men had been arrested, however, some of them were allowed out on bail, and it was later announced that British subjects, at least, would be given a civil trial.

Simultaneously with the arrest of labour leaders, mounted police visited the offices of various labour organizations connected with the strike, and their residences, and a large quantity of alleged seditious literature was seized.

On June 25, the Strike Committee notified the Provincial Premier that a resolution had been passed declaring that the sympathetic strike should cease on Thursday, June 26, at 11 a.m., and made formal application for the appointment of a Royal Commission by the Provincial Government with wide powers of enquiry. It was announced later by the Premier that the Government had decided to appoint a Commission with full power to ascertain the causes and effects of the strike in the hope that the problems of labour and the difficulties of employers might be bettered. On June 26, the men in those trades which had been out on general or sympathetic strikes returned to work. The metal and building trades strikes were also terminated within a few days after the close of the month and most of the strikes which had been called at various western and coast cities in sympathy with the Winnipeg dispute terminated with the adjustment of that difficulty or within a few days thereafter.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1919

THIRTY-TWO strikes, involving 22,788 employees, were reported as having commenced during June. There were in existence at some time or other during the month 80 strikes, involving about 87,917 workpeople. The total time loss on account of industrial disputes was estimated at 1,445,021 working days, as compared with 893,816 in the previous month, and 46,941 in June, 1918. The time loss occasioned by the 32 strikes which began in June was 289,374 working days, while a loss of 1,155,647 is charged to the 48 strikes that commenced prior to June. Termination of the dispute was reported in the case of 29 of those which commenced prior to June. Fourteen of the disputes commencing during June terminated during the month, leaving the following 37 strikes, affecting 23,755 workpeople, on record June 30: loggers, Comox; coal miners, District 18; miners, Rossland;

pottery workers, St. John's, Que.; construction employees, Princeton; carpenters, Sydney; boilermakers, St. Catharines; machinists, Montreal and Ottawa; metal workers, Kingston, Toronto and Winnipeg; moulders, Hamilton and Peterborough; moulders and coremakers, St. Catharines; shipbuilders, Montréal; casket makers, Winnipeg; papermakers, Fort Frances; millinery and straw hat workers, Montreal; miners, Kirkland Lake; quarry workers, Hants Co., N.S.; electricians, Montreal; boilermakers, Montreal; shipbuilders, Midland, Montreal and Toronto; steam and operating engineers, Amherstburg; structural iron workers, Montreal; sympathetic strike, Vancouver; beaver board employees, Thorold; textile workers and bakers, Montreal; street railwaymen, Toronto; longshoremen, Victoria; seamen, Vancouver and Victoria; barbers, Kingston; and glass workers, Thorold.

Disputes by Industries

The following is a review of the disputes by industries in the order in which they appear in the statistical table. A brief summary is given of the more important strikes.

LUMBERING.—One strike—loggers at Comox, B.C.,—was in existence involving 175 employees and resulting in a loss of 4,375 working days. This strike was carried over from the previous month's record and remained unterminated at the close of the month.

MINES, SMELTERS, CLAY PRODUCTS, QUARRIES, ETC.—There were five strikes and lockouts in existence, involving 3,

362 workpeople and resulting in a loss of 78,500 working days. Three strikes were carried over from the previous month's record and remained unterminated. About 350 quarry workers at Sweetscorners, N.S., were locked out after demanding an increase in wages. During June 610 miners in the Kirkland Lake District went on strike for increased wages, a 44-hour week and recognition of the union. This strike was still in existence at the close of the month.

RAILWAY, CANAL AND HARBOUR CONSTRUCTION.—There was one strike in existence, involving 600 workpeople and resulting in a loss of 15,000 working

days. This was a strike of construction workers at Princeton, which was carried over from the previous month and remained unsettled at the end of June.

BUILDING AND CONSTRUCTION.—There were eight strikes in existence, involving 6,726 workpeople and resulting in a loss of 79,835 working days. Seven of these strikes were carried over from the previous month, of which all but one—carpenters at Sydney—were terminated during the month. Electricians at Montreal to the number of 360 went on strike during June for increased wages and shorter hours; this strike was still in existence at the end of the month.

METALS, MACHINERY AND CONVEYANCES.—There were in all thirty-five strikes in existence, involving, so far as could be determined, 63,416 workpeople and resulting in a loss of 1,016,055 working days. In this group there are again included the general and sympathetic strikes which were carried over from the month of May as well as those commencing during June. Of the 24 strikes carried over from the previous month, sixteen were terminated during June. Among the strikes terminated were the general strikes at Amherst, Toronto and Winnipeg, as well as the different strikes at Western points called in sympathy with the Winnipeg strike. A special article elsewhere in the *LABOUR GAZETTE* deals with the general strikes at Winnipeg and other Western points. During the month three strikes affecting the metals group occurred in Montreal, the most important one being that of some 3,500 shipbuilders in the employ of the Canadian Vickers Company, who struck for increased wages and shorter hours. This strike was still in existence at the close of the month. At Three Rivers some 1,200 shipbuilders ceased work June 17, over the question of which union, national or international, should be recognized by the company. Towards the close of the month the men returned to work, the company having signed an agreement with the international union.

Strikes of metal workers and miscellaneous trades called out in sympathy with the general strike at Winnipeg took place at New Westminster, Vancouver and Victoria. Of these the Vancouver strike alone remained in existence at the end of June.

WOODWORKING.—One strike—casket makers, Winnipeg—was carried over from the previous month and remained unterminated. This strike involved 60 employees and resulted in a loss of 1,500 working days.

PULP AND PAPER.—There were two strikes in existence, involving 928 employees and resulting in a loss of 21,408 working days. The pulp and paper makers' strike at Fort Frances, which was carried over from the previous month, remained unterminated. During June a strike of beaver board employees took place at Thorold, about 128 workers demanding an increase in wages and shorter hours. This strike also was in existence at the close of June.

PRINTING.—One strike in this group appears in the statistical table, that of printers at St. Catharines, who stopped work owing to the non-payment of wages. Information received indicates that this strike was terminated the end of May, the firm promising to pay their employees weekly.

CLOTHING.—There were six strikes in existence, involving 5,286 workpeople and resulting in a loss of 53,253 working days. Two new strikes commenced during the month, glove makers and rubber workers at Montreal, both of which were of short duration, the strikers returning to work within two days in each case. Three of the strikes carried over from the previous month were also terminated, leaving one strike—millinery and straw hat workers, Montreal—unsettled at the end of the month.

TEXTILES.—There was one strike of textile workers in existence—employees

of the Dominion Textile Company, Montreal—involving 3,520 workpeople and resulting in a loss of 45,760 working days. This strike was for increased wages and shorter hours and remained unsettled at the end of the month.

FOODS, TOBACCO AND LIQUORS.—There were five strikes in existence, involving 809 workpeople and resulting in a loss of 5,611 working days. Three strikes were carried over from the previous month's record and were terminated during the month. Two new strikes occurred—bakers and meat packers at Montreal. Both of these strikes were for increased wages and shorter hours; the meat packers returned to work within two days of the occurrence of the strike having accepted the award of the Toronto Board of Conciliation appointed under the Industrial Disputes Investigation Act. The bakers' strike remained unsettled at the end of the month.

CHEMICALS AND EXPLOSIVES. — Two strikes were in existence in this group, involving 84 employees and resulting in a loss of 458 working days. Both strikes commenced during May, but information in regard to them was received in the Department only during June. In both cases the demand was for shorter hours. The demands were partially granted and the men resumed work early in June.

TRANSPORTATION.—Seven strikes occurred in this group, involving 3,835 workpeople and resulting in a loss of 55,085 working days. (One strike—car cleaners, Vancouver—had been carried on the record for some time as still being in existence, but information received in the Department during June indicated that this strike had terminated within a few days of its commencement.) Seven new strikes occurred, as follows: team-

sters, Ottawa; street railwaymen, Moose Jaw and Toronto; bread drivers, Montreal; longshoremen, Vancouver; seamen, Vancouver, Victoria, and other points throughout British Columbia; and coal shovellers at Fort William. In all cases demands were for increased wages, or increased wages and shorter hours. All of these strikes, with the exception of disputes affecting street railwaymen at Toronto and longshoremen and seamen on the Pacific coast, were terminated by the end of the month.

PUBLIC UTILITIES.—One strike occurred in this group, involving 12 workpeople and resulting in a loss of 84 working days. This was a strike of electrical workers at Moncton, N.B., for increased wages and shorter hours. Negotiations were carried on with the result that a partial increase was granted and the men resumed work.

MUNICIPAL EMPLOYMENT.—One strike was in existence, involving 12 workpeople and resulting in a loss of 48 working days. This was a dispute affecting garbage collectors at Windsor, which was carried over from the previous month's record and was settled early in June.

MISCELLANEOUS.—Four strikes were in existence, involving 630 workpeople and resulting in a loss of 13,700 working days. Barbers at Kingston and Montreal to the number of 520 went on strike for increased wages and shorter hours; both of these strikes remained unteminated. Glass cutters at Montreal and glass workers at Thorold also struck during June for increased wages, shorter hours and better working conditions. In the case of the Montreal strike negotiations between the parties resulted in a resumption of work. The strike at Thorold remained unsettled at the end of the month.

STRIKES AND LOCKOUTS DURING JUNE, 1919

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
DISPUTES COMMENCING PRIOR TO JUNE, 1919.			
LUMBERING:—			
Loggers, Comox, B.C.....	Commenced May 1. For a six-hour day and other demands. Un-terminated.	175	4,375
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC:—			
Coal miners in British Columbia and Alberta, (District 18).	Commenced May 24. Against a reduction in wages caused by operation of the 8-hour day. Unterminated.	2,100	52,500
Miners, Rossland, B. C.....	Lockout commenced May 20. Company objected to affiliation with One Big Union by its employees. Unterminated.	250	6,250
Pottery workers, St. John's, Que.....	Commenced November, 1913. Against a reduction in wages. Un-terminated.	52	1,300
RAILWAY, CANAL AND HARBOUR CON- STRUCTION:—			
Construction employees, Princeton, B.C....	Commenced April 1. For increased wages and shorter hours. Un-terminated.	600	15,000
BUILDING AND CONSTRUCTION:—			
Building trades, Halifax, N. S.....	Commenced May 1. For increased wages. Settled by local Arbitration Board, partial increases granted. Work resumed June 12.	3,000	30,000
Building trades, Winnipeg, Man.....	Commenced May 1. For increased wages. Strike terminated June 30.	1,200	30,000
Carpenters, Brandon, Man.....	Commenced April 7. For increased wages. Information received indicates this strike was terminated latter part of April.	.....	.....
Carpenters, Sydney, N. S.....	Commenced May 5. For increased wages and shorter hours. Un-terminated.	111	2,553
Carpenters, Toronto, Ont.....	Commenced May 30. For increased wages and shorter hours. Settled by mediation; partial increase granted. Work resumed June 9.	2,000	12 000
Electricians, London, Ont.....	Commenced May 7. For increased wages and shorter hours. Settled by negotiations; demands granted. Work resumed June 19.	32	480
Painters, Welland, Ont.....	Commenced May 15. For increased wages and shorter hours. Settled through mediation; partial increase granted and hours reduced. Work resumed June 16.	9	108
Plumbers and steamfitters, Moosejaw, Sask..	Commenced May 19. For increased wages and shorter hours. Settled by negotiations; demands granted. Work resumed June 3.	14	14
METALS, MACHINERY AND CONVEYANCES:—			
Boilermakers, St. Catharines, Ont.....	Commenced April 28. For increased wages. Unterminated.....	75	1,875
Labourers, Peterborough, Ont.....	Commenced May 1. For increased wages and shorter hours. Settled by negotiations; partial increase granted but hours to remain at 9 per day. Work resumed June 3.	40	80
Machinists, brass workers and labourers, Montreal, Que.	Commenced May 14. For increased wages and shorter hours. Un-terminated.	150	3,750
Machinists, Ottawa, Ont.....	Commenced May 12. For increased wages and shorter hours. Un-terminated.	250	6,250

STRIKES AND LOCKOUTS DURING JUNE, 1919.—*Continued.*

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
METALS, MACHINERY AND CONVEYANCES— <i>(Continued)</i>			
Metal workers, Amherst, N. S.....	Commenced May 19. For increased wages. Men returned pending decision of conference to take place at Montreal. Work resumed June 16.		
General strike, (Miscellaneous trades), Amherst, N. S.	Commenced May 21. In sympathy with metal workers at Amherst, as well as for a 9-hour day and increased wages. Settled by negotiations; partial increases granted and 9-hour day secured. Work resumed June 16.	3,000	75,000
Metal workers, Kingston, Ont.....	Commenced May 9. For increased wages and shorter hours. Un-terminated.	700	17,500
Metal workers, Toronto, Ont.....	Commenced May 1. For increased wages, 8-hour day and other working conditions. Unterminated.	3,000	75,000
General strike, (machinists, toolmakers, moulders, shipbuilders, boilermakers, etc.), Toronto, Ont.	Commenced May 30. In sympathy with metal workers' strike. Called off and work resumed June 3.	10,500	21,000
Metal workers, Winnipeg, Man.....	Commenced May 1. For increased wages, 8-hour day, 44-hour week and union recognition. Unterminated.	1,000	25,000
General strike, (Miscellaneous trades), Winnipeg, Man.	Commenced May 15. In sympathy with metal workers' strike. Called off June 26.	27,000	594,000
Sympathetic strike, (Metals and miscellaneous trades), Brandon, Man.	Commenced May 26. In sympathy with general strike at Winnipeg. Terminated June 30.	125	3,125
Sympathetic strike, (Metal and miscellaneous trades), Calgary, Alta.	Commenced May 26. In sympathy with general strike at Winnipeg. Terminated June 25.	1,500	30,000
Sympathetic strike, (Metal and miscellaneous trades), Edmonton, Alta.	Commenced May 26. In sympathy with general strike at Winnipeg. Terminated June 25.	2,000	40,000
Sympathetic strike, (Metal and miscellaneous trades), Prince Albert, Sask.	Commenced May 23. In sympathy with general strike at Winnipeg. Terminated June 24.		
Sympathetic strike, (Metal and miscellaneous trades), Regina, Sask.	Commenced May 30. In sympathy with general strike at Winnipeg. Terminated June 26.	200	4,200
Sympathetic strike, (Metal and miscellaneous trades), Saskatoon, Sask.	Commenced May 28. In sympathy with general strike at Winnipeg. Terminated June 25.	1,200	25,200
Moulders, Brampton, Ont.....	Commenced May 1. For increased wages and shorter hours. Men affiliated with metal workers in Toronto, also on strike. Settled by negotiations; men returned to work pending final settlement of Toronto strike.	29	435
Moulders, Hamilton, Ont.....	Commenced May 5. For increased wages and shorter hours. Un-terminated.	250	6,250
Moulders, Peterborough, Ont.....	Commenced May 1. For increased wages and shorter hours. Un-terminated.	57	1,425
Moulders and coremakers, St. Catharines, Ont.	Commenced May 23. For increased wages and shorter hours. Un-terminated.	100	2,500

STRIKES AND LOCKOUTS DURING JUNE, 1919.—*Continued.*

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
METALS, MACHINERY AND CONVEYANCES— (Continued)			
Shipbuilders, Montreal, Que.....	Commenced May 30. Alleged delay in negotiations between workers and the company for a schedule of wages. Unterminated.	1,000	25,000
Shipbuilders, Toronto, Ont.....	Commenced May 22. For an 8-hour day. Settled by negotiations; demands granted. Work resumed June 6.	400	1,600
Shipbuilders, Welland, Ont.....	Commenced May 15. For increased wages and shorter hours. Settled by negotiations; increase granted and hours reduced. Work resumed June 16.	500	6,000
WOODWORKING:—			
Casket makers, Winnipeg, Man.....	Commenced May 1. For increased wages and recognition of the union. Unterminated.	60	1,500
PULP AND PAPER:—			
Papermakers, Fort Frances, Ont.	Commenced May 12. For increased wages. Unterminated.....	800	20,000
PRINTING AND PUBLISHING:—			
Printers, St. Catharines, Ont.....	Commenced May 19. Against non-payment of wages. Information received in Department during June indicated the strike had been terminated at the close of May.	8	.....
CLOTHING:—			
Cap makers, Toronto, Ont.....	Commenced May 28. For minimum wages scale and shorter hours. Settled by mediation; demands granted. Work resumed June 18.	450	6,750
Glove makers, Montreal, Que.....	Commenced May 27. For increased wages and shorter hours. Settled by negotiations; partial increases granted and hours reduced. Work resumed June 9.	300	2,100
Glove makers, Montreal, Que.....	Commenced May 28. For increased wages and shorter hours. Settled by negotiations; partial increase granted and hours reduced. Work resumed June 10.	400	2,800
Millinery and straw hat workers, Montreal, Que.	Commenced April 22. For increased wages, shorter hours and recognition of the union. Unterminated.	245	6,125
FOODS, LIQUORS AND TOBACCO:—			
Cigar makers, Hamilton, Ont.....	Commenced July 11, 1918. For increased wages. Information received in the Department at end of June showed that conditions were no longer affected.	12	300
Cigar makers, London, Ont.....	Commenced May 9. In sympathy' with cigar makers' strike at Windsor for union rate of wages. Settled by negotiations; demands granted. Work resumed June 17.	37	481
Cigar makers, Windsor, Ont.....	Commenced May 6. For increased wages and shorter hours. Settled by negotiations and partial replacement of strikers; demands partially granted. Work resumed June 17.	110	1,430
CHEMICALS AND EXPLOSIVES:—			
Operators and labourers, Toronto, Ont.....	Commenced May 2. For shorter hours. Settled by negotiations; hours partially reduced. Work resumed June 4.	9	18
Metal workers and mechanics, Toronto, Ont.	Commenced May 28. For shorter hours. Settled by negotiations; hours partially reduced. Work resumed June 9.	75	450

STRIKES AND LOCKOUTS DURING JUNE, 1919.—*Continued.*

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
TRANSPORTATION:— Car cleaners, Vancouver, B.C.....	Commenced April 3. Against reduction in wages. Terminated.....	7	.....
MUNICIPAL EMPLOYMENT:— Garbage collectors, Windsor, Ont.....	Commenced May 21. For increased wages. Settled by negotiations; demands granted. Work resumed June 6.	12	48
DISPUTES COMMENCING DURING JUNE, 1919.			
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, Etc:— Miners, Kirkland Lake, Ont.....	Commenced June 12. For increased wages, 44-hour week and recognition of union. Underminated.	610	9,700
Quarry workers, Hants Co., N.S.....	Locked out May 1, 1918. For increased wages. Underminated.....	350	8,750
BUILDING AND CONSTRUCTION:— Electricians, Montreal, Que.....	Commenced June 16. For increased wages and shorter hours. Underminated.	360	4,680
METALS, MACHINERY AND CONVEYANCES:— Boiler makers and helpers, Montreal, Que...	Commenced June 23. For increased wages and shorter hours. Underminated.	100	700
Sheet metal workers, Ottawa, Ont.....	Commenced June 2. For increased wages and 44-hour week. Settled by negotiations; partial increase and 8-hour day granted. Work resumed June 23.	100	1,800
Shipbuilders, Midland, Ont.....	Commenced June 6. For increased wages and shorter hours. Underminated.	215	4,515
Shipbuilders, Montreal, Que.....	Commenced June 3. For increased wages and shorter hours. Underminated.	3,500	84,000
Shipbuilders, Toronto, Ont.....	Commenced June 12. For increased wages and shorter hours. Underminated.	100	1,600
Shipyards workers, Three Rivers, Que.....	Commenced June 17. For recognition of union. Settled through mediation; international union recognized. Work resumed June 26.	1,200	12,000
Steam and operating engineers, Amherstburg, Ont.	Commenced June 28. For increased wages. Underminated.....	12	24
Structural iron workers, Montreal, Que.....	Commenced June 18. For increased wages and shorter hours. Underminated.	125	1,250
Sympathetic strike, (Miscellaneous trades), New Westminster, B. C.	Commenced June 18. In sympathy with general strike at Winnipeg. Terminated June 23.	.....	.....
Sympathetic strike, (Miscellaneous trades), Vancouver, B. C.	Commenced June 3. In sympathy with general strike at Winnipeg. Underminated.	.....	.....
Sympathetic strike, (Miscellaneous trades), Victoria, B. C.	Commenced June 23. In sympathy with general strike at Winnipeg. Work resumed June 27.	5,000	20,000
PUFF AND PAPER:— Beaver board employees, Thorold, Ont.....	Commenced June 18. For shorter hours and increased wages. Underminated.	128	1,408

STRIKES AND LOCKOUTS DURING JUNE, 1919.—*Continued.*

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
CLOTHING:—			
Glove makers, Montreal, Que.	Commenced June 6. Demanding discharge of employee. Settled by partial replacement of strikers. Work resumed June 16.	41	328
Rubber workers, Montreal, Que.	Commenced June 2. For increased wages. Settled by negotiations; work resumed June 18.	2,300	29,900
TEXTILES:—			
Textile workers, Montreal, Que.	Commenced June 16. For increased wages and shorter hours. Un-terminated.	3,520	45,760
FOOD, TOBACCO AND LIQUORS:—			
Bakers, Montreal, Que.	Commenced June 21. For increased wages and shorter hours. Un-terminated.	350	2,800
Meat packers, Montreal, Que.	Commenced June 16. For increased wages and shorter hours. Settled by arbitration; employees accepting the award of the Toronto Board of Conciliation appointed under the Industrial Disputes Investigation Act. Work resumed June 18.	300	600
TRANSPORTATION:—			
Teamsters, Ottawa, Ont.	Commenced June 6. For increased wages. Settled by negotiations; partial increase granted. Work resumed June 16.	50	400
Street railwaymen, Moosejaw, Sask.	Commenced June 9. For increased wages and shorter hours. Settled by mediation; increases guaranteed by retail merchants and Trades and Labour Council pending final adjustment by Company directors. Work resumed June 19.	40	360
Street railwaymen, Toronto, Ont.	Commenced June 22. For increased wages, shorter hours, overtime rates and other working conditions. Un-terminated.	2,300	20,700
Bread drivers, Montreal, Que.	Commenced June 25. For increased wages. Settled by negotiations; men resumed work under former conditions. Work resumed June 30.	45	225
Coal shovellers, Fort William, Ont.	Commenced June 2. For increased wages. Settled by mediation; increases granted. Work resumed June 26.	400	8,400
Seamen, Vancouver and Victoria, B. C.	Commenced June 3. For increased wages. Un-terminated.	1,000	25,000
Longshoremen, Victoria, B. C.	Commenced June 23. In sympathy with seamen's strike at Vancouver and Victoria. Un-terminated.		
PUBLIC UTILITIES:—			
Electrical workers, Moncton, N. B.	Commenced June 13. For increased wages and shorter hours. Settled by negotiations; partial increase granted. Work resumed June 19.	12	84
MISCELLANEOUS:—			
Barbers, Kingston, Ont.	Commenced June 30. For increased wages and shorter hours. Un-terminated.	30	30
Barbers, Montreal, Que.	Commenced June 2. For increased wages and better working conditions. Settled by negotiations; increase granted. Work resumed June 7.	490	2,940
Glass cutters, Montreal, Que.	Commenced June 2. For increased wages and other conditions. Settled by negotiations; partial increase granted. Work resumed June 23.	30	540
Glass workers, Thorold, Ont.	Commenced June 18. For increased wages and shorter hours. Un-terminated.	80	880

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING MAY, 1919

THE following details with regard to strikes and lockouts in the United Kingdom during May, 1919, are derived from the June issue of the *British Labour Gazette*.

NUMBER AND MAGNITUDE.—The number of trade disputes beginning in May was 170, as compared with 85 in the previous month, and 71 in May, 1918. In these new disputes about 67,000 workpeople were directly, and 22,000 indirectly, involved; and these figures, when added to the number of workpeople involved in disputes which began before May and were still in progress at the beginning of the month, give a total of about 105,000 workpeople involved in disputes in May, 1919, as compared with 106,000 in April, 1919, and 86,000 in May, 1918. In the following table the new trade disputes for April are summarized by groups of trades:—

Groups of Trades.	No. of disputes	No. of workpeople involved		
		Directly	Indirectly	Total
Building.....	22	3,597	18	3,615
Coal Mining.....	32	30,501	13,243	43,744
Other Mining and Quarrying.....	2	54	.....	54
Engineering & Shipbuilding.....	12	2,983	186	3,119
Other Metal.....	18	5,591	7,138	12,729
Textile.....	6	5,425	472	5,897
Clothing.....	13	6,524	68	6,592
Transport.....	12	1,604	51	1,655
Other Trades.....	37	9,682	601	10,283
Local Authority Services.....	16	989	14	1,003
Total, May, 1919.....	170	66,900	21,791	88,691
Total, April, 1919.....	85	46,278	4,417	50,695
Total, May, 1918.....	71	33,451	720	34,171

CAUSES.—Of the 170 new disputes, 103, directly involving 21,802 workpeople, arose on demands for advances in wages; 15, directly involving 5,399 workpeople, on other wages questions; 12, directly involving 9,290 workpeople, on questions respecting working hours; 12, directly involving 13,032 workpeople, on details of working arrangements; 22, directly involving 14,495 workpeople, on questions affecting the employment of particular classes of persons; and 6, directly involving 2,882 workpeople, on other questions.

RESULTS.—During the month settlements were effected in the case of 79 new disputes, directly involving 40,949 workpeople, and 21 old disputes, directly involving 2,058 workpeople. Of these new and old disputes, 25, directly involving 13,042 workpeople, were settled in favour of the workpeople; 20, directly involving 13,115 workpeople, in favour of the employers; and 55, directly involving 16,850 workpeople, were compromised. In the case of 37 other disputes, directly involving 19,089 workpeople, work was resumed pending further negotiations.

AGGREGATE DURATION.—The number of working days lost in May by disputes which began or were settled in that month amounted to about 621,000. In addition, 52,000 working days were lost owing to disputes which began before May and were still in progress at the end of the month. Thus the total aggregate duration in May of all disputes, new and old, was 673,000 days, as compared with 473,000 days in April, 1919, and 423,000 days in May, 1918.

AMENDMENTS TO THE IMMIGRATION ACT

ON June 4 an act was passed by parliament to amend the Immigration Act. The amending Act provided among other things that the prohibited classes of immigrants should be extended to include persons advocating the overthrow of government, the destruction of property, and other similar acts. It was subsequently felt however that this amendment did not cover all that was intended, and on June 6, therefore, another act was passed amending this portion of the previous amendment act so as to include in the prohibited classes any person who may assume any authority without lawful justification, or any person who belongs to any secret society or organization which attempts to extort money from or in any way to control any resident of Canada through force, or threat of bodily harm or blackmail. The law as amended reads as follows:

“(1) Every person who by word or act in Canada seeks to overthrow by force or violence the government of or constituted law and authority in the United Kingdom of Great Britain and Ireland or Canada, or any of the provinces of Canada, or the government of any other of His Majesty's dominions, colonies, possessions or dependencies, or advocates the assassination of any official of any of the said governments or of any foreign government, or who in Canada defends or suggests the unlawful destruction of property or by word or act creates or attempts to create any riot or public disorder in Canada, or who without lawful authority assumes any powers of government in Canada or in any part thereof, or who by common repute belongs to or is suspected of belonging to any secret society or organization which extorts money from or in any way attempts to control any resident of Canada by force or by threat of bodily harm, or by blackmail, or who is a member of or affiliated with any organization entertaining or teaching disbelief in or opposition to organized government shall, for the purposes of this Act, be deemed to belong to the prohibited or undesirable classes, and shall be liable to deportation in the manner provided by this Act, and it shall be the duty of any officer becoming cognizant thereof and of the clerk, secretary or other official of any municipality in Canada wherein any such person may be, forthwith to send a written complaint to the Minister, giving full particulars: Provided, that this section shall not apply to any person

who is a British subject, either by reason of birth in Canada, or by reason of naturalization in Canada.

“(2) Proof that any person belonged to or was within the description of any of the prohibited or undesirable classes within the meaning of this section at any time since the fourth day of May, one thousand nine hundred and ten, shall, for all the purposes of this Act be deemed to establish *prima facie* that he still belongs to such prohibited or undesirable class or classes.”

The prohibited classes also include:

“Enemy aliens or persons who have been alien enemies and who were or may be interned on or after the eleventh day of November, one thousand nine hundred and eighteen, in any part of His Majesty's dominions or by any of His Majesty's allies; persons guilty of espionage with respect to His Majesty or any of His Majesty's allies; persons who have been found guilty of high treason or treason for an offence in connection with the war, or of conspiring against His Majesty, or of assisting His Majesty's enemies during the war, or of any similar offence against any of His Majesty's allies; persons who at any time within a period of ten years from the first day of August, one thousand nine hundred and fourteen, were or may be deported from any of His Majesty's dominions or from any allied country on account of treason or of conspiring against His Majesty, or of any similar offence in connection with the war against any of the allies of His Majesty, or because such persons were or may be regarded as hostile or dangerous to the allied cause during the war.”

The amended act also gives the government power to

“prohibit or limit in number for a stated period or permanently the landing in Canada, or the landing at any specified port or ports of entry in Canada, of immigrants belonging to any nationality or race or of immigrants of any specified class or occupation, by reason of any economic, industrial or other condition temporarily existing in Canada or because such immigrants are deemed unsuitable having regard to the climatic, industrial, social, educational, labour or other conditions or requirements of Canada or because such immigrants are deemed undesirable owing to their peculiar customs, habits, modes of life and methods of holding property, and because of their probable inability to become readily assimilated or to assume the duties and responsibilities of Canadian citizenship within a reasonable time after their entry.”

REPORT ON THE NATIONALIZATION OF COAL MINES IN GREAT BRITAIN

Second Report of the Coal Industry Commission

THE first report of the commission appointed to enquire into the coal mining industry in Great Britain was reviewed briefly in the April issue of the LABOUR GAZETTE. The report contained recommendations with respect to wages and hours, and upon the question of housing. The commission resumed its sittings under the chairmanship of Mr. Justice Sankey on April 22 to hear evidence upon the question of nationalization of coal mines and minerals.

The second report of the commission, which deals principally with the nationalization of the coal mines, has now been issued. It is accompanied by three other reports signed by various members of the commission. The main report, which is signed by the chairman, recommends immediate legislation for the acquisition by the State of mines and royalties, and for compensation to owners. It recommends the immediate application of local administration of mines through local, district and national mining councils, with legislation to follow for acquiring the mines after the plan has been in operation for three years. During these three years it is recommended that fuel control be continued.

In support of state ownership of coal mines, the chairman says: "Coal mining is our national key industry upon which nearly all other industries depend. A cheap and adequate supply of coal is essential to the comfort of individuals and to the maintenance of the trade of the country. In this respect, and in the peculiar conditions of its working, the coal mining industry occupies a unique and exceptional place in our national life, and there is no other industry with

which it can be compared. . . . Unification under State ownership makes it possible to apply the principles of standardization of materials and appliances and thereby to effect economies to an extent which is impossible where there are so many individual owners." He expressed the opinion that with state ownership there was fair reason to expect that the relationship between labour and the community would be an improvement upon the relationship between labour and capital in the coal fields, and the danger from the certain continuance of strife in the coal mining industry under present conditions outweighs the problematical risk of the loss of incentive under state ownership.

The report, signed by Messrs. Robert Smillie, Frank Hodges and Herbert Smith (the miners' officials), and Sir L. Chiozza Money, R. H. Tawney and Sidney Webb, agrees in general with the main report, though objection is made to the payment of compensation to owners of royalties, except in cases of small royalty owners who would otherwise be deprived of their livelihood. In such cases allowances are recommended. Objection is taken by the miners' representatives to provisions that would require the men to undertake not to strike until the question in dispute had been taken before councils appointed for such purposes. The report denies that the men are responsible for the diminished output and demands an enquiry into the matter.

The report, signed by Sir Adam Nimmo, Mr. R. W. Cooper and Mr. Evan Williams (the mine owners' representatives), and Mr. A. Balfour and Sir Allan Smith, opposes nationalization on the ground that it would be detrimental to the develop-

ment of the industry and to the economic life of the country. The report recommends the establishment of a Department of Mines which would be assisted by a system of councils similar to those recommended by Sir John Sankey. With a view to removing the difficulties arising from royalties, the report proposes that the State shall acquire

ownership of the coal subject to the continuance of existing leases for at least sixty years.

The fourth report, by Sir Arthur Duckham, recommends State acquisition of the entire mineral rights of Great Britain and the establishment of a Ministry of Mines, in the direction of which labour should have a voice.

OPINION IN THE UNITED STATES ON SOCIAL HEALTH INSURANCE

IN an article in the June issue of the *LABOUR GAZETTE* it was stated that the subject of Social Health Insurance was arousing considerable interest in the United States, and that so far opinion in that country was greatly divided as to whether State health insurance, compulsory or voluntary, was desirable or not. Further opinions on the question are embodied in reports, recently issued, of commissions instructed by the States of Wisconsin and Connecticut to make investigation into the whole matter of social health insurance.

The Wisconsin Special Committee on Social Insurance was appointed in 1917 to investigate thoroughly the subject of Social Insurance, including insurance against occupational diseases and sickness. The committee, however, early in the investigation, decided to limit itself to a study of health insurance only. In its report* the committee states that it was not convinced of the necessity for any health insurance legislation. "The wage earners of the State," says the report, "are on the whole thrifty and independent and they have not sought paternalistic direction or aid in their private affairs or home life." The compulsory health insurance movement should, in the opinion of the committee, "work in the direction of prevention rather than cure; its ultimate aim should be to establish surroundings and

a mode of life that will ensure reasonable bodily health to the whole community." The committee, while recognizing that sickness of the wage earners, with the consequent loss of wages, was a problem for the State, was "not satisfied that health insurance would be the proper remedy," but, rather, it was of the opinion that "upon adopting legislation of this nature with its cumbersome and coercive administrative features an effort should first be made to extend and make more efficient our present preventive agencies." As an initial step in the prevention of sickness and disease, the committee recommended that the State legislature should provide for the adoption of comprehensive housing plans that would provide for future growth in population. "The relation of ill health to unsanitary methods of housing is so clearly established," says the report, "that it requires no arguments to re-emphasize the urgency of these recommendations." With respect to occupational diseases the committee was of the opinion that these should be included in the Workmen's Compensation Act.

In the report of the Committee on Public Welfare for the State of Connecticut, the findings upon compulsory health insurance are the same in principle as those outlined above. "We must grant," says the report, "that some of the arguments presented to us in favour of a compulsory measure appeal strongly to humane sentiment, and are convincing to the extent that more should be done by the State to improve

*Report of the Special Committee on Social Insurance, Madison, Wisconsin, January 1, 1919; 85 pp.

living conditions and prevent disease; but they have not brought conviction to our minds that any of the measures heretofore presented should be enacted in Connecticut. . . . It may be well that this state should now improve and extend the code under which the Department of Public Health and Safety operates, so that health and sanitation may be more efficiently safeguarded." With respect to occupational diseases the commission recommended that the compensation law be amended to include

these "and thus aid in reducing the loss resulting from sickness."

At the recent convention of the American Federation of Labour, a report on the question of Social Health Insurance was presented by the executive committee in accordance with instructions received at the previous convention. No decision was arrived at, however, and the question was referred back to the executive committee for further consideration, with instructions to report at the next annual convention.

THE AUSTRALIAN METHOD OF DEALING WITH LABOUR DISPUTES

A RECENT issue of the *Survey* contains an interesting article by the Honourable George Beeby, Minister of Labour for New South Wales, on the changes that are now being made in Australia in the method of dealing with labour disputes.

Since 1900 the different states of the Commonwealth have from time to time altered and amended their various laws for dealing with disputes as their experience has suggested, with the result that today there is a striking uniformity in their essential features. All the states are in agreement on the principle "that the relationship of employer and employee is a matter of grave social concern that justifies interference by some centralized authorities." At the same time, the desire is, and always has been, to make this interference as small as possible. All the states concede as beyond dispute, says Mr. Beeby, these three industrial claims: "(1) the recognition of the fullest right of workmen to organize for their own protection, and the right of each union to make the collective bargain for the industry that it represents; (2) the recognition of the eight-hour day; (3) the recognition of the principle of the living wage in all industries—that is, the drawing of a line below which competition in the labour market is illegal and above which ordinary economic forces come into play."

The system of industrial arbitration now practiced in all the states, with the exception of Victoria, is described as "judicial arbitration." The judicial system leads to the ultimate settlement of industrial disputes by a court specially appointed, generally consisting of a single judge. In some cases the judge sits with assessors representing the two interests, but in the great majority of cases the ultimate decision rests with the judge. Proceedings are conducted on much the same lines as those of a civil court. The parties become litigants, they file claims and replies, lawyers are engaged and elaborate inquiries in open court are held, etc., and in every way the paraphernalia of a court is maintained. Ultimately the decision is left to the judge whose award becomes a standard for the industry. Today, however, there is a strong movement for a complete change from this system. It is frankly admitted by both sides, states Mr. Beeby, that the effect of judicial arbitration has been to keep employers and workers apart in two definite hostile camps, and that a vast amount of work done by the courts could be done by voluntary conciliation and equally satisfactory results reached. The present movement, therefore, is towards investigation of industrial troubles by negotiation rather than by litigation.

In New South Wales, action in this direction has already been taken; a law

has recently been passed, the idea of which is to transfer gradually the whole system of industrial courts to industrial councils and shop committees. The new law provides for the appointment of a Board of Trade consisting of representatives of employers and workers in equal numbers with a judge of the industrial court acting as president. This board is charged with the following among its other duties:

"The fixing from year to year of the basic living wage applicable to all adult male and female labour. (This function does not in any way prevent arbitration courts from fixing minima for particular industries. It only restricts them from going below the basic living wage.)

"The appointment of industrial councils for industries.

"The appointment of shop committees for individual workshops.

"The general encouragement of a system of industrial organization on the lines of the Whitley scheme.

"The holding of inquiries on important industrial matters of universal interest, and the recommendation to Parliament from time to time of legislation.

"The absolute control of the conditions under which juvenile labour can be employed."

The New South Wales act is so framed, says Mr. Beeby, as to give the minister of the day ample power to encourage the bringing into closer touch of employers and workers, but at the same time maintaining a public tribunal which in the end can fix minimum standards for the industry in the event of a failure of negotiations. In supporting the public tribunal as the last resort, Mr. Beeby states that, while in Australia no law has been successful in preventing strikes, "constant public investigation of disputes has had a very restrictive effect. It has prevented and shortened many strikes."

In respect to the Commonwealth as a whole, the federal court of arbitration has been set up, and a dispute which gets beyond the boundary of any one state can be, and often is, determined by this federal court. The court, however, is constituted very much on the same lines

as those of the different states and generally adopts the same principle in many awards. The judge who to-day presides over this court has laid down as a general guiding principle that the duty of his court is not to regulate the detailed working of an industry but merely to provide for the fixing of a reasonable standard of living in an industry, leaving the complete management of the business in the hands of the employers.

The opposition of the employers to this minimum standard of living has, says Mr. Beeby, gradually disappeared. All employers in Australia are now on the same footing in that no employer can obtain advantage by the use of cheap labour. Mr. Beeby admits the contention of the employers that the fixing of a minimum wage for an industry has tended to inefficiency, but for this he blames the employers themselves. "Most employers at the outset," he says, "directly the wage was fixed, petulantly announced that all their employees in the future would get the same wage and abolished the variations that previously existed. The result of this general application of the minimum as a standard wage undoubtedly led expert workmen to come down to somewhere near the level of the average man. During recent years, however, many employers have accepted the awards of the court only as minima and have higher wages in order to get higher results."

In summarizing the situation in Australia, Mr. Beeby states that Australia will continue to maintain the three fundamentals quoted at the beginning of this article. It will continue also to maintain some tribunals which will have power as a court of ultimate resort to make awards in settlement of industrial disputes which will be binding on the parties. But these tribunals will probably consist more of industrial councils, and access to them will be more difficult. There will also be created industrial councils for industries and shop committees for individual establishments, and all parties will be compelled to negotiate in these councils on all matters affecting

industries before they will get access to a compulsory tribunal.

"The general control of the whole scheme of industrial regulation will, beyond doubt, before very long be centralized in the national government," states Mr. Beeby. "There is a strong movement today which is rapidly reach-

ing a climax to vest this important function in a national authority... Some uniformity is essential..., and both employers and workmen are in agreement that it would be better to take industrial power from the hands of state legislatures and invest it in the Federal parliament."

ANNUAL CONVENTION OF THE AMERICAN FEDERATION OF LABOUR

Synopsis of the Proceedings of the Meeting held in Atlantic City, N.J.

THE 39th annual convention of the American Federation of Labour, which was held in Atlantic City, N.J., from June 9 to 23, was attended by over five hundred delegates representing the affiliations of international and national unions, state federations, city central bodies and federal labour unions, with a membership of 3,260,068. At the opening session a cable message to the convention from the President of the United States, who was in Paris, was read to the delegates. Fraternal delegates from Canada and Great Britain were present, each of whom delivered fraternal messages, as did also a representative of the organized Japanese workers. The Hon. W. B. Wilson, the United States Secretary of Labour, on the invitation of the executive council, delivered an address at one of the sessions.

Two hundred and thirty-seven resolutions were submitted for consideration, and referred to various committees. Some of the resolutions were subsequently withdrawn, while others were referred to the executive council for consideration. This synopsis of the proceedings deals only with those matters that are of interest to the members in Canada of international organizations that are affiliated with the American Federation of Labour through their respective central bodies. The reports of the executive council, the secretary and the treasurer, and the labour missions sent

abroad by the Federation were all approved.

Canadian Affairs

Among other recommendations of the Executive Council which were adopted was one suggesting that the annual contribution of \$500 which has been made to the Trades and Labour Congress of Canada for legislative purposes be discontinued, and that, instead, the Federation pay the regular per capita tax to the Congress on the Canadian membership of the directly affiliated local unions. The report of the committee which dealt with the matter was as follows:

"As indicated in the report of the Executive Council, the appended report of the Canadian Trades and Labour Congress and the address of the fraternal delegate of the Canadian labour movement, the trade union movement of Canada and of the affiliated local and international unions in the Dominion of Canada are passing through the trying ordeal of conflicting emotions, passions and moods through which every permanent institution is subjected at some time or other.

"While old doctrines and theories, tried and found wanting, are again seeking dominance in Canada, we are confident that out of this clash, turmoil and confusion the trade union movement will emerge stronger, more powerful and influential than ever before in that its soundness and validity will not only have been clearly demonstrated, but that the forces arrayed against the legitimate trade union movement and its activities will have been weakened, if not destroyed.

"It is not sufficient, however, that we should remain calm and quiescent in this hour of

trial; it is our duty to assert ourselves and help in this period of stress by advice, counsel and active assistance of the older and more experienced leadership of staple organizations of the wage-earners.

"Your committee therefore believes that the suggestion of the Executive Council for a readjustment of the method of financial contributions in behalf of directly affiliated local unions with the Canadian Trades and Labour Congress is well directed. The committee is of the further opinion that all affiliated international unions should consider following a similar procedure and that no time should be lost to give proper advice and counsel to their respective membership in Canadian local unions either by communication or personal visitation and by calling their attention to the dangers lurking behind the appeals which are so alluringly made to them and which will divide the wage-earners into separate movements and destroy the effectiveness of their organized forces."

Mr. Samuel Griggs, Secretary-Treasurer of the Granite Cutters' International Association, was selected as fraternal delegate to the convention of the Trades and Labour Congress of Canada, to be held in Hamilton, Ont., on September 22nd, 1919.

Want Beer Exempted

The first resolution to be dealt with was one seeking to have beer of 2¾ per cent alcohol exempted from the provision of the amendment to the constitution of the United States and also from the provision of the war prohibition law. The resolution was signed by one hundred and three delegates representing many of the larger international unions and state federations of labour. A roll call vote was taken on the question, and the resolution was adopted by a vote of 26,475 to 4,005. The representative of the Washington Central Labour Union thereupon extended an invitation to the delegates to go to Washington on Saturday, June 14, at the expense of the Central Labour Union, to present in person to the authorities the request of organized labour. The convention accepted the invitation, abandoned the Saturday sessions, and proceeded to Washington by a special train. The full text of the resolution as adopted by the convention and read from the

steps of the Capitol, and endorsed by the assemblage, was as follows:

Whereas, the President of the United States has, by Executive Order, given instructions to stop all brewing of beer, as well as near-beer, on December 1st, 1918;

Whereas, the War Emergency Prohibition Bill, as passed by Congress, both houses agreeing, and signed by the President on November 21st, 1918, provides that the manufacture of beer as well as its sale, must be discontinued July 1st, 1919, and until the demobilization of troops has taken place; and,

Whereas, the National Constitutional Prohibition Amendment, passed by Congress, both houses agreeing, has been ratified by the necessary number of States to make National Prohibition a part of the organic laws of the United States; and,

Whereas, all the foregoing is principally intended to deprive the workers of America of the means to secure legally a glass of beer after their day's labour; and,

Whereas, all this restrictive legislation has the effect of destroying part of the American Labour Movement and is seriously crippling many International Organizations affiliated with the American Federation of Labour; therefore, be it

Resolved, that the American Federation of Labour in convention assembled in Atlantic City expresses its disapproval of war-time prohibition and that a strong protest from the delegates at this convention be forwarded to the government at Washington, setting forth in a most emphatic manner the opinion of the delegates to this convention that the present mild beers of 2¾ per cent alcohol by weight should be exempted from the provisions of the eighteenth amendment to the Constitution and also from the provision of the war Prohibition Measure; and be it further

Resolved, that the Executive Council of the American Federation of Labour be and is hereby instructed to convey these expressions through a Committee to the President of the United States and to the Congress, and to do everything in its power to preserve to the people of the United States their freedom, liberty and democracy.

The One Big Union

A resolution disapproving of the "one big union" idea was introduced by the Wilmington, Del., Central Labour Union, which characterized the proposal as an untried and unsound doctrine. The resolution as adopted, with but one delegate opposing, read as follows:

"The Wilmington Central Labour Union believes that the growth of the trade union move-

ment can be attributed to the policy of progress that has been inaugurated and carried out by the American Federation of Labour, President Samuel Gompers and the Executive Council of the American Federation of Labour. We realize that this progress has been steady and restful in bringing about desired improvements in working conditions, the increasing of wages and the shortening of hours. We do not believe in the untried and unsound doctrines that are being preached in propaganda tracts and on soap boxes against Mr. Samuel Gompers, president of the American Federation of Labour, and the A. F. of L., under his leadership.

"The Wilmington Central Labour Union does not believe that 'one big union' principles should be adopted by the American Federation of Labour. We realize that the remarkable progress made by the American labour movement was made through constant education of the membership of the trade unions and progression gradually with each further step in the education of the rank and file of the members of the craft unions."

Refused to Endorse Soviet Government

Three resolutions were submitted asking for the withdrawal of the United States troops from Russia. One of the resolutions requested in addition that all international unions affiliated with the Federation be requested to take a vote upon the question of recognition by the United States Government of the Russian Soviet Government. The Committee on Resolutions submitted the following substitute as the report for the three resolutions:

Resolved, that this convention express its well-considered conviction that the United States Government should withdraw all its troops from Russian soil at the earliest possible moment; and, be it further

Resolved, that this convention refuse its endorsement of the soviet government of Russia, or any other form of government in that country, until the peoples of Russia, through a constituent or other form of national assembly, representing all of the people, through popular elections, shall have re-established a truly democratic form of government.

An amendment was offered to strike out the second section of the report of the committee. During the debate, the question was asked, in the event of the report being adopted, would the Federation be approving of the sending of ammunition to the Kolchak Government to

kill the Russian workers. President Gompers replied that he considered the question an insult to the convention. Upon motion the debate was closed, the amendment defeated and the report of the committee adopted.

Proposal to Change the Date of Labour Day

Two resolutions were offered seeking to have the date of Labour Day changed from the first Monday in September to May 1. One of these read as follows: "That the next Labour Day to be recognized and celebrated as 'Labour's Own Day of Independence' shall be on May 1, 1920, and on the same date of May 1 of each year thereafter." The committee which dealt with the resolutions reported adversely, and though some opposition was offered to the committee's report, it was carried by a decisive majority.

Two other resolutions which were defeated proposed that all unions in the United States, with certain exceptions, should make contracts with employers for one year only, all to bear date of May 1, and that this day each year be observed by union labour as a holiday.

Opposed to Strike on behalf of Mooney

Mrs. Thos. J. Mooney, who was granted the privilege of addressing the convention, made a plea for assistance in securing a new trial for her husband, who had been charged with complicity in the bomb outrage in San Francisco in July, 1916. Three resolutions on the same subject were submitted, one of which asked that the international unions be requested to submit to their membership a referendum vote for a 24-hour general protest strike immediately after Labour Day in the event that Mooney and Billings (who was also convicted in connection with the same matter) were definitely denied a new and fair trial. The report of the committee to the convention was in favour of a new trial, and recommended that the executive council give early atten-

tion to practical measures to secure the same. On the question of a general strike the committee was of opinion that such action would seriously injure the effort to secure a new trial. The report of the committee was approved.

Against Re-organizing the Labour Movement

A resolution providing for a reorganization of the federation based on the plan of "industries" or "plant unions," was defeated, only the mover supporting the proposition after the president had asked for information. The resolution was as follows:

Resolved, that the General Executive Board proceed at once to formulate a plan for the reorganization of the labour movement; to change from the craft-line plan of organization to one being based on the plan of "industries" or "plant unions," making all working cards universally interchangeable. To empower the several shop committees, representing the different classes of work in each plant to form a general shop, or plant committee, invested with powers to legislate in all matters of interest to the workmen of that industry. They shall act, subject to, or not in conflict with their District Central Councils, which Councils shall co-operate with other similar Councils, through and by State federated bodies consisting of delegates from the District Central Councils. These State federated bodies to be bound by and conform to the general constitution of the reorganized American Federation of Labour.

Among other proposals which were defeated were (1) a demand that employees should have the right to "elect" by majority vote the foremen under whom they shall work, (2) that the executive council prepare a model initiative and referendum provision as a suggested amendment to the constitutions of the various organizations in affiliation with the federation for the purpose of submitting simultaneously any given proposition to the whole membership, the demand of five per cent of the local unions being necessary to invoke the use of the law by any international union. On the ground of impracticability, the convention rejected proposals for direct elections of officers and the recall of such officers.

Will not ask for General Pardon for Violators of Espionage Act

Three resolutions were presented asking for the release of all persons held as violators of the Espionage Act and other laws which were enacted by the United States as a war emergency. The Committee on Resolutions to which the resolutions were referred, submitted the following as a substitute:

That this convention express its insistent demand that immediately following the signing of the peace treaty all laws in any way limiting or infringing upon the right of free speech, of a free press, and freedom of assembly which were enacted as war measures, shall be repealed. No recommendation is presented for a general pardon of all those who have been sentenced under the espionage act or in connection with industrial crimes. There are instances where commutations of sentences or pardons are warranted; there are undoubtedly many instances where the sentences imposed were fully justified.

After a very animated discussion, which was only brought to a close after an insistent demand for a vote, the report of the committee was adopted.

Against Company Unions

A resolution condemning what are known as company unions was introduced and adopted. The movers, after setting forth their objections to such bodies, advised the members of trade unions to have no connection with company organizations, and demanded the right to bargain collectively through the trade unions.

Favour Organization of City Policemen

The committee on organization reported favourably on a resolution supporting the organization of city policemen under charters from the American Federation of Labour, and the convention approved of the report. In another resolution attention was called to the discharge of firemen in Cincinnati, Ohio, who had affiliated with the International Association of Fire Fighters, the alleged cause of dismissal being to discourage the members of the fire de-

partment from joining labour unions. The resolution was referred to the executive council to render such assistance as is possible.

Request for Formation of International Union for Coloured Workers

A resolution was introduced asking for the formation of an international union for coloured workers. Three other resolutions requested the better organization of these workers and one complained that certain organizations refused to admit coloured people to membership. During the discussion it was elicited that while some organizations did not admit coloured people, about fifty organizations made no discrimination. The request for a separate organization was not approved, but the executive council was recommended to grant separate charters to coloured workers where they were not admitted in existing unions and also to give particular attention to the organization of this class of workers.

In Favour of Shorter Working Day

The convention pledged the Federation to obtain a general 44-hour week for workers in all crafts. The convention approved of the Federal government participating in the production of suitable homes and endorsed the proposal for the immediate erection of necessary public buildings. It also approved that after signing of the Peace Treaty there should be a discontinuance of employment in civilian occupations of men and women enlisted in the military service.

Referred to Executive Council

The demand for the formation of a stenographers' international union was

referred to the executive council for investigation, a report to be submitted to the next convention. The question of granting charters to insurance agents was also referred to the executive council. A request for the formation of a central organization with jurisdiction over persons employed as office cleaners and domestics was referred to the executive council, as was also a proposition for the establishment of a trade union immigrants' information office under control of the federation.

On the question of state health insurance the convention referred the matter to the executive council for further consideration, report to be submitted to the next convention.

Two resolutions dealing with the cost of living, and proposing penalties for those convicted of enhancing prices were referred to the executive council for approval and early enforcement of the measures proposed.

Prohibition of Immigration

The executive council in its report recommended the enactment of a law that had been introduced into Congress designed to prohibit the immigration of aliens to the United States for a fixed period. The convention concurred in this recommendation with an amendment that the proposed legislation also apply to Mexican immigration. During the debate on this question it was asked if the proposed legislation would bar immigration from Canada. The reply was that the bill, as introduced in Congress, did not apply to Canada.

Freedom of Speech and Association

The programme of the committee on reconstruction, which was endorsed by

the executive council of the Federation, insisted that all restrictions of freedom of speech, press, public assembly, association and travel, be completely removed, and that individuals and groups be held responsible for their utterances. A resolution on the same subject was presented, which with the statement of the reconstruction committee, was adopted.

Appeal from Returned Men

At one of the sessions representatives from the Soldiers', Sailors' and Marines' Protective Association addressed the convention seeking support to secure certain demands, among which was one asking for \$360 discharge pay instead of the \$60 now granted by the United States. Extracts from the constitution of the association assert as follows: "We demand that participants in the world war on their discharge be given the opportunity to obtain and make secure for themselves suitable positions under such conditions as shall make for decency of life. We stand ready to uphold all the principles of democracy and demand that none of these principles be abridged."

A resolution was introduced asking the Federation to call upon its affiliated organizations to encourage and assist morally and financially the Soldiers', Sailors' and Marines' Protective Association and similar associations of soldiers and sailors. The report on the resolution was as follows:

"Your committee directs attention to the fact that the proper and adequate organizations to regulate the terms of employment and the conditions of labour for ex-soldiers, sailors and marines are the existing national and international unions, as recognized by the American Federation of Labour. Your committee recommends that ex-soldiers, sailors and marines be advised that the Amer-

ican trade unions which supported them so vigorously, patriotically and unanimously while they were in uniform are the organizations with which they should affiliate for the purpose of protecting their economic welfare and advancing their interests. Your committee therefore recommends non-concurrence in the resolution."

The report of the committee was adopted.

Judicial Construction of Law

The committee on the executive council's report, in considering that part of it coming under the above heading referred to the power of the courts to declare unconstitutional laws which had been enacted. The following is an excerpt from the report of the committee:

"The report of our courts to declare legislation enacted unconstitutional and void is a most flagrant usurpation of power and authority by our courts and is a repudiation and denial of the principle of self-government recognized now as a world doctrine. The continued exercise of this unwarranted power is a blasphemy on the rights and claims of free men of America.

"This usurpation of power by our courts to subordinate the legislative and executive departments to their will and compel the activities of a free people to their whims and dictates is paralleled and equaled only by the further usurpation of authority by our courts to legislate and punish people in direct defiance of constitutional safeguards to personal liberty and freedom of action. By the issuance of injunctive decrees by our courts, by the restraint they place upon the normal and rightful activities of a free people, by the punishing of free men in the exercise of their constitutional rights without opportunity to a trial by jury, by the removal of safeguards thrown around the individual against extreme and excessive punishments and the denial of an opportunity for executive clemency, our courts have vested themselves with a power greater than any despot ever heretofore possessed."

The recommendation of the committee, which was adopted, asked that immediate steps be taken by the executive council and state organizations for the early passage of adequate laws to curb the powers of the courts.

Advocate More Funds for the Department of Labour

The executive council recommended that Congress be urged to provide more adequate funds for the work of the Department of Labour. A resolution was also introduced asking for support for the United States Employment Service, which is under the control of the Department of Labour. Three other resolutions on the same subject were introduced. The recommendation of the executive council and the resolutions were approved.

Endorse the League of Nations

By a vote of 29,909 to 420 the covenant of the League of Nations was approved by the convention.

A resolution urging the right of self-determination for Ireland was adopted, as were also motions asking that certain Irish representatives be given a hearing before the Peace Conference and that the Congress of the United States recognize the present Irish republic.

Railroad Operation

The executive council in its report to the convention recommended the endorsement of government ownership of railroads. A resolution which was submitted by delegates from various railroad employees' organizations asked for endorsement of a plan for the re-organization of the railway industry which had been presented to the Senate Committee on Interstate Commerce on behalf of such organizations. An address outlining the proposed plan of re-organization was delivered by Mr. Glenn E. Plumb, general counsel for the organized railway employees of America. The whole subject was referred to the executive council to co-operate with the

organizations representing the railroad employees. At the closing session of the convention it was announced that the Brotherhood of Locomotive Engineers, the Order of Railway Conductors and the Brotherhood of Railway Trainmen had applied to the Federation for charters.

Prohibits Trades Councils from taking Strike Votes

The constitution of the Federation, which as it stood debarred central labour unions from ordering strikes, was amended so as to prohibit such bodies from taking votes on the question of such action.

The constitution was also amended providing for representation in the conventions of the several departments of the Federation by allowing one delegate with one vote for each department.

The rate of compensation for organizers was increased to \$8.00 per day and living expenses to \$6.00 per day. The salary of the president was increased to \$10,000 and that of the secretary to \$7,500 per annum.

The minimum monthly dues of members of directly chartered local unions was increased from sixty to seventy-five cents; the minimum initiation fee was increased from \$1.00 to \$2.00 and the monthly per capita tax from fifteen cents to twenty cents. The strike pay of members of directly chartered local unions was raised from \$4.00 to \$6.00 per week.

Mr. Samuel Gompers, president of the Federation, was chosen as representative to the International Trade Union Congress to be held in Amsterdam, Holland, on July 26th. The choice of the delegate to accompany Mr. Gompers was left in the hands of the executive council.

CONFERENCE OF EMPLOYMENT SERVICE COUNCIL OF CANADA

THE first conference of the Employment Service Council of Canada, created under Order-in-Council 3111, dated December 17, 1918, to assist in the administration of the Employment Offices' Co-ordination Act, 1918, and to recommend ways of preventing unemployment, was held in Ottawa during May 12-14. There were present some twenty-six representatives of employers' associations and labour organizations, of the Great War Veterans, of the Soldiers' Civil Re-establishment Department, of the various provincial employment services and of the Employment Service of Canada.

The Minister of Labour in opening the conference briefly outlined the considerations which led to the passing of the act and the benefit that might reasonably be expected to accrue upon the operation of a Dominion-wide system of employment offices. He referred also to the growth of the employment service since its inception, and the highly satisfactory number of placements which had already been made through the whole-hearted co-operation of the provinces with the Department of Soldiers' Civil Re-establishment and with the Department of Labour. He urged the members of the council to give free expression to their opinions and assured them that any recommendations the council might make would receive most sympathetic consideration from the Dominion Government.

Reports of progress made in the various provinces under the Employment Offices' Co-ordination Act were presented by Mr. Joseph Ainey, for Quebec, Dr. W. A. Riddell for Ontario, Mr. J. A. Bowman for Manitoba, Mr. T. W. Mollo, for Saskatchewan, Mr. J. C. Mitchell for Alberta, Mr. J. D. McNiven for British Columbia, and Mr. H. Hereford, of

the federal Department of Labour, for the Maritime provinces. With reference to private employment offices, Mr. Ainey stated that in Quebec a number of commercial offices at present in operation would be closed, but owing to the fact that Montreal was a seaport and had a large foreign population, it was likely that for the present a few of the better private agencies would be permitted to exist. They would, however, be subjected to the closest inspection by the provincial Department of Labour, and eventually would also be abolished. Dr. Riddell referred to the powers in Ontario of the Lieutenant-Governor in Council with respect to employment agencies, which had recently been extended to include the classification of private employment agencies, and the prohibiting of the granting of licenses to any class of agencies. For Manitoba and Saskatchewan, it was pointed out that acts abolishing commercial employment agencies would come into force on June 1. In Alberta and British Columbia acts recently passed prohibiting the charging of any fee for procuring employment would, it was stated, when brought into force virtually abolish private agencies. Mr. McNiven, however, expressed the opinion that so far as British Columbia was concerned, it might be an advantage to permit private employment offices to be operated by Orientals for the placement of Orientals.

Mr. Martel, representing the Trades and Labour Congress of Canada, stated that he was thoroughly in accord with the principles of the Act and that he was confident the Dominion-Provincial employment offices would fill a need in this country, though he advised the officials of the Employment Service to be careful in their manner of dealing with organized labour. He pointed out that labour unions had for many years maintained machinery for the placement of union men and that they would naturally be a

little reluctant to give up this function even to a national employment service. In reply, Mr. Stewart, federal government director of the Employment Service of Canada, pointed out that it was not the intention of the Service to infringe on the rights of unions to place their union members but, rather, that it was its desire to work in co-operation with trade unions and employers' organizations. Mr. Martel then spoke of the willingness of organized labour to co-operate with the Employment Service. Mr. Neal, of the Railway War Board, stated that the present programmes of the railways would give employment during the coming summer and winter to some 25,000 men, and that in securing these the railways would be glad to make use of the Employment Service. Mr. McKenzie, representing the Canadian Council of Agriculture, said that the provincial governments in the West had played an important part in securing a supply of farm labour, that this had been appreciated by the farmers, and that he was sure the farmers would gladly support the Employment Service. Mr. W. C. Good, also representing the Canadian Council of Agriculture, concurred in this.

Major Anthes, in reviewing the work of the Soldiers' Civil Re-establishment Department in the employment field, stated that in his opinion the employment situation was very serious, particularly in the West, and worthy of the best attention of the Dominion and provincial governments. He urged that all the provincial governments should give the strongest support to the Employment Service of Canada in the perfection of machinery for the placement of returned soldiers during the coming months. Major Anthes mentioned the importance of clearing houses as a factor in the transference of workers from one part of the country to another to the best advantage from an employment viewpoint, and regretted that the minimum fare below which the railways would give no special transportation rate had been fixed by them at \$4. He ex-

pressed appreciation of the consideration that had been shown returned soldiers by the various Provincial Employment Offices, and also by employers of labour throughout the country.

Mr. Wyndham, of the Overseas Settlement Commission of the United Kingdom, spoke briefly and unofficially of the establishment and growth of the British Employment Exchanges and outlined the service they had rendered to the Empire during the war. He stated that the problem in Great Britain at the present moment was to find work for the large number of persons unemployed as a result of the closing down of war industries, many of whom were women who before the war had been in domestic service. It was the purpose of the Commission to make surveys in Canada and the other overseas dominions with a view to ascertaining what classes of women workers the dominions might require, as the Imperial authorities did not propose to send out workers unless there was assurance that employment would be available for them. The Commission was endeavouring to secure information for the use of the Imperial government as to the number of workers that might be required. In this connection, Mr. Wyndham outlined the advantages of co-operation between the Canadian Employment Service and the British Employment Exchanges. Mr. Stewart drew the attention of the conference to the possibilities thus opened up of obtaining certain kinds of help unobtainable in this country through the Employment Exchanges in the United Kingdom, thus enabling Canada to secure from within the Empire labour which in the past had been brought from foreign countries. Dr. Riddell, was of the opinion that a connection with the British Exchanges would be highly desirable in order that Canada might get only the kind of labour that was desired and for which employment was assured. A small committee was then appointed to consider the question of co-operation with the British Employment Exchanges.

and to bring in the report at the next meeting of the conference.

The subject of provincial and local advisory boards was brought before the Conference. Dr. Riddell reported that Ontario had appointed its Provincial Advisory Councils, but had not yet established Advisory Committees for all local offices. Mr. Hereford stated that in the Maritime Provinces arrangements for Advisory Councils had been completed and it only remained to put them into effect. Mr. Molloy reported that Saskatchewan had organized its Provincial Council and had also established a local committee for each office. There was some discussion as to the duties and powers of provincial councils and local committees. The relation of the Employment Service Council of Canada to the various provincial advisory councils was considered. Some of the delegates believed it would not be advisable for the Council to interfere in any way with provincial autonomy, but all were agreed that, in matters of policy affecting the Dominion as a whole, the central body should make recommendations to the provincial councils for their consideration.

Professor W. C. Clark, of Queen's University, addressed the conference on the Regularization of Employment. In the discussion that followed, Mr. McKenzie stated it was his opinion that if the State were to undertake the development of the natural resources of the country, work would be increased to the extent that unemployment would entirely disappear. With respect to the problem of farm labour, Mr. Molloy was of the opinion that it would never be satisfactorily adjusted until the industry had been put on a different basis and farm work standardized.

Mr. Dean, of the Ontario Workmen's Compensation Board, and Mr. Boate, of the Vocational Training Branch of the Civil Re-establishment Department, read papers on the Placement of Cripples and on the Handicapped Soldier from an

Employment Point of View. Considerable discussion followed.

Other matters such as publicity, procedure in the case of industrial disputes, financial arrangements under the Act, terminology, transportation, clearance, etc., were discussed in detail by the conference. A committee on forms was appointed and several revisions were suggested.

A number of resolutions were passed by the conference among which were the following:

That, as the full benefit of the Government system of employment offices cannot be realized while private agencies exist, the several provincial governments should, therefore, be recommended to eliminate private employment agencies as soon as their laws will permit.

That, in the approval and execution of public works and in the purchase of governmental supplies, consideration should be given so far as practicable to the general state and prospects of the labour market to the end that the total volume of employment in the country may be kept as constant as possible.

That negotiations be opened with the provincial government with regard to the establishment of a section of the Employment Service of Canada for professional and business placements.

That divisions for juvenile and handicapped workers be established in the Employment Service as soon as practicable. In this connection a special committee was instructed to work out details and forward from time to time to the provincial authorities such information as may be obtained by them in their research.

A committee was also appointed to consider the institution in Canadian universities of courses on Employment Management.

The next regular meeting of the Council will take place during the second week of November.

FIRST REPORT OF EMPLOYMENT SERVICE OF CANADA

Report of Operations from March 1 to June 21

FROM time to time articles have appeared in the LABOUR GAZETTE describing the progress made in organizing the Employment Service of Canada, the system of public employment offices established co-operatively by the Dominion and Provincial Governments under the Employment Offices Co-ordination Act. At the present moment there are in operation 88 offices, of which one is in Prince Edward Island, 6 are in Nova Scotia, 6 in New Brunswick, 7 in Quebec, 35 in Ontario, 8 in Manitoba, 9 in Saskatchewan, 5 in Alberta and 11 in British Columbia. Though the system

is still to some extent in the organization stage, these offices are now placing persons in regular employment at the rate of about a quarter of a million a year.

The following table gives a historical summary of the work of the offices by weeks, beginning with the first week in March. Placements include only those applicants who have been referred to vacancies and of whose success in securing the positions offered the office has secured confirmation either by postal card, telephone or oral report. Casual placements refer to those applicants for whom employment of less than one week's duration has been secured.

Week ended	REGULAR PLACEMENTS										Casual placements — Canada
	Maritime Provinces	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia	CANADA			
								Men	Women	Total	
March 8.....	13	94	670	88	236	271	231	1,330	273	1,603	210
" 15.....	33	101	647	96	285	196	303	1,380	281	1,661	249
" 22.....	52	106	1,016	85	260	327	348	1,900	294	2,194	242
" 29.....	105	79	1,169	295	448	532	443	2,666	405	3,071	327
April 5.....	145	128	1,332	371	559	493	621	3,315	334	3,649	277
" 12.....	226	101	1,467	457	587	719	754	3,896	415	4,311	370
" 19.....	282	108	1,290	440	542	620	626	3,571	337	3,908	320
" 26.....	228	164	1,474	456	530	596	561	3,712	297	4,009	447
May 3.....	280	319	1,661	406	478	715	639	4,193	305	4,498	546
" 10.....	360	410	1,833	360	505	776	549	4,413	380	4,793	591
" 17.....	445	436	1,735	326	510	813	514	4,438	341	4,779	407
" 24.....	372	407	1,581	235	538	792	431	4,086	270	4,356	409
" 31.....	353	386	2,159	245	416	463	500	4,221	301	4,522	463
June 7.....	371	321	1,715	214	578	507	359	3,791	274	4,065	374
" 14.....	381	499	1,875	385	695	570	495	4,578	322	4,900	406
" 21.....	516	477	2,293	425	638	546	610	5,055	450	5,505	473
Total.....	4,162	4,136	23,917	4,884	7,805	8,936	7,984	56,545	5,279	61,824	6,111

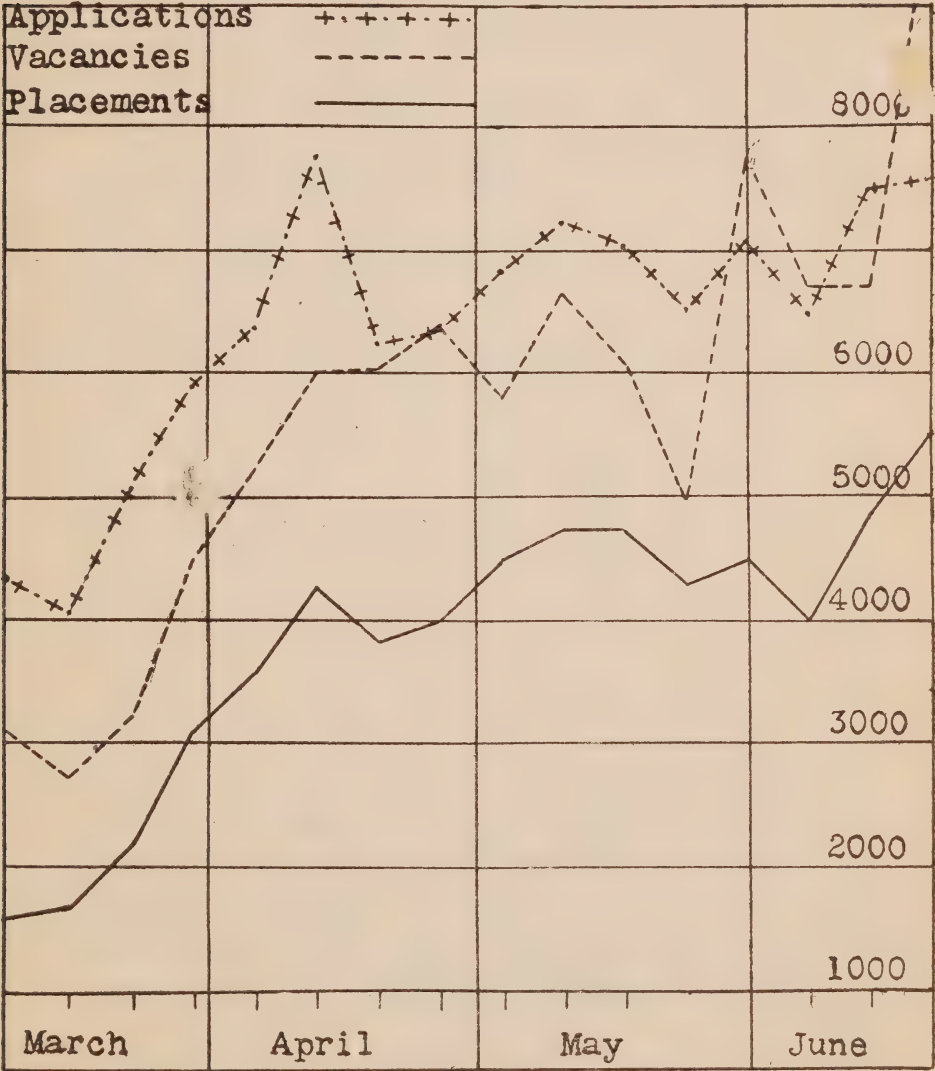
The increase in the number of regular placements has been very rapid. On March 8, 1,603 placements were reported for the whole of Canada for the week ending on that date; on April 5, 3,649; on May 3, 4,498, and on June 21, 5,505. This rapid rise is in part due to the general improvement in employment

conditions but in larger part to the steady expansion and steadily increasing efficiency of the employment offices. The slight check to the upward movement during the last two weeks of April was caused by the Easter holidays while the more serious setback during the latter part of May and the first week of

June was doubtless a reflection of the current industrial unrest and the cessation of the heavy spring demand for farm labour. In a general way the figures for each province illustrate the same trends as the figures for the Dominion as a whole, though Ontario and the prairie provinces were most affected by the demand for farm labour and Manitoba suffered most severely from local labour disturbances. During the

sixteen weeks covered by the table (March 2 to June 21) the total regular placements amounted to 61,824 persons, of whom 56,645 were men and 5,279 were women. In addition 6,111 casual placements were made during the period.

The work of the offices is summarized in another way on the accompanying chart. The three curves show the applications and re-applications by weeks



since the week ending March 8, the vacancies notified by employers and the applicants reported placed in regular employment. The chart indicates that during March and the first two weeks of April, applications, vacancies and placements retained a constant relation to one another, increasing at almost the same rate. Since the middle of April, the demand for labour has approached the supply more closely. Indeed, towards the end of April, the vacancies equalled the applications. This increase in vacancies, however, was largely due to the spring demand for farm help and as the Employment Service found it very difficult to persuade workers to leave the cities for farm employment, placements, while they were considerably increased, did not maintain the same relation to vacancies as formerly. About the end of May the vacancies notified each week increased sufficiently to exceed the new applicants for work and on the whole have maintained this position since that time. Placements, as already noted, have also improved, and at the present time they stand at the highest point since the organization of the Service.

The two tables which follow present in detail the work of the offices for the four weeks ending May 24 and the four weeks ending June 21. At the beginning of the first period, 10,636 men and 1,061 women, a total of 11,697 persons, who had registered during previous weeks, remaining unplaced at the various offices. On the same date 7,251 vacancies notified by employers still remained unfilled. Of these, 5,398 were

for men and 1,853 for women. During the period 25,511 men and 2,188 women applied for employment (or renewed previous applications) while 20,358 new vacancies for men and 3,137 for women were notified by employers. The number of persons placed was 18,426, of whom 17,130 were men and 1,296 were women.

The Employment Service began the second period with 8,685 men and 735 women unplaced on its books, a total of 9,420. This was a decrease of 2,277 as compared with the beginning of the preceding period. The number of unfilled vacancies totalled 6,052, of which 4,758 were for men and 1,294 for women. Of the unfilled vacancies for men, 2,578 were in the three prairie provinces and 1,502 in Ontario. During this second period, 26,747 men and 1,988 women applied for employment, a total of 28,735, while 24,976 new vacancies for men and 3,933 for women were notified by employers. Thus while the increase in the supply of labour exceeded by 1,036 persons the increase during the previous period, the increase in the demand for labour was very much greater than the corresponding increase during the previous period, the excess amounting to 5,414 vacancies. Regular placements reported numbered 17,645 men and 1,347 women as compared with 17,130 men and 1,296 women during the previous period, a total increase of 566.

In addition to the regular placements noted above the employment offices made 1,953 casual placements during the first period and 1,716 during the second period.

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS ENDED MAY 24.

Office.	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Regular place- ments reported during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Charlottetown.....	83		230		8		195		196		178	
Prince Edward Island..	83		230		8		195		196		178	
	83		230		8		195		196		178	
Amherst.....	47		77	1			165	1	104	1	26	1
Glace Bay.....	27		4		17		20		18		20	
Halifax.....	197	26	411	43	69	20	248	70	289	31	224	22
New Glasgow.....	236		101		32		77		125		58	
Sydney.....	59		165	6	174		100	2	180	1	109	
Yarmouth.....	0		24				27	5	11		6	
Nova Scotia.....	566	26	818	50	292	20	637	78	727	33	443	23
	592		868		312		715		760		466	
Bathurst.....	50		125	1	49		76	1	92		90	
Campbellton.....			139		48		41		123		113	
Fredericton.....	60	2	157	1	46	27	130	2	126		91	
Moncton.....	280	10	383	1	23	5	382	3	340	1	336	1
Newcastle.....	42		63				32		24		16	
St. John.....	159		307		10		171		169		166	
New Brunswick.....	591	12	1,174	3	176	32	832	6	874	1	812	1
	603		1,177		208		838		875		813	
Hull.....	29		141	19	7		179	3	7	4	77	2
Leachmere.....	50		153						72		95	
Montreal: 8 St. James St.	397	117	932	74	103	179	555	140	385	69	320	43
Windsor St.			1,517						1,537		595	
Quebec.....	152		535	18	26		245	35	392	17	237	16
Sherbrooke.....			244	13			138	15	210	14	158	7
Three Rivers.....	66	1	77	6	5	4	29	7	35		19	3
Quebec.....	694	118	3,599	130	141	183	1,146	200	2,638	104	1,501	71
	812		3,729		324		1,346		2,742		1,572	
Belleville.....	3		61				38		1		48	
Brantford.....			211	8			151	8	62		158	6
Brockville.....			91	2			109	1	110	1	96	
Chatham.....	13		136		52		137		136		136	
Cobalt.....	134		141		34		150		120		121	
Fort William.....	81		494	10	22		466	6	340	3	256	1
Galt.....	35		76		121		183		38		81	
Quebec.....			241				688		73		149	
Hamilton.....	201	267	501	124	41	224	437	200	451	100	378	44
Kingston.....			139				72		7		135	
Kitchener.....	30		79				70		38		56	
Lindsay.....			51		50		70		40		51	
London.....	110	55	226	100	264	146	218	128	226	80	182	66
Niagara Falls.....	11		57	1			73	3	46		53	1
North Bay.....	20		73				39		46		58	
Orillia.....	38		30				29		18		34	1
Oshawa.....	1		52				41		22		48	
Ottawa.....	2,295	55	550	41	36	34	635	59	735	79	591	59
Owen Sound.....		1	110	3		1	94	8	5	1	79	2
Pembroke.....	206		80	4	32	1	182	8	43	3	96	2
Perth.....	9		21		6		22		19		19	
Peterboro.....	254	5	244	6	32	8	172	4	31	1	167	3
Port Arthur.....	100		469				327		326		318	
St. Catharines.....	125	4	412	4	96	5	336	10	407	4	338	3
St. Thomas.....			180				225		165		169	
Sarnia.....	21		93				45		47		89	
Sault Ste. Marie.....	23		271		27		303	6	272		260	1
Stratford.....	27		108		52		163		76		73	
Sudbury.....	111		421	2	108		535	0	317	2	303	
Timmins.....	23		49		8		9		24		28	
Toronto: 45 King W.		248	2,123	781		52	2,115	1,169	1,575	489	784	361
" 172 Front W.	784		770		1		36		417		404	
" 1254 Bloor W.	161		285				136		140		136	
Welland.....	19	9	83	6	30	8	105	37	42	8	47	
Windsor.....	162	14	274	29	38		328	33	7	3	294	23
Ontario.....	4,997	658	9,202	1,121	1,050	478	8,669	1,689	6,375	774	6,235	575
	5,655		10,323		1,528		10,358		7,149		6,810	
Brandon.....	50	1	151	7	93	8	131	22	54	4	106	2
Dauphin.....			33						2		15	
Deloraine.....			6						4			
Portage la Prairie.....												
Winnipeg (4 offices).....	1,244	61	1,230	136	1,224	195	1,554	220	1,235	135	1,083	121
Manitoba.....	1,294	62	1,420	143	1,317	203	1,685	242	1,295	139	1,204	123
	1,356		1,563		1,520		1,927		1,434		1,327	

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS ENDED MAY 24.—(Continued.)

Office.	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Regular place- ments reported during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Estevan.....			68		29		107		66		66	
North Battleford.....			23				22		14		12	
Moosejaw.....	91	10	400	16	410	69	357	42	325	13	296	11
Prince Albert.....	65		114	16	122		136		113		85	
Regina.....	167	8	715	143	457	329	713	178	753	135	640	137
Saskatoon.....	139	11	556	24	1,044	182	486	110	525	33	525	28
Swift Current.....	14	3	188	7	123	7	214	11	175	4	160	5
Weyburn.....	5		38		67	10	87	6	21		38	
Yorkton.....	8		36		21		63		13		30	
Saskatchewan.....	489	32	2,138	190	2,273	597	2,185	347	2,005	185	1,852	179
	521		2,328		2,870		2,532		2,190		2,031	
Calgary.....	183	32	1,491	83	12	110	1,254	127	1,313	97	1,220	33
Edmonton.....	191	45	1,760	281	42	188	1,195	291	1,107	207	1,107	207
Lethbridge.....	34	3	347	13	50		289	8	329	8	329	8
Medicine Hat.....	33		136	6			169	7	160	6	160	6
Red Deer.....	1		23	1	2		24	1	25	1	23	1
Alberta.....	442	80	3,757	384	106	298	2,931	434	2,934	319	2,839	257
	522		4,141		404		3,365		3,253		3,096	
Cranbrook.....												
Fernie.....												
Kamloops.....												
Nanaimo.....	30		34						28		33	
Nelson.....												
New Westminster.....	76		118						92		92	
Prince Rupert.....	69		363		30		289		74		216	
Vancouver: 140 Cordova.....	429		1,315				1,082		1,048		1,048	
" " Homer & Dunsmuir.....	635	51	1,003	80		16	483	65	482	21	482	32
Victoria.....	241	22	340	87	5	26	219	76	195	35	195	35
Vernon.....											6	
British Columbia.....	1,480	73	3,173	167	35	42	2,078	141	1,919	56	2,066	67
	1553		3340		77		2219		1975		2133	
Grand Total for Canada.....	10636	1061	25511	2188	5398	1853	20358	3137	18963	1611	17130	1296
	11697		27699		7251		23495		20574		18426	

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS ENDED JUNE 21.

Charlottetown.....	125		194		13		165		236		163	
Prince Edward Island.....	125		194		13		165		236		163	
Amherst.....	76		54				19		25		19	
Glace Bay.....	34		35		1		33		23		33	
Halifax.....	230	26	421	41	49	50	240	72	241	45	236	22
New Glasgow.....	94	4	116		42		35	5	86	3	39	2
Sydney.....	27	7	242	1	12	1	676	1	209	2	206	1
Yarmouth.....	18		55	1	20	5	40	1	37	1	30	1
Nova Scotia.....	479	37	923	43	124	56	1,043	79	621	51	563	26
	516		966		180		1,122		672		588	
Bathurst.....	53	1	252	2	11	1	209	2	215		207	2
Campbellton.....	26		66		8		66		64		62	
Fredericton.....	71	2	233	2	51	28	192	20	176	2	138	1
Moncton.....	108	5	323	10	62	7	346	7	297	4	253	4
Newcastle.....	82		59				35		35		35	
St. John.....	182		411	4	11		175		174		167	
New Brunswick.....	522	8	1,344	18	143	36	1,023	29	961	6	862	7
	530		1,362		173		1,052		967		869	
Hull.....	129		193		89		29		79	1	113	1
Lachine.....	57		133						98		78	
Montreal: 8 St. James St.....	566	39	886	58	138	83	617	98	577	47	435	25
" " Windsor St.....	897		1,407						1,139		479	
Quebec.....	184	6	844	5	18	5	527	44	691	2	398	2
Sherbrooke.....	102	5	113	6	4	1	55	22	117	6	107	5
Three Rivers.....	96	4	111	2	15	2	46	3	69	3	39	1
Quebec.....	2,031	54	3,687	71	264	91	1,314	167	2,770	59	1,649	34
	2,085		3,758		355		1,481		2,829		1,683	

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS ENDED JUNE 21.—Continued.

Office.	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Regular place- ments reported during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Belleville.....	19		53				58		58		53	
Brantford.....			232	33			208	103	181	31	180	31
Brockville.....	35	2	84		2		114	2	96	2	85	2
Chatham.....	12		306		28		469		296		292	
Cobalt.....	18		137	1	19		176	3	133	1	138	1
Fort William.....	46		305	2			263	11	197	2	139	1
Galt.....	3		73		9		78		77		72	
Guelph.....	139		238	15	305		395	17	59	1	194	8
Hamilton.....	173	78	469	129	31	162	506	129	420	89	364	38
Kingston.....	2		162	3			76	4	106	3	96	3
Kitchener.....	11		63		6		122		60		48	
Lindsay.....	34		40				18		37		29	
London.....	51	35	247	58	143	73	250	108	247	45	200	35
Niagara Falls.....	7		86	1	1		100	5	85	1	82	1
North Bay.....	9		98	2	11		140	1	110	1	110	1
Orillia.....	62	3	58	2	5		27	51	54	1	54	1
Oshawa.....	4		81		1		86		82		82	
Ottawa.....	229		1,065	26	38		738	216	720	14	592	6
Owen Sound.....			57	1			59	3	48	1	40	1
Pembroke.....	61	1	117	3	41	6	98	5	150	6	113	2
Perth.....	2		25		4		26		22		19	
Peterboro.....	85	5	176	8	12	2	153	18	141	10	140	8
Port Arthur.....	31		263				208	4	158		152	
St. Catharines.....	71	4	489	6	22	10	453	14	508	6	430	6
St. Thomas.....	13		166		12		190		167		159	
Sarnia.....	17		116		3		127		121		120	
Sault Ste. Marie.....	3		274	1	16	6	246	3	277	1	271	1
Stratford.....	31		98				121		94		79	
Sudbury.....	81		436	3	44	2	602	9	334	1	318	1
Timmins.....	11		95						93		90	
Toronto: 45 King W.....	440	265	1,980	853	658	108	2,375	1,695	1,306	785	1,084	530
" 172 Front W.....	1,188		974				1,329		693		680	
" 1254 Bloor W.....	151		263				144		148		111	
Welland.....	39	5	165	9	50	3	172	10	166	8	147	7
Windsor.....	86	16	590	55	41	6	600	50	568	47	549	43
Ontario.....	3,154	414	10,090	1,211	1,502	414	10,727	2,461	8,012	1,056	7,312	730
	3,568		11,301		1,916		13,188		9,068		8,042	
Brandon.....	33	5	135	11	71	26	161	21	44	4	87	9
Dauphin.....			42				44		32		34	
Deloraine.....	9	1	9				19		19		24	
Portage la Prairie.....			287	9			350	30	334	6	229	6
Winnipeg (4 offices).....	729	109	806	48	521	57	3,542	283	918	130	796	84
Manitoba.....	771	115	1,279	68	592	83	4,116	334	1,347	140	1,170	99
	886		1,347		675		4,450		1,487		1,269	
Estevan.....	2		57		49		22		63		51	
North Battleford.....	10		44		5		28		20		19	
Moosajaw.....	119	5	444	18	123	37	395	43	375	12	315	13
Prince Albert.....	35		134		109	3	98	6	138		82	14
Regina.....	160	4	671	53	650	250	712	76	588	50	568	50
Saskatoon.....	105	5	1,287	49	884	136	1,079	129	926	58	926	50
Swift Current.....	8	3	220	10	15	3	16	26	158	10	150	10
Weyburn.....	5		259	3	83	12	64	2	51	2	48	2
Yorkton.....	3		49		26		41		55		29	
Saskatchewan.....	447	17	2,965	133	1,944	441	2,599	282	2,374	132	2,188	139
	464		3,098		2,385		2,881		2,506		2,327	
Calgary.....	116	16	885	87	17	72	656	142	708	95	634	48
Edmonton.....	26	14	1,601	224	23	64	875	289	833	202	760	202
Lethbridge.....	43	1	277	20			247	13	246	13	246	13
Medicine Hat.....	2		156	9	8	1	142	11	143	9	143	9
Red Deer.....			31		3		29		31		31	
Alberta.....	187	31	2,950	340	51	137	1,949	455	1,961	319	1,814	272
	218		3,290		188		2,404		2,280		2,086	
Cranbrook.....			85				33		49		22	
Fernie.....	7		54				11		20		35	
Kamloops.....			69				50		52		69	
Nanaimo.....	28		43				9		27		27	
Nelson.....	10		61				71		8		18	
New Westminster.....			122				53		81		82	
Prince Rupert.....	70		338		87		241		739		741	
Vancouver: 140 Cordova.....	315		1,118	89	30	12	767		493	34	434	34
" " Homer & Dunsmuir.....	412	44	1,049				519	90	269		269	
Victoria.....	127	15	102	15	8	24	261	36	26	6	31	
Vernon.....							25					
British Columbia.....	969	59	3,315	104	125	36	2,040	126	1,965	40	1,924	40
	1,028		3,419		161		2,166		2,005		1,964	
Grand Total for Canada.....	8,685	735	26,747	1,988	4,758	1,294	24,976	3,933	20,247	1,803	17,645	1,347
	9,420		28,735		6,052		28,909		22,050		18,992	

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES, JUNE, 1919

REPORTS from fifteen cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in June, showed an increase of nearly 7 per cent in the number of workers and of over 16 per cent in the wages paid. In June, 9,059 persons were temporarily employed in the two weeks and the pay-rolls amounted to \$371,733.22, as compared with 8,486 employees and an aggregate pay-roll of \$319,378.42 in May. In comparison with the same period in 1918, increases of nearly 18 per cent in the number of workers and of almost 35 per cent in the wages paid, are indicated, there being 7,686 employees with a total pay-roll of \$276,358.42 in the first two weeks in June, 1918.

St. John, Ottawa, Toronto, Hamilton,

London, Regina, Edmonton and Vancouver all reported increases in the number of employees, both as compared with May, 1919, and with June, 1918. Montreal, Moose Jaw, Saskatoon and Calgary showed declines in comparison with May, and increases as compared with June, 1918, while Victoria recorded an increase over the preceding month, but a decline as compared with the corresponding period of last year. As to wages, St. John, Montreal, Ottawa, Toronto, Hamilton, London, Moose Jaw, Edmonton and Vancouver showed increases both as compared with May, 1919, and with June, 1918. Regina, Saskatoon and Calgary reported declines as compared with the preceding month and increases as compared with the corresponding month in 1918, while Victoria recorded decreases in both comparisons.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY FIFTEEN CITY CORPORATIONS, JUNE, 1919, COMPARED WITH MAY, 1919, AND WITH JUNE, 1918.

City	Number of employees temporarily employed in first fortnight in:			Amount of wages paid employees temporarily employed in first fortnight in:		
	May, 1919	June, 1919	June, 1918	May, 1919	June, 1919	June, 1918
St. John.....	351	412	390	\$ 9,987.76	\$12,065.36	\$11,845.63
Montreal.....	2,770	2,655	2,055	85,394.84	92,591.04	62,452.00
Ottawa.....	636	656	386	21,924.68	23,601.94	16,247.10
Toronto.....	1,352	1,586	1,332	52,433.09	59,524.59	52,503.52
Hamilton.....	594	704	454	20,456.96	31,394.82	16,174.31
London.....	333	372	256	13,446.71	16,320.89	8,194.24
Winnipeg.....			674			23,676.35
Brandon.....	52	18	56	1,848.98	493.86	1,926.52
Regina.....	340	460	409	19,465.45	19,228.75	17,687.76
Moose Jaw.....	121	104	79	4,998.15	5,779.95	3,512.55
Saskatoon.....	320	317	245	16,384.76	13,376.00	10,906.33
Calgary.....	505	504	339	22,770.80	21,646.90	14,446.23
Edmonton.....	367	452	311	16,317.47	17,840.65	12,392.88
Vancouver.....	520	593	424	22,991.44	48,634.03	14,206.99
Victoria.....	225	226	276	10,957.33	9,234.44	10,186.01
Total.....	8,486	9,059	7,686	\$319,378.42	\$371,733.22	\$276,358.42

UNEMPLOYMENT IN TRADE UNIONS AT THE CLOSE OF MAY, 1919

THE present article on unemployment among the members of local trade unions, which is the seventeenth report on the subject, deals with unemployment as at the end of May, 1919, and is based on returns received from 1,107 labour organizations with a total membership of 137,006, or nearly 67 per cent of the entire trade union membership of the country. Trade unionists out of work on account of trade disputes or disability were not included. For all occupations represented, 3.83 per cent of the members were unemployed as compared with 4.38 per cent in April, 1919. Figures for comparison with May of previous years are not available. The improvement over the preceding month is due to greater activity in the transportation, building and construction and mining, quarrying and refining of ores groups.

Employment in the manufacturing and mechanical industries, as reported by 295 unions having a combined membership of 40,543, was not as brisk in May as in April, 4.05 per cent of the members being idle as compared with 3.17 per cent in the preceding month. Workers in the food, tobacco and liquors, textiles, carpets and cordage, printing, publishing and paper goods, woodworking and furniture, leather, boots and shoes and glass bottle blowing groups were better employed, while the metal, machinery and conveyances, clothing and laundering and pulp, paper and fibre industries were slacker. In the garment trades, besides those entirely out of

work, there was also a considerable number on short time.

Reports from 469 organizations of transportation workers, having a total membership of 51,559, indicate that 2.21 per cent of the members were out of work as compared with 3.48 per cent in April. Steam railway employees, whose returns constitute nearly 75 per cent, of the entire group membership reporting, were considerably brisker than in the preceding month, though some engineers, firemen, carmen and trainmen were not working full time. Street and electric railway employees and teamsters and chauffeurs were better engaged, while navigation workers were slacker.

In the mining, quarrying and refining of ores group, reports were received from 26 unions having an aggregate membership of 10,947. There was less activity for miners, besides those actually being idle, there was a considerable number on short time. Mill and smeltermen, however, were brisker.

The percentage out of work in the building and construction trades, as reported by 154 unions with 17,027 members, was 8.68, as compared with a percentage of 12.05 in April, 1919. Bricklayers, masons and plasterers, carpenters and joiners, electrical workers, granite and stonecutters, plumbers and steamfitters, bridge and structural iron workers and steam shovel and dredgemen were considerably better engaged, while there was less employment for painters, decorators and paperhangers, tile layers, lathers and roofers and hod carriers and builders' labourers.

In the public employment group, as reported by 59 unions, there were no members out of work, as compared with an unemployed percentage of .01 in April.

Employment in the group of miscellaneous trades, as indicated by returns received from 102 unions with 9,223 members, was not as active as in the preceding month, there being 7.26 per

cent unemployed as compared with a percentage of 4.80 in April. Hotel and restaurant employees, barbers and unclassified workers were better engaged, while musicians and theatre employees and stationary engineers and firemen were slacker.

The percentage reported idle in the different groups of industries are indicated in the following table:

TABLE 1.

Occupation	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Manufacturing and Mechanical Industries...	4.05	3.17	4.18	4.29	3.32	2.99	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1	3.1
Metals, machinery and conveyances.....	7.27	4.26	5.51	5.54	3.21	3.53	1.24	.14	.28	.76	1.5	.11	.29	.71	0	0	0
Food, tobacco and liquors...	3.82	4.06	6.79	8.90	8.24	8.63	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	.4	.8
Textiles, carpets and cordage	.32	2.04	3.99	12.99	11.50	1.41	0	.05	.05	0	0	0	0	0	.5	0	0
Clothing.....	.73	0	2.37	.26	3.22	3.42	0	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6	3.3
Pulp paper and fibre.....	1.17	.76	3.29	.96	2.23	.43	1.75	0	0	.34	0	0	0	0	0	0	0
Printing, publishing and paper goods.....	.46	.59	.59	.70	.69	.86	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8	3.7
Woodwork and furniture....	0	1.07	2.21	2.78	10.57	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0	5.9	3.7
Leather, boots, shoes and rubbers.....	.13	8.63	4.22	4.00	1.19	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.3	1.0	0	0
Glass bottle blowing.....	5.96	7.93	10.03	9.44	0	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0	0
Jewelry.....	0	0	.48	.14	.27	0	0	0	0	0	0	0	0	0	0	0	0
Transportation	2.21	3.48	4.75	4.58	2.02	1.48	.39	.42	1.22	.70	.55	.51	1.26	1.6	.6	.5	3.00
Steam railways.....	1.62	2.40	2.87	2.74	1.78	.35	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5	2.4
Street and electric railways.	.15	.20	.38	3.42	.33	.06	0	0	.38	.17	.44	.18	1.09	.2	0	.3	2.3
Navigation.....	10.29	9.60	17.73	18.17	6.73	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3	12.2
Teaming and driving.....	.82	4.66	2.63	3.69	2.98	2.57	.27	.05	.08	0	0	0	0	0	0	0	0
Mining, quarrying, and refining of ores.....	2.84	2.69	1.87	3.79	1.42	1.24	.35	.18	.40	2.09	.22	.32	.80	.65	.7	1.2	5.9
Building and construction	8.68	12.05	16.45	16.44	16.29	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6	28.3
Public employment....	0	.01	.07	.48	.33	.47	1.1	.02	0	.17	.04	.04	.47	.1	.1	0	0
Fishing.....	4.10	0	0	17.54	50.50	0	0	0	0	0	0	0	0	0	0	0	23.0
Miscellaneous	7.26	4.80	4.74	4.07	2.84	2.29	1.40	.49	1.25	1.55	.80	.99	2.11	1.3	1.9	3.1	8.4
All occupations.....	3.83	4.38	5.62	5.61	3.94	2.76	.72	.50	1.63	2.42	1.71	1.25	2.16	2.1	1.4	2.1	8.7

The following table summarizes the returns by provinces—Ontario, Manitoba, Saskatchewan, Alberta and British Columbia all reported smaller percentages of unemployment than in

April, the improvement being especially marked in British Columbia and Ontario, while Nova Scotia, New Brunswick and Quebec recorded larger percentages out of work:

TABLE II.

Province	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Nova Scotia and Prince Edward Island.....	4.66	2.41	2.41	5.68	1.25	2.01	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49	.36
New Brunswick.....	3.38	2.46	2.93	2.58	.84	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8	.7
Quebec.....	5.15	4.21	6.93	6.70	4.07	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8	9.9
Ontario.....	2.60	4.25	6.65	5.48	4.64	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7	8.1
Manitoba.....	1.47	1.65	1.20	2.82	3.62	1.31	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2	3.2
Saskatchewan.....	2.86	3.95	5.31	4.47	5.73	2.15	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6	7.0
Alberta.....	1.43	2.26	3.56	4.16	1.97	2.07	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03	4.
British Columbia.....	6.52	9.65	8.05	7.97	5.20	3.81	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3	14.3
Canada	3.83	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1	8.7

The percentages reported idle in some of the largest industrial centres are indicated in the table which follows:

TABLE III.

City	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Halifax.....	1.90	2.69	7.36	4.10	4.40	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0	4.03	0
St. John.....	6.48	2.01	2.04	2.62	1.94	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09	2.92
Montreal.....	6.30	4.95	6.77	10.31	6.21	2.77	.58	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6	10.6
Toronto.....	1.88	6.34	8.96	6.74	6.36	4.61	.11	.13	.81	3.81	1.68	1.74	1.06	1.32	.63	1.8	10.6
Winnipeg.....	.95	1.75	1.08	2.32	3.55	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.59	1.9	2.6
Regina.....	3.17	5.28	11.13	5.41	8.66	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38	14.31
Edmonton.....	2.80	3.20	4.99	5.20	2.57	1.54	.67	.23	.51	.41	.55	1.68	1.11	3.32	4.27	1.78	8.43
Vancouver.....	4.65	6.01	8.73	6.31	5.59	3.65	1.42	1.05	1.94	3.28	2.99	2.67	4.75	4.95	4.56	8.1	18.0

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON MAY 31, 1919,

OCCUPATIONS	Nova Scotia & Prince E'd I'd				New Brunswick				Quebec				Ontario			
	No. re- porting		Unem- ployed		No. re- porting		Unem- ployed		No. re- porting		Unem- ployed		No. re- porting		Unem- ployed	
	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent
1-Manufacturing and Mechanical Industries	11	3829	472	12.33	11	664	16	2.41	61	14333	699	4.18	140	15477	283	1.83
2-(a) METALS, MACHINERY & CONVEYANCES	7	3415	472	13.82	6	308	1	3.2	23	6868	514	7.48	68	6616	226	3.42
3- Moulders	2	97	4		2	61	0		2	852	240		16	920	45	
4- Blacksmiths	1	60	1		1	14	0		3	315	15		8	532	5	
5- Boilmakers & iron shipbuilders					2	153	0		3	2987	130		8	883	28	
6- Patternmakers									1	191	17		1	39	3	
7- Metal polishers, buffers and platers													5	114	1	
8- Machinists	2	288	30		1	80	1		11	2239	112		27	3468	114	
9- Sheet metal workers and tinsmiths	2	2970	437						3	284	0		3	660	30	
10-(b) FOOD, TOBACCO AND LIQUORS					1	14	11	78.57	3	216	21	9.72	8	804	0	0
11- Meat cutters and butchers													1	200	0	
12- Bakers and confectioners									2	161	21		2	63	0	
13- Cigar and tobacco workers					1	14	11		1	55	0		3	431	0	
14- Brewery workers													2	110	0	
15-(c) TEXTILES, CARPETS AND CORDAGE	1	275	0	0					1	16	1	6.25	1	26	0	
16-(d) CLOTHING AND LAUNDERING									5	2288	0		20	2262	35	1.55
17- Tailors													9	302	0	
18- Garment workers									4	2225	0		11	1960	35	
19- Hat, Glove and Fur workers									1	63	0					
20-(e) PULP, PAPER AND FIBRE					1	223	0	0	10	1295	25	1.93	4	706	2	28
21-(f) PRINTING, PUBLISHING & PAPER GOODS	3	139	0	0	3	119	4	3.36	10	1729	7	40	27	3663	12	33
22- Compositors	2	117	0		2	94	3		5	968	5		10	1944	4	
23- Pressmen and assistants	1	22	0		1	25	1		2	380	0		6	665	6	
24- Bookbinders									1	315	0		2	531	0	
25- Stereotypers and electrotypers													3	113	0	
26- Engravers and lithographers									1	42	2		6	410	2	
27- Others									1	24	0					
28-(g) WOODWORK AND FURNITURE													3	133	0	0
29-(h) LEATHERS, BOOTS, SHOES & RUBBERS									7	1475	0	0	6	783	3	38
30-(i) GLASS BOTTLE BLOWING									2	446	31	6.95	2	144	5	3.47
31-(j) JEWELRY WORKING													1	340	0	0
32-(k) OIL REFINING																
33-Transportation	36	2801	15	54	33	3914	97	2.48	63	8273	85	1.03	177	19386	329	1.70
34-(a) STEAM RAILWAYS	32	2487	15	61	29	3217	64	1.99	57	6911	82	1.19	161	14468	315	2.18
35- Conductors	1	40	0		1	75	0		5	298	0		20	777	3	
36- Locomotive engineers	4	133	0		1	270	0		8	515	7		28	1616	7	
37- Locomotive firemen	4	204	1		1	70	12		6	562	33		18	1735	75	
38- Carmen	2	82	0		2	535	2		6	1963	18		25	2584	26	
39- Trainmen	6	679	14		7	882	46		8	1344	11		22	3750	196	
40- Telegraphers (local unions)	1	70	0						1	21	0		1	45	0	
41- Telegraphers*																
42- Road Maintenance men	7	722	0		8	619	0		13	1544	12		25	2921	0	
43- Railway employees (N.E.S.)	7	537	0		6	866	4		10	664	1		22	1040	9	
44-(b) STREET & ELECTRIC RY. EMPLOYEES	1	155	0	0	1	186	0	0	1	177	0	0	11	4019	2	05
45-(c) NAVIGATION	2	119	0	0	2	166	30	18.07	4	832	4	48	4	399	2	50
46- Marine engineers	2	119	0		1	78	0		3	192	4		2	89	2	
47- Longshoremen									1	640	0		2	310	0	
48- Others					1	88	30									
49-(d) TEAMSTERS AND CHAUFFEURS	1	60	0	0	1	345	3	87	1	353	0	0	1	500	10	2.00
50-Mining, Quarrying and Refining of Ores	12	5721	170	2.97					2	975	0	0	5	2438	91	3.73
51- Miners	12	5721	170						2	975	0		4	2268	71	
52- Mill and smeltermen													1	170	20	
53-Building and Construction	5	1411	3	21	7	461	53	11.50	22	3541	545	15.39	85	8431	525	6.23
54- Bricklayers, masons and plasterers	1	75	3		3	318	50		1	170	0		22	1716	149	
55- Carpenters and joiners	2	1264	0		3	74	2		16	2983	502		30	2886	66	
56- Electrical workers	1	60	0		1	1			1	10	0		7	741	20	
57- Granite and stone cutters									2	81	20		5	280	10	
58- Painters, decorators and paperhangers									1	51	1		6	796	24	
59- Plumbers and steamfitters	1	12	0		3	69	1		1	246	22		9	340	7	
60- Tile layers, lathers and roofers													3	55	21	
61- Bridge and structural iron workers													1	17	0	
62- Steam shovel and dredgemen													1	180	3	
63- Hod carriers and building labourers													1	1420	225	
64-Public Employment	1	9	0	0	1	150	0	0	5	1914	0	0	28	2812	0	0
65- Civic employment									4	1904	0		8	2374	0	
66- Letter carriers and postal employees	1	9	0		1	150	0		1	10	0		20	438	0	
67-Fishing													1	44	10	22.73
68-Miscellaneous	2	735	16	2.18	2	280	19	6.79	11	2843	412	14.49	52	2658	93	3.50
69- Retail clerks									1	305	0					
70- Hotel and restaurant employees									1	100	3			32	0	
71- Barbers									1	490	0		17	645	4	
72- Musicians and theatre employees									3	701	404		13	767	60	
73- Stationary engineers and firemen					1	78	1		4	547	0		14	823	29	
74- Others	2	735	16		1	202	18		1	700	5		7	391	0	
All Occupations	67	14506	676	4.66	54	5469	185	3.38	164	31879	1642	5.15	483	51246	1331	2.60

*Commercial and Railway—organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada						
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed				
Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent			
																			April, 1919	May, 1919		
5	1822	7	.38	13	547	3	.55	17	1011	5	.49	37	2860	258	9.02	295	40543	1643	3.17	4.05	1	2
2	495	7	1.41	4	216	2	.93	5	410	0	0	13	1166	196	16.81	128	19494	1418	4.26	7.27	3	4
1	120	7										1	123	27		23	2053	316	12.07	15.39	5	6
				2	110	0						3	158	13		17	1199	41	.86	3.42	7	8
												2	273	50		17	4406	208	7.24	4.72	9	10
																2	230	20	4.83	8.70	11	12
1	375	0		2	106	2		4	334	0		6	597	106		5	114	1	3.83	.88	13	14
1	600	0	0					1	76	0		1	15	0		54	7487	365	3.31	4.88	15	16
								4	136	0	0	7	531	56	10.55	10	4005	467	1.59	11.66	17	18
1	600	0						1	31	0		1	305	44		2	505	44	13.20	8.71	19	20
								1	10	0		1	135	8		7	990	29	2.26	2.93	21	22
								2	95	0		2	24	4		8	534	15	2.81	2.81	23	24
												3	67	0		7	272	0	.25	0	25	26
								1	160	0	0	3	91	0	0	3	317	1	2.04	.32	27	28
												1	25	0		29	4801	35	0	.73	29	30
								1	160	0		2	66	0		10	327	0	0	0	31	32
																18	4411	35	0	.79	33	34
																1	63	0	0	0	35	36
2	727	0	0	9	331	1	.30	6	291	5	1.72	1	90	0	0	16	2314	27	.76	1.17	37	38
1	507	0		5	239	0		4	281	5		10	639	6	.94	70	7638	35	.69	.45	39	40
				2	52	0		1	4	0		5	400	0		34	4550	17	.40	.37	41	42
1	220	0		1	27	1						2	138	5		15	1286	12	1.59	.93	43	44
				1	13	0		1	6	0		2	82	1		7	1175	2	.13	.17	45	46
												1	19	0		6	151	0	0	0	47	48
																7	452	4	.85	.88	49	50
																1	24	0	1.15	0	51	52
												1	96	0	0	3	133	0	1.07	0	53	54
								1	14	0	0					15	2354	3	8.63	.13	55	56
												1	87	0	0	5	604	36	7.93	5.96	57	58
												1	160	0	0	2	427	0	0	0	59	60
34	2855	49	1.72	44	2971	84	2.83	35	3791	15	.40	47	7556	467	6.17	469	51559	1142	3.48	2.21	61	62
33	2834	49	1.73	40	2651	84	3.17	33	3461	15	.43	38	2608	2	.08	423	38617	626	2.40	1.62	63	64
4	266	0		4	255	0		2	202	0		5	271	0		42	2184	3	.09	.14	65	66
4	256	0		6	329	0		3	166	0		7	310	2		64	3595	15	1.18	.42	67	68
7	529	29		7	286	5		4	377	0		3	245	0		50	4008	155	4.65	3.87	69	70
1	45	1		6	225	0		5	665	0		4	109	0		51	6208	47	2.94	.76	71	72
2	143	16		4	295	62		5	636	15		6	501	0		60	8230	360	4.88	.39	73	74
																3	136	0	0	0	75	76
																(3)	3923	0	.03	.0	77	78
13	1491	3		8	886	16		8	985	0		12	1117	0		94	10185	31	.61	.30	79	80
2	104	0		5	375	1		6	430	0		1	-55	0		59	4071	15	.66	.37	81	82
				2	187	0	0	1	196	0	0	2	500	6	1.20	19	5420	8	.20	.15	83	84
												4	3197	449	14.04	16	4713	485	9.60	10.29	85	86
												1	316	35		9	794	41	2.17	5.16	87	88
												3	2881	414		6	3831	414	3.13	10.81	89	90
1	21	0	0	2	133	0	0	1	134	0	0	3	1263	10	.79	11	2809	23	4.66	.82	91	92
								2	427	0	0	5	1376	50	3.63	26	10947	311	2.69	2.84	93	94
																					95	96
								2	437	0		3	440	30		23	9841	271	2.18	2.75	97	98
												2	936	20		3	1106	40	6.26	3.62	99	100
				10	499	35	7.01	13	361	75	20.78	12	2323	242	10.42	154	17027	1478	12.05	8.68	101	102
1	33	4		1	33	4		4	103	13		1	102	36		30	2199	205	26.82	9.32	103	104
				3	183	18		1	12	0		4	1925	186		58	9559	822	12.25	8.60	105	106
				2	196	7						2	71	0		15	1164	29	3.38	2.49	107	108
				1	5	0		2	14	6		2	52	6		12	432	42	14.71	9.72	109	110
				1	34	0						1	114	2		9	995	27	.13	2.71	111	112
				2	48	6		4	87	4						20	802	40	9.63	4.99	113	114
												1	14	8		4	69	29	36.54	42.03	115	116
								1	9	0						2	26	0	32.30	0	117	118
								1	136	52		1	45	4		3	361	59	19.78	16.34	119	120
																1	1420	225	2.24	15.85	121	122
3	251	0	0	7	375	0	0	5	576	0	0	9	1376	0	0	59	7463	0	.01	0	123	124
2	219	0		3	208	0		4	464	0		6	914	0		27	6083	0	0	0	125	126
1	32	0		4	167	0		1	112	0		3	462	0		32	1380	0	.05	0	127	128
												1	200	0	0	2	244	0	.10	0	129	130
5	637	26	4.08	9	293	12	4.10	7	477	0	0	14	1300	92	7.08	102	9223	670	4.80	7.26	131	132
												4	483	15		5	758	13	2.24	2.28	133	134
												1	111	19		4	353	22	7.35	6.23	135	136
2	146	0		1	23	0		4	171	0		4	80	0		29	1555	38	4	.26	137	138
2	459	24		6	182	12		2	196	0		3	335	3		29	2640	503	2.37	19.05	139	140
1	32	2		1	46	0						2	291	52		23	1817	84	3.94	4.62	141	142
				1	42	0										12	2070	39	10.12	1.85	143	144
47	5565	82	1.47	83	4686	134	2.86	79	6653	95	1.43	125	17003	1109	6.52	1107	137006	5254	4.38	3.83	145	146

EMPLOYMENT IN THE BUILDING TRADES DURING MAY, 1919, AS INDICATED BY BUILDING PERMITS.

EMPLOYMENT in the building trades as indicated by the value of building permits issued in thirty-five cities, showed an increase during May as compared with the preceding month, the total value of building permits rising from \$6,457,906 in April to \$7,005,425 in May, an increase of \$547,519 or 8.5 per cent. All the provinces except New

Brunswick and Manitoba reported increases in this comparison. As compared with the corresponding month in 1918, there was an increase of 44.3 per cent. the value for May, 1918, being \$4,854,839. In this comparison also, New Brunswick and Manitoba recorded declines, while substantial increases are reported in Alberta and in Quebec, Nova Scotia and Ontario.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City.	April, 1919	May, 1919	May, 1918	May, 1919, compared with April, 1919.		May, 1919, compared with May, 1918.	
				Increase (+) Decrease (-)		Increase (+) Decrease (-)	
				Amount	Per cent	Amount	Per cent
Nova Scotia	\$418,835	\$542,644	\$354,607	+	\$123,809	+	\$188,037
Halifax.....	363,735	403,190	298,940	+	39,455	+	104,250
Sydney.....	55,100	139,454	55,667	+	84,354	+	83,787
New Brunswick	742,025	161,291	187,760	-	580,734	-	26,469
Moncton.....	742,025	117,091	24,760	-	624,934	+	92,331
St. John.....		44,200	163,000	+	44,200	-	118,800
Quebec	839,124	1,589,863	977,967	+	750,739	+	611,896
Montreal-Maisonneuve.....	446,470	1,269,435	658,680	+	822,965	+	610,765
Quebec.....	270,125	182,463	252,562	-	87,662	-	70,099
Sherbrooke.....	23,500	36,025	15,200	+	12,525	+	20,825
Three Rivers.....	40,800	41,615	12,575	+	815	+	29,040
Westmount.....	58,229	60,325	38,950	+	2,096	+	21,375
Ontario	3,229,997	3,375,083	2,315,775	+	145,086	+	1,059,308
Brantford.....	131,205	239,785	182,825	+	108,580	+	56,960
Fort William.....	7,450	186,900	4,930	+	179,450	+	181,970
Guelph.....	53,385	176,680	9,105	+	123,245	+	167,525
Hamilton.....	483,310	315,210	135,820	-	168,100	+	179,390
Kingston.....	204,595	40,380	50,770	-	164,215	-	10,390
Kitchener.....	58,405	66,125	29,660	+	7,720	+	36,465
London.....	137,000	129,575	83,090	+	7,425	+	46,485
Ottawa.....	199,920	388,927	135,475	+	189,007	+	253,452
Peterborough.....	17,790	9,330	54,255	-	8,460	-	44,925
Port Arthur.....	35,271	32,360	525,375	-	2,911	-	493,015
Stratford.....	9,223	53,800	19,680	+	44,577	+	34,120
St. Catharines.....	82,282	82,682	110,662	+	400	+	27,980
St. Thomas.....	60,725	18,355	6,715	-	51,370	+	11,640
Toronto.....	1,620,996	1,455,734	877,508	-	165,262	+	578,226
Windsor.....	119,440	179,290	89,905	+	59,850	+	89,385
Manitoba	243,975	74,772	305,054	-	169,203	-	230,282
Brandon.....	4,375	372	4,354	-	4,003	-	3,982
Winnipeg.....	239,600	74,400	300,700	-	165,200	-	226,300
Saskatchewan	343,080	401,560	314,495	+	58,500	+	87,065
Moose Jaw.....	44,215	126,770	211,855	+	82,555	+	85,085
Regina.....	187,480	178,800	53,350	-	8,680	+	125,450
Saskatoon.....	111,365	95,990	49,290	-	15,375	+	46,700
Alberta	407,825	526,500	108,420	+	118,675	+	418,080
Calgary.....	343,000	472,000	63,600	+	129,000	+	408,400
Edmonton.....	64,825	54,500	44,820	-	10,325	+	9,680
British Columbia	233,065	333,712	290,761	+	100,647	+	42,951
New Westminster.....	14,200	11,175	3,700	-	3,025	+	7,475
Vancouver.....	206,840	202,690	261,845	-	4,150	-	59,155
Victoria.....	12,025	119,847	25,216	+	107,822	+	94,631
Total—35 cities	\$ 6,457,906	\$ 7,005,425	\$ 4,854,839	+	\$ 547,519	+	\$2,150,586
					8.48		44.30

Of the larger cities, Montreal alone recorded increases as compared with April, 1919, and May, 1918, while Toronto and Edmonton showed gains over May of last year. Winnipeg and Vancouver reported declines in both cases.

Of the smaller centres, Sydney, Sherbrooke, Fort William, Guelph, Ottawa, Stratford, Windsor, Calgary and Victoria all showed considerable increases in both comparisons.

RECENT INDUSTRIAL AGREEMENTS

THE following is a summary of the more important industrial agreements recently received by the Department. While the conclusion of every industrial agreement implies the acceptance, to a greater or less degree, of the principle of collective bargaining, it should not be overlooked that in a number of cases the agreement was reached only after the employees had been on strike. The agreements are arranged by industrial groups.

Building and Construction

FREDERICTON, N.B.—Plumbers, steamfitters and tinsmiths, Local No. 770, and various employers.

Agreement in effect from May 1, 1919, until further notice, provides that eight hours shall constitute a day's work. All overtime shall be paid for as time and one-half, except on Sundays and holidays when work shall be paid at the rate of double time. It further states that \$4.50 shall be the rate of wages per day.

MONTREAL, QUE.—The Brotherhood of Painters, Decorators and Paperhangers of America, District Council No. 15, and various employers.

Agreement, in effect from April 1, 1919, until further notice, stipulates that the ordinary workday shall consist of nine hours worked between the hours of 7 a.m. and 6 p.m., and on Saturdays five hours, from 7 a.m. to 12 noon. Overtime shall be paid at the rate of time and one-half from 6 p.m. until midnight; double time from midnight until starting time the next morning, also on Sundays and recognized holidays. The

minimum rate of wages shall be 45 cents per hour.

BRANTFORD, ONT.—The Amalgamated Society of Carpenters and Joiners, Local No. 2602, and the Builders' Exchange.

Agreement, to be in effect from May 1, 1919, for one year, provides that nine hours shall constitute a day's work, from 7 a.m. to 5 p.m. the first five days, and on Saturday work shall cease at 12 noon. All work done at other hours (except Sundays) and including recognized holidays shall be paid at the rate of time and one-half. Work done on Sundays shall be paid at the rate of double time.

The minimum rate of wages for journeymen carpenters shall be 60 cents per hour.

The above agreement is to apply on all work in Brant County.

BRANTFORD, ONT.—The Bricklayers' and Masons' Union, No. 9, and the Builders' Exchange.

Agreement which expired April 30, 1919, renewed until April 30, 1920, provides that the rate of wages shall be 70 cents per hour. It further stipulates that 20 cents per hour extra shall be paid to workers when working for contractors who are not listed as mason contractors with the Builders' Exchange, or for individuals or private corporations. This does not include firms who regularly employ bricklayers and masons, nor shall it affect employers who are recognized masons, contractors or general contractors, though not belonging to the Builders' Exchange. Eight hours shall constitute a day's work for the first five days of the week and four on Saturdays. Except in the cases of extreme necessity, no work shall

be done before the hour of 8 a.m. nor after the hour of 5 p.m., for the first five days, nor after the hour of 12 noon on Saturday. All overtime shall be paid at the rate of time and one-half; double time between the hours of 5 p.m. Saturday and 8 a.m. Monday.

GUELPH, ONT.—United Brotherhood of Carpenters and Joiners of America, Local No. 2611, and the Carpenters' section of the Builders' Exchange.

Agreement in effect from May, 1919, to April 30, 1920, stipulates that 55 cents shall be the minimum rate. Apprentices, per hour—1st year, 30 cents; 2nd year, 35 cents; 3rd year, 40 cents; 4th year, 45 cents.

Eight hours shall constitute a day's work. All time in excess of eight hours shall be paid at the rate of time and one-half, double time for Sundays and holidays. When work is carried on in two or more shifts, the second and third shifts shall be paid eight hours' time for seven hours' work. The same men shall not work on more than one shift in any twenty-four hours.

HAMILTON, ONT.—Bricklayers' and Masons' Union, No. 1, and the Mason Builders' Association.

Agreement which expired May, 1919, has been renewed until May, 1920, with no changes except granting an increase of 5 cents per hour, making the new rate 75 cents per hour. All brickwork such as sewers, conduits, tanks and work in wet soil, all stonework over eight feet below grade line in trenches or wet soil, all independent stacks over thirty feet high, stacks carried up with walls of buildings after clearing and becoming independent of walls, also fire brick work, shall be paid at the rate of 5 cents extra per hour.

Eight hours shall constitute a day's work, with four hours on Saturdays.

HAMILTON, ONT.—The Hamilton District Council of Carpenters and the General Contractors.

Agreement dates from May 1, 1919, to April 30, 1920. The minimum rate of wages shall be 65 cents per hour.

Eight hours shall constitute a day's work, from 8 a.m. to 5 p.m., or when half an hour for lunch is taken, between 8 a.m. and 4.30 p.m., and four hours on Saturday, from 8 a.m. to 12 noon. No overtime shall be worked except in the case of emergency and then only with the consent of the job steward. Such overtime shall be paid at the rate of time and one-half, Sunday and legal holidays double time. When the work is carried on in two or more shifts then the second and third shifts shall be paid eight hours' time for seven hours' work. The same men shall not work on more than one shift in any twenty-four hours.

HAMILTON, ONT. — Brotherhood of Painters, Decorators, etc., of America, Local No. 205, and various employers.

Agreement effective April 1, 1919, until further notice, states that the minimum rate of wages shall be 52½ cents per hour.

Eight hours shall constitute a day's work except on Saturday when work shall cease at 12 noon. Overtime shall be paid at the rate of time and one-half for work performed after 12 noon on Saturday and after 5 p.m. other days; Sundays and legal holidays double time.

HAMILTON, ONT.—International Association of Operative Plasterers, Cement Finishers, Local No. 1, and the Master Plasterers.

Agreement in effect from May 1, 1919, to April, 1920, stipulates that the rate of wages shall be 70 cents per hour. Foremen and men in charge of work shall receive not less than 50 cents per day additional wage.

Eight hours shall constitute a day's work and forty-four hours one week. All work done on legal holidays shall be paid at the rate of double time. All overtime until 10 p.m. shall be paid at time and one-half rate, after 10 p.m. double time.

NIAGARA FALLS, ONT.—United Brotherhood of Carpenters and Joiners, Locals No. 713 and No. 2624, and the various employers.

Agreement dates from May 1, 1919, to April 30, 1920. The minimum scale

of wages paid to journeymen carpenters shall be 70 cents per hour; foremen shall receive not less than 75 cents per hour and must be members of the Carpenters' Union.

Eight hours shall constitute a day's work except on Saturday when work shall terminate at 12 noon. Double time shall be paid for all overtime. Carpenters working in planing mills or contractors' shops regularly on supply work, in factories or maintenance work (not construction work) may work 9 hours a day except on Saturday, and the minimum rate of wages shall be 65 cents per hour.

NIAGARA FALLS, ONT.—The Niagara District Trades Federation and the Hydro-Electric Commission, the Welland Ship Canal Contractors or Commission.

Agreement dates from May 1, 1919, to May 1, 1920.

Forty-four hours shall constitute a week's work, eight hours per day for the first five days, from 8 a.m. to 5 p.m. and four hours on Saturday from 8 a.m. to noon. Overtime allowance limited to twelve hours for the 5½ days, making a total of 56 hours in all (not including Sundays). Double time for all overtime on Sundays and legal holidays.

It further stipulates that when reduction of expenses becomes necessary the hours of labour shall be reduced to not less than six hours, day or night, further reduction to be made by laying off men, seniority to govern in all departments. When staff is again increased, employees laid off, if available, shall be given preference of employment, seniority to govern.

The minimum rates of wages are as follows: Per hour—Bridge and structural iron workers, 85 cents; machinery movers and riggers, 65 cents; heavy fire blacksmiths, 90 cents; general fire blacksmiths, 80 cents; helpers, 60 cents; carpenters and joiners (journeymen), 70 cents; carpenter foremen (minimum), 75 cents; electricians, 80 cents; foreman,

85 cents; sub-foreman, 80 cents; linemen, 75 cents; machinists, 80 cents; painters, paperhangers, glaziers, varnishers and hardwood finishers, 70 cents; sign painters and decorators, 80 cents.

Steam shovel and dredgemen—Per month—Engineers, \$212; crane men, \$162; firemen, \$122. Per day—Watchmen, \$5.00. Steam and operating engineers—Per month—Drag lines and cableways, \$212. Per day—Locomotive cranes, orange peels and clam shells, \$7.50; two drum hoists, \$7.50; steam and electric locomotives, compressors, pile drivers, rapid unloaders, spreaders, steam rollers, and all other mechanics not specified, \$6.00; firemen, watchman, pumpmen, \$5. Per hour—Plumbers, steam and general pipefitters, 80 cents; helpers, 65 cents; general labourers, 50 cents. Special note states that locomotive cranes working on embankments, trestles and other dangerous places shall be paid at the rate of double time, firemen included; steam, electric locomotive and compression engineers will work ten minutes gratis in preparation for day's work and will receive pay for noon hour as their class of machine compel their attention during that time.

The agreement contains a general classification of trades, giving in detail the various machines operated and class of work which makes up the specific trades.

OTTAWA, ONT.—United Association of Plumbers and Steamfitters, Local No. 71, and Master Plumbers.

Agreement came into effect October 1, 1918, and shall remain in effect from year to year unless three months' notice is given to add to or amend the agreement prior to December, 1919.

The hours shall be from 8 a.m. to 5 p.m., with one hour for lunch, for five days, and on Saturdays from 8 a.m. to 12 noon. The same regulations governing overtime are followed as in the previous agreements.

OTTAWA, ONT.—International Association of Operating Plasterers and Cement Finishers, Local No. 124, and contractors.

Agreement shall be in effect for one year, terminating April 30, 1920. It states that the rate of wages shall be for plasterers, 70 cents per hour, and cement finishers, 60 cents per hour. In addition it notes that no man other than a member of Local No. 124 shall act as foreman, and that he shall receive at least 5 cents per hour in addition to the regular scale of wages.

Eight hours shall constitute a day's work, five days a week, and four on Saturday. Overtime shall be paid at the rate of time and one-half from 5 p.m. to 12 midnight; double time from 12 midnight to 7 a.m., Saturday afternoons and legal holidays.

STRATFORD, ONT.—United Association of Plumbers and Steamfitters, Local No. 742, and the Master Plumbers.

Agreement effective from May 1, 1919, to April 30, 1920, provides that the rate of wages for plumbers and steamfitters shall be 60 cents per hour.

Eight hours shall constitute a day's work, from 8 a.m. to 5 p.m., except during the months of September, October, November and December, when nine hours shall constitute a day's work, from 8 a.m. to 6 p.m. All overtime, pertaining to contract work only, shall be done on the regular hourly rate of wages and time and one-half shall be allowed for all overtime other than contract work until 12 midnight. From 12 midnight to 8 a.m., holidays and Sundays, double time rate shall be paid.

In the case of any dispute or grievance arising, a Conference Committee shall be called which shall meet within forty-eight hours after having been called by either party. In the event of the committee being unable to arrive at a mutually satisfactory adjustment, both parties shall submit said dispute to an Arbitration Committee composed of three members of each party. In the further event of the Arbitration Committee being unable to adjust the matter in dispute, the same shall be referred to an Arbitrator selected by the members of the Arbitration Committee, and

the decision of such Arbitrator shall be final and binding upon both parties.

CALGARY, ALTA.—International Union of Bricklayers, Masons and Plasterers, Local No. 2, and the General Contractors' Association.

Agreement dating from July 1, 1919, to June 30, 1920, states that the minimum rate of wages for bricklayers, masons and plasterers shall be 92½ cents per hour. Foremen shall receive not less than 10 cents per hour over journeymen's wages. Any member working outside the City of Calgary must receive not less than 5 cents per hour above the minimum rate, railway fare to and from the job and time while travelling.

Eight hours shall constitute a day's work, with four hours on Saturday.

EDMONTON, ALTA.—International Brotherhood of Steam Shovel and Dredgemen, District No. 6, Western Canada, and various employers.

The above agreement provides the following wage schedule: Per month—Engineers, \$190 and board; cranemen, \$140 and board; firemen, \$100 and board; watchmen, \$90 and board.

Eight hours shall constitute a day's work; but where the Company agrees to work a regular ten hour day, the first two hours' overtime shall be *pro rata* and after that at the rate of time and one-half. Time and one-half for all overtime, except Sundays and holidays, when they shall receive double time.

EDMONTON, ALTA.—Plumbers' and Steamfitters' Union, Local No. 488, and the Master Plumbers.

Agreement in effect from June 21, 1919, to April 30, 1920, stipulates that the minimum rate of wages up to September 1, 1919, shall be 80 cents per hour and 85 cents thereafter.

Eight hours shall constitute a day's work, from 8 a.m. to 5 p.m., with one hour at noon, Saturdays from 8 a.m. to 12 noon. Out of town work shall be optional 8 to 10 hours per day. Overtime shall be paid at the rate of time and one-half until midnight and from

midnight double time rate, with the exception of Saturday afternoon which shall be at time and one-half from 12 noon to 5 p.m.; double time for Sundays and legal holidays.

Every plumber's apprentice shall serve five years' apprenticeship. During the final year of apprenticeship, his wages shall be set at a minimum daily rate which shall be within one dollar of the regular daily rate for journeymen.

VANCOUVER, B.C.—The Granite Cutters' International Association and various employers.

Agreement, effective for 1919-1920 or longer, provides the following wage schedule: Per day—Cutters, sharpeners, machine and lathemen, \$7.00; polishers and sawyers, \$6.00. It further stipulates that no contractor may work men outdoors except in cases of emergency, emergency cases to be paid at the rate of \$7.50 per day.

As in previous cases, eight hours shall constitute a day's work for five days and four hours on Saturday. From December 1 to January 15 inclusive the hours may be reduced to 7½ if darkness interferes. All work performed on holidays shall be paid at the rate of double time except in the case of sawyers, who shall be paid at the rate of time and one-half.

Foods, Liquors and Tobacco

TORONTO, ONT.—International Union of Bakery and Confectionery Workers, Local No. 181, and various employers.

Agreement shall be in effect from May 1, 1919, until further notice. Eight hours shall constitute a day's work, six days a week. Overtime shall be paid not less than 60 cents per hour.

The minimum scale of wages per week shall be: Foreman, \$37; second hand, \$33; third hand, \$29.

CALGARY, ALTA.—International Union of the United Brewery and Soft Drink Workers of America, Local No. 124, and the Calgary Brewing and Malting Company, Limited, and the Mountain Spring Brewing Company of Calgary.

Agreement in effect from June 1, 1919, to June 1, 1920, provides the following wage scale: Per hour—Pipe fitters and general mechanics, 71 cents; pipe fitters' helpers, 53 cents; coopers (tight work), 64 cents; coopers (slack work), washhouse, beer and aerated water bottlers, teamsters, assistants and truck drivers, 55 cents; men in cellars, brew-house, elevator, grain drier and leading man in bottling house, 57 cents; machinemen, packers, yard-teamsters, and stablemen, 52 cents; labourers, 50 cents; boys and extra boys, 32 and 35 cents. Per month—Engineers, \$145; firemen, \$125.

From March 1 until November 1, nine hours shall constitute a day's work for five days and five hours on Saturdays. From November 1 until March 1, eight hours shall constitute a day's work for five days and four hours on Saturday. Time and one-half shall be paid for overtime, with double time for Sundays and legal holidays.

FERNIE, B.C.—International Union of United Brewery and Soft Drink Workers of America, Local No. 308, and the Fernie Fort Steele Brewing Company, Limited.

Agreement shall remain in force from June 1, 1919, to May 31, 1920. Eight hours shall constitute a day's work from 7 a.m. to 4 p.m., or 8 a.m. to 5 p.m., with one hour for lunch. All work performed after the regular hours, on Sundays or legal holidays shall be considered as overtime and paid as such.

The following are the minimum rates of wages: Per day—Brewers, cellar-men, kettle-men and coopers, \$5; wash-house men and other men, \$4.75; men in bottle shop, \$4.40. Per month—Teamsters, \$115; 1st engineers, \$155; 2nd engineers, \$145. Stock barrel coopers, \$4.40 a day on day-work, but piece-work shall be paid at the rate of 10 cents per barrel for repaired barrels, 11 cents for knocked-down barrels, and 15 cents for fixed barrels.

The agreement provides that when men from the bottling department are

sent to work in the brewery they shall receive \$4.75 per day. If sent from the brewery to work in the bottle shop they shall receive \$5.00 per day.

VANCOUVER, B.C.—Soft Drink Dispensers, Local No. 676, and various employers.

Agreement effected July, 1918, stipulates that men on steady jobs shall receive not less than \$4.00 for an eight-hour day, \$3.00 per day for women. For overtime men shall receive 75 cents per hour, women 50 cents. Men on extra shifts shall receive \$5.00 for an eight-hour day and women \$4.00. Extra shifts of less than eight hours and not less than 4 hours shall be paid at overtime rates.

Paints, Oils, Chemicals, Explosives

Ioco, B.C.—The Oil Refinery Workers' Union, 15977, and the Imperial Oil Limited, Plant.

Agreement retroactive from May 1, stipulates the following rates of wages: Per hour—Bricklayers, boilermakers, carpenters, machinists, etc., from 79.05 cents to 87½ cents; head men on stills, head pumpmen, refinery, 79.25 cents; second men on stills, etc., 68 cents to 75 cents; still employees and different pumpmen, 61.75 to 64.5 cents; straw bosses, box makers, car loaders, etc., 57.5 cents to 60.5 cents; yard labour, etc., 51.5 to 55¼ cents; test room, etc., 45.25 to 50.25 cents; boy labour, 33.25 to 43.75 cents.

Leather, Boots, Shoes, Saddlery, etc.

QUEBEC, P.Q.—Brotherhood of Tanners, Leather-dressers and Patenters and various employers.

Agreement which expires April 30, 1920, states that 60 hours shall constitute a week's work, with Saturday a short work day. Wages are to be from \$22.00 to \$24.00 per week.

Metals, Machinery and Conveyances

AMHERST, N.S.—The Robb Engineering Works, Limited, and their employers.

Agreement in effect from May 1, 1919, stipulates that from June 1 to August 30, fifty-five hours shall constitute a week's work, half-holiday on Saturday; after August 30, forty-eight hours shall constitute a week's work, the hours per day to be arranged by mutual agreement between the employees and management of works. For overtime, time and one-half to be paid; double time for Sundays and holidays.

The hourly rate of pay for all employees shall be increased so that the same pay will be given for a 55-hour week as is now given for a 59-hour week. The rate of pay shall not be less than 90 per cent of the rates per hour for the same class of mechanics and labourers in force at the Dominion Bridge Works, Montreal, at the time of the change to the 48-hour week. Boilermakers and helpers in boiler shop will be increased to equal the rate per hour paid to similar classes of mechanics and helpers working in the machine shop. The pay of labourers will be increased in all departments of the works and yard to 35, 37 or 41 cents per hour, depending on the time of service, class of work and ability of men.

MONTREAL, QUE.—International Alliance of Tinsmiths, Local No. 116, and various employers.

Agreement which is in effect till September, 1919, stipulates that nine hours shall constitute a day's work, from 7 a.m. to 5 p.m. on the first five days and from 7 a.m. to noon on Saturdays. All work performed from 5 p.m. to 7 a.m. shall be paid time and one-half, also on Sundays. The minimum scale of wages per hour shall be: 1st year, 35 cents; 2nd year, 50 cents.

VICTORIA, B.C.—International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America, Local No. 191, and various employers.

Agreement which came into effect January, 1919, stipulates that eight hours shall constitute a day's work, between 8 a.m. and 5 p.m., except on Saturdays when four hours shall be work-

ed between 8 a.m. and 12 noon. All overtime shall be paid at the rate of double time. Regular night shifts in the shop or on outside work shall be paid time and one-quarter for the first eight hours and double time after; Saturday and Sunday nights, double time. When a double shift is worked, double time shall be paid, if job does not last longer than six nights. Should a man be working during the day, then transferred to a night shift, he shall receive the regular rate of overtime for the first night.

The rates of wages per day are as follows: Leading men and layers-out, \$9; shipfitters, boilermakers, rivetters, caulkers, welders and burners, \$7.50; skilled help, including holders-on, drillers, reamers and counter sinkers, punch and shear men, \$6.00; helpers, \$4.50 to \$5.50; rivet-heaters, \$5.00.

COLLINGWOOD, ONT.—The Collingwood Shipbuilding Company, Limited, of Collingwood, and the International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America (Local Lodge No. 343), International Association of Machinists (Local Lodge No. 627), International Brotherhood of Blacksmiths and Helpers (Local Lodge No. 513), United Association of Plumbers and Steamfitters of the United States and Canada (Local No. 586), United Brotherhood of Carpenters and Joiners of America (Local No. 1008), International Brotherhood of Painters, Decorators and Paperhangers (Local No. 1109).

Agreement effective from May 14, 1919, to March 31, 1920, provides that forty-four hours shall constitute a week's work; eight hours per-day for the first five days and four hours on Saturday. Night shifts, forty-four hours shall constitute a week's work for which time and one-quarter will be allowed. For all work performed on Sundays and statutory holidays, double time shall be paid and time and one-half for all overtime necessary for the upkeep and repair of the place and property of the Company.

When employees on the day or night shifts are required to change from one to the other, and are required to work two shifts or part of two shifts in any twenty-four hours, the second shift shall be paid for at overtime rates.

When employees are called out to work after the close of the regular work-day, they shall be paid not less than five hours, unless they be notified to return to work before leaving the premises. In such cases their time shall start not later than one hour after the close of the regular work-day.

The minimum rate of wages shall be as follows: Per hour—Men receiving below and up to 30 cents will receive 40 cents; labourers, 45 cents; punch shed helpers, 45 cents to 47½ cents; reamers, bolters and other helpers, 47½ cents; new men starting to bolt up, 1st 45 days, 45 cents, after 45 days, 47½ cents; punch shed machine hands, 55 cents; countersinkers, 51 cents; holders-on, 58 cents; holders-on, for first 3 months, 47½ cents; heaters, 47½ cents; heaters (starting in), 40 cents; burners, 58 to 70 cents; layer-out in boiler shop, 80 cents; stage builders, 47½ cents; driller, first 3 months, 50 cents, afterwards 52½ cents; riggers receiving 45 cents to receive 55 cents; rigger helpers, 47½ cents; red leaders, 47½ cents; furnace slab man in charge, 75 cents; furnace helpers, painters and crane operators, 17½ per cent over present rate; carpenters and joiners receiving 55 cents, increase to 70 cents. over 55 cents in per cent over present rate; foundry crease to 75 cents; other carpenters, 17½ helpers, 47½ cents; men not herein mentioned advanced 17½ per cent; all men receiving 55 cents at present will be increased to 70 cents; all men over 55 cents to receive 75 cents, but should the 17½ per cent work out at more than 75 cents per hour they will receive the extra money. Apprentices: Per hour—1st year, 22½ cents; 2nd year, 37½ cents; 4th year, 45 cents.

It further stipulates that men engaged upon repair work on vessels shall be paid 2½ cents per hour over

regular rate. Men sent on outside points shall receive not less than \$15 per week for board. Leading hands, who while working themselves also direct and supervise the work of others and are paid by the hour, shall receive not less than 12½ cents per hour over the minimum rate of the men they have charge of.

Then follows a general classification of the character of the work done by skilled, semi-skilled labourers, and apprentices.

Printing and Publishing

ST. JOHN, N.B.—Typographical Union No. 85 and the employing printers of St. John.

Agreement is in effect for 1919, the scale of wages coinciding in many cases with the 1918 and 1917 rates. In 1918 a slight increase in wages was granted in the newspaper offices. Wages: Per week—operators on typesetting machine, \$22 (day) and \$25 (night); machinists, \$22 (day) and \$25 (night); floor men and ad. men, \$19 (day), \$21 (night); proofreaders, \$19 (day) and \$21 (night); foremen, \$22 (day) and \$25 (night). Operators on typesetting machines working piece-work shall receive not less than 8 cents per 1,000 ems day-work and 10 cents per 1,000 ems for night-work, and in addition thereto a flat increase of \$2 per week.

Book and Job Offices: Per week—Operators and machinists on typesetting machines, \$22 (day); book and job men, \$19; foremen, \$22.

Forty-eight hours shall constitute a week's work for day work, and forty-five hours for night work. Overtime and work on holidays shall be paid at the rate of time and one-half; Sundays double time.

ST. JOHN, N.B.—The Pressmen's Union and the employing printers.

Agreement for 1919 shows a slight increase in wages for certain classes of work, apart from which the rates are the same as those in the 1917 agreement. It stipulates the following weekly wage schedule: Day work—man in charge,

\$20; stereotypers, \$16; second pressmen, \$16; assistants, \$14. Apprentices shall be given \$9 with \$1.00 per week increase for each succeeding year till apprenticeship is complete. Night work—man in charge, \$22; stereotypers, \$18; second pressmen, \$18; assistants, \$16; apprentices, \$10 plus \$1.00 per week increase for each succeeding year until apprenticeship is completed.

Apprentices shall serve four years. The number of apprentices shall be one apprentice to each four journeymen and two apprentices to six journeymen.

Eight hours shall constitute a day's work or a night's work. Time and one-half shall be paid for overtime during the week and on holidays, with double time for Sundays.

TORONTO, ONT.—Typographical Union No. 91 and the Master Printers' and Bookbinders' Association.

Agreement in effect from June 2, 1919, to June 2, 1921, stipulates the following wage schedule: Per week—Hand compositors, floormen, stonemen, make-ups, proofreaders, linotype operators and machinists, monotype and monoline operators and machinists, typecasters on typecasting machines, \$32; night work shall be 15 per cent over day rates. Apprentices: third year, 1st 6 months, \$12; 2nd 6 months, \$13; fourth year, 1st 6 months, \$16; 2nd 6 months, \$17; fifth year, 1st 6 months, \$19; 2nd 6 months, \$22.

Forty-eight hours shall constitute a standard week's work, between the hours of 7.45 a.m. and 6 p.m. daily, except Saturday, when work shall cease at 12 noon. The night shift shall consist of 48 hours per week, and shall be completed in five nights, not more than ten hours to be worked any one night at the regular night rate. All overtime shall be paid at the rate of time and one-half. Overtime shall be during the first four hours after quitting time, but no one shall work more than three hours at the time-and-one-half rate on any particular day; after these hours, and also on holidays, double time shall be paid. All

odd hours of temporary employment, consisting of less than one full day's work, shall be paid for at overtime rate. When three shifts are employed, two of them shall be considered night work.

TORONTO, ONT.—International Brotherhood of Bookbinders, Local Union No. 28, and the Master Printers' and Bookbinders' Association.

Agreement in effect from June 2, 1919, to June 2, 1921, provides that the current rate of wages for a standard week's work shall be \$30 for the first year, and \$31 for the second year. All-night staffs shall be paid at the rate of 15 per cent advance over the day rate. A week's work shall consist of 48 hours and such work shall be completed between the hours of 7 a.m. and 6 p.m. each week day except Saturday, when work shall cease at 12 noon, it being understood that the employer is entitled to the full 48 hours' work per week. After 48 hours time and one-half of night rate shall be paid on any particular day; after these hours and on holidays, double time.

Women's Section.—It is stipulated that the length of time to qualify as a journeywoman shall be two and one-half years.

The rate of wages shall be \$15.00 per week; and for piece-work, an advance of 30 per cent over the price paid on June 1, 1917.

Forty-eight hours shall constitute a week's work, between the hours of 7 a.m. and 6 p.m. each day except Saturday, when work shall cease at 12 noon, it being understood that the employer is entitled to the full 48 hours' work per week. Overtime for journeywomen, which shall be during the first four hours after quitting time, although no one shall work more than three hours' overtime in any particular day, shall be paid at the rate of time and one-half except for work done on holidays when double time shall be paid.

TORONTO, ONT.—Printing Pressmen's Union, No. 10, and Press Assistants'

Union, No. 1, and the Master Printers' and Bookbinders' Association.

Agreement in effect from June 2, 1919, to June 2, 1921, stipulates the following wage schedule: Per week — Pressmen, \$32; press assistants, \$25; rotary pressmen, \$34 to \$40; rotary assistants, \$27.

Forty-eight hours shall constitute a week's work, and such work for day staff shall be completed between the hours of 7 a.m. and 6 p.m. each week day except Saturday, when work shall cease at 12 noon. Not more than 8¾ hours' work shall be worked in any one day at regular day rate; and not more than 10 hours in any one night, for four nights, and eight hours for one night at the regular night rate. When three shifts are worked, two of them shall be considered night shifts. Work done on legal holidays shall be paid for at the rate of double time.

TORONTO, ONT.—Mailers' Union, No. 5, and the Master Printers' and Bookbinders' Association.

Agreement, in effect from June 2, 1919, to June 2, 1921, provides that the current rate of wages for a standard week's work shall be \$32.

A week's work shall consist of 48 hours performed between the hours of 7 a.m. and 6 p.m. Overtime shall be paid for at the rate of time and one-half up to five hours after quitting time, and double time after these hours and for work done on holidays.

EDMONTON, ALTA. — International Typographical Union, No. 604, and the employing printers.

Agreement in effect from May, 1919, to October, 1919. Eight hours shall constitute a day's work, six days a week and seven and one-half hours for night work, six nights a week. For split shift all employees shall receive the night scale of wages and the same number of hours as for night work.

Wages: Per hour—Book and job printers, stonemen, make-ups, proof-readers, and journeymen in hand composition and distribution, 76 cents; oper-

ators of typesetting machines, 76 cents; machinist-operators and easterners (two machines or under), 80½ cents; foremen, 80½ cents; machine tenders (machinists), 76 cents. Night work shall be paid \$2.00 per week in excess of day scale of prices.

Apprentices: Per week—start \$9.00; after 6 months, \$10.50; after 1 year, \$12.00; after 1 year 6 months, \$13.50; after 2 years, \$15.00; after 2 years 6 months, \$16.50; after 3 years, \$18.00; after 3 years and 6 months, \$19.50; last year, \$24. For night work, \$2.00 per week in excess of the above schedule for day work.

Machine apprentices: Per week—first 6 weeks, \$15.00; remaining 7 weeks, \$20. Nightmen, \$2.00 per week in excess of above day scale. The remaining regulations as to overtime, special rates, etc., correspond to those mentioned in the foregoing agreements.

MOOSE JAW, SASK.—Typographical Union, No. 627, and the employing printers.

Agreement entered into November, 1918, for the period of one year, has the following wage schedule:

Machine apprentices: Per day—1st three weeks, \$2.33½; next five weeks, \$2.83½; last five weeks, \$3.33½. For night work the scale shall be 25 cents per diem in excess of the above scale.

Apprentices: Per day—At the end of 2 years, \$1.75; at the end of 3 years, \$2.33½; at the end of 4 years, \$3.00; at the end of 4 years and 6 months, \$3.66½. Night work, 33⅓ cents extra per night of 7½ hours. It further stipulates that make-ups, ad. men, bankmen, proofreaders, book and job printers, operators of typesetting and typecasting appliances, machinists and all employees engaged in machine and hand composition and distribution, \$5.33⅓ per day and \$5.83⅓ per night. Middle shift of 7½ hours shall receive the same rate of pay for night work. Foremen shall receive minimum of 50 cents per shift over the above scale.

Hours—Eight hours shall constitute a day's work between 7 a.m. and 6 p.m.; seven and one-half hours a night's work between 6 p.m. and 5 a.m. Time and one-half shall be paid for all overtime not exceeding three hours in any one day. Overtime in excess of three hours shall, at the expiration of the three hours, be paid for at double rates. Sunday work shall be paid for at double rate except in case of night staff of morning papers or night staff of afternoon papers during regular hours of shift. Any shift worked the hours of which do not fall between 7 a.m. and 6 p.m. or between 6 p.m. and 5 a.m. shall be termed a middle shift.

It also states that any journeyman working in more than one department shall be paid at the rate of the highest paid department in which he works. A journeyman called to work outside of regular hours shall receive \$1.00 extra for call, besides overtime pay. It is provided, however, that 15 minutes shall have elapsed from call of "time" at end of regular shift when call to work is made before a journeyman can claim such extra compensation.

NANAIMO, B.C.—Typographical Union No. 337 and the employing printers.

Agreement in effect from January 1, 1918, to January 1, 1920, stipulates that eight hours shall constitute a day's work; seven and one-half hours shall constitute a night's work, except Saturday, when 7 hours shall constitute a day's work, making 47 hours a week. Day work shall be between the hours of 7 a.m. and 6 p.m.; night work between 6 p.m. and 7 a.m. Overtime shall be charged at the rate of time and one-half for the first five consecutive hours, double price thereafter, Sundays and holidays.

The following is the scale of wages adopted: Per day or night—Journeyman compositors, typesetting machine operators, ad. men and other employees of news or job composing rooms, \$5, \$5.50; foremen, \$5.50, \$6.00. Apprentices: Per week—first month, \$12; 2nd

month, \$14; 3rd month, \$16; 4th month, \$18; 5th month, \$21; 6th month, \$24.

Agreement stipulates that for each six journeymen or major fraction thereof, one apprentice may be employed. An apprentice during the first year of his apprenticeship may be required to do any work the office may desire but must be allowed during that time to learn the case and to set the type. During the second and third years the apprentice must be employed on composition an average of at least two and one-half hours per day and must be taught the rudiments of display work. During fourth year the apprentice must work on composition an average of five hours at least per day and one-half of such time on display work. During the fifth year, apprentice must be allowed to work eight months on make-up and four months on typesetting machine. Apprentices during their last year shall be paid two-thirds of the scale paid to journeymen.

Shipping and 'Longshore Work

TORONTO, ONT.—The National Association of Marine Engineers of Canada and the Great Lakes Steamship Companies.

The minimum wage scale effective for the season of 1919 stipulates that the rates of wages shall vary for Chief Engineers from \$2,400 on all passenger steamers of 3,000 tons or over to \$125 per month on passenger steamers under 25 N.H.P.; second engineers from \$180 per month on passenger steamers of 3,000 tons or over to \$110 per month on passenger steamers from 45 N.H.P. to 25 N.H.P.; chief engineers from \$2,400 on freight steamers of 5,000 tons or over to \$155 per month on freight steamers requiring 3rd class engineers; second engineers, \$180 per month on freight steamers of 5,000 tons or over to \$110 per month on freight steamers requiring 3rd class engineer; chief engineers from \$165 per month on tug steamers requiring 2nd class engineer to \$130 per month on tug steamers under 25 N.H.P.;

2nd engineers from \$130 per month on tug steamers requiring 2nd class engineer to \$105 per month on tug steamers under 25 N.H.P.; chief engineers from \$170 per month on passenger ferry steamers operating from Sault Ste. Marie, Ont., and requiring 2nd class engineer to \$135 per month on passenger ferry steamers requiring 3rd class engineer; 2nd engineer \$160 per month on passenger ferry steamers operating from Sault Ste. Marie and requiring 2nd class engineer.

VANCOUVER, B.C.—The Marine Firemen and Oilers' Union and the various employers.

Agreement came into effect November, 1918, for a period of one year, and provides the following rates of wages: Per month—Coal burning firemen, \$90; storekeepers and daymen, \$90; oilers, \$90; oil burning firemen, \$80; coal passers, \$75; wipers, \$55.

Overtime shall be paid 60 cents per hour.

When standing watches in port, they shall do any work which is part of their regular sea duty, but no scaling, painting, cleaning, overhauling, cleaning tubs, etc., shall be done on Sundays or legal holidays, nor between the hours of 6 p.m. and 6 a.m. on ordinary week days except when paid at overtime rates. When watches are broken and crew are working day work the hours shall be from 8 a.m. till 12 noon and from 1 p.m. till 5 p.m. except Saturday, and all work outside of these hours and from 12 noon Saturday till 8 a.m. Monday shall be paid overtime rates.

When crew is working by vessel laid up for repairs and not loading or discharging cargo the wages shall be \$5.00 per day and shipyard hours shall apply.

Firemen acting as engineers shall receive same scale of wages as engineers with hours as per schedule. This does not include water-tenders as engineers.

VANCOUVER, B. C. — International 'Longshoremen's Association, Local 38-52, and the waterfront employers.

Agreement which expired December, 1918, renewed for 1919, stipulates the following rates of wages: Per hour—General cargo, 80 cents (day time), \$1.15 (overtime); refrigerator, 10 cents over ordinary rates; trimming bulk grains, 90 cents (day time), \$1.20 (overtime); ship loading cargo in sacks (not including winch-drivers, and hatch-tenders), 90 cents (day time), \$1.25 (overtime); commodities, licorice (uncovered), caustic soda, soda ash, asbestos, cement, plaster, scrap tin, gypsum, tallow, oriental and fish oils, etc., 90 cents (day time), \$1.25 (overtime); coal, cargo or bunker, 85 cents (day time), \$1.22½ (overtime); loading lumber, 85 cents (day time), \$1.22½ (overtime); side-runners, hatchtenders, double-winch and donkey drivers, 95 cents (day time), \$1.32½ (overtime); dock workers, 65 cents (day time), \$1.00 (overtime).

Foreign coastwise: Per hour—Ship and dock, 75 cents (day time), \$1.00 (overtime); commodities, tallow, caustic soda, asbestos, gypsum, ore, etc., 85 cents (day time), \$1.15 (overtime).

Coastwise (B.C. and Puget Sound): Per hour—Ship and dock, 65 cents (day time), \$1.25 (overtime); double winch driving, 85 cents (day time), \$1.25 (overtime); commodities, tallow, asbestos, scrap tin, gypsum, oriental and fish oils, etc., 75 cents (day time), \$1.00 (overtime); loading and unloading lumber, coastwise general cargo rates; bunkering coastwise vessels deep sea coal rate, powder and explosives, \$1.00 (day time), \$1.50 (overtime); damaged cargo, stranding and salvage work, \$1.00 (day time), \$1.50 (overtime).

When a vessel is stranded outside, elsewhere than between the "First and Second Narrows," or if she cannot reach port without first discharging or shifting cargo, the men so employed shall be paid \$1.50 per hour while working and 75 cents per hour for time consumed in travelling or standing-by. They shall also be furnished with free trans-

portation and meals on board when not permitted to go ashore.

Eight hours shall constitute a working day from 8 a.m. to 12 noon and from 1 p.m. to 5 p.m. Meal hours shall be one hour from 6 a.m. to 7 a.m., one hour from 12 noon to 1 p.m., one hour from 6 p.m. to 7 p.m. and one hour from 12 midnight to 1 a.m. Working through or during any of the meal hours double rate shall be paid. When men are ordered out to start work at 1 a.m. they shall receive not less than five hours' pay whether work is provided or not, but it is clearly understood that the men shall remain on hand until 6 a.m. or until definitely informed that they may go. Overtime shall include all work performed between the hours of 5 p.m. and 8 a.m., Sundays and legal holidays.

Steam and Electric Railway Operations

REGINA, SASK.—Amalgamated Association of Street and Electric Railway Employees of America, Division No. 588, and the Regina Municipal Council.

Agreement which came into effect January 1, 1919, for the period of one year, provides the following wage schedule: Per hour—Conductors and motormen, 1st six months, 36 cents; 2nd six months, 40 cents; second year, 43 cents; third year, 45 cents; fourth year and after, 48 cents; night foreman, 50 cents; car repairers, 45 cents; car cleaners, 1st year, 35 cents; 2nd year, 37½ cents; third and after, 40 cents; day car repairers, 48 cents; painter, 50 cents; machinist, 45 cents; teamster, 40 cents; switchmen, 45 cents.

All conductors and motormen operating regular cars shall perform a work day of not more than nine hours per day and not more than six days per week, and shall be paid at the rate of nine and one-half hours, which shall include time for reporting. For Sunday operation a full eight hours shall constitute a working day with time and one-quarter allowed for hourly rate. Similar wages shall be paid for overtime

computed on the basis of $9\frac{1}{2}$ hours' pay for 9 hours' work, excepting between the hours of 24 o'clock and 5 o'clock when time and a half shall be paid.

The appointment of employees for ordinary workday and Sunday operation shall rest absolutely at the discretion of the Department, providing, however, that an employee working on Sundays shall only be permitted to work six days per week, this to include barnmen; time and one-half for all work performed on holidays.

THE DOMINION EXPRESS COMPANY AND ITS EMPLOYEES, being members of the Brotherhood of Dominion Express Employees.

Agreement in effect from May 1, 1919, to June 1, 1919, stipulates that, excluding employees assigned to train messenger service and excluding employees at offices having a total number of five employees or less, eight consecutive hours, exclusive of meal period, shall constitute a day's work. It is understood that wherever practicable, day work shall be performed between the hours of 6.30 a.m. and 6.30 p.m. Employees generally, except messengers and messengers' helpers, will not be expected to work more than six days per week. No unnecessary work will be performed on Sunday. The first two hours of overtime accruing after eight hours' service within the spread of twelve hours shall be computed *pro rata* and thereafter (including overtime after twelve hours) at the rate of time and one-half time on the actual minute basis. For Sunday work other than as a regular day in their week's work, time and one-half.

The schedule of wages is as follows:
Per month—Wagonmen and motormen, 1st six months, \$90; 2nd six months, \$95; 2nd year, \$100; 3rd year, \$106.25; wagon helpers, \$80; porters, 1st six months, \$87.50; 2nd six months, \$90; warehousemen (checkers, scalemen and carloaders), 1st year, \$100; 2nd year, \$106.25; stablemen, \$90 (maximum rate paid at Toronto, Montreal, Winnipeg

and Calgary); messengers, 1st class runs, \$140; 2nd class runs, \$130; 3rd class runs, \$120; 4th class runs, \$100 (1st year); 4th class runs, \$110 (2nd year); messengers' helper, 1st year, \$100; 2nd year, \$110.

Monthly salaries not otherwise classified: Salaries from \$50 to \$75, 12 per cent increase; from \$76 to \$100, 10 per cent increase; from \$101 to \$125, 8 per cent increase; from \$126 to \$175, 5 per cent increase.

Excluding messengers and messengers' helpers where salary is \$80 to \$90 per month, overtime rate is 40 cents per hour; where salary is \$91 to \$110 per month overtime rate is 50 cents per hour; where salary is over \$110 per month overtime is on *pro rata* basis. Messengers and messengers' helpers making more than 6,000 miles in any one month on a regularly assigned run will be paid as follows for such excess mileage: Per mile—Messengers .0125 cents; messengers' helpers, .01 cents.

Municipal Employment

Calgary Federation of Civic Employees and (1) the City Commissioners of Calgary, and (2) the City of Calgary Street Railway Department.

Summaries of these agreements appear elsewhere in this issue.

Occupations not Elsewhere Specified

OTTAWA, ONT.—Barbers' Union, Local No. 704, and their employers.

Agreement renewed for 1919 provides that working hours shall continue as before, which shall be in accordance with the civic closing by-law which regulates the closing hours of barber shops. Wages—Per week—Journeyman, \$15 and 50 per cent for all takings over \$24; for a five day week, wages shall not be less than \$12.50 and 50 per cent for all over \$20; for a broken week a straight 62 per cent of all takings shall be paid.

WINNIPEG, MAN.—Barbers' Union, Local No. 506, and various proprietors of barber shops.

Agreement in effect since April, 1918, stipulates that the hours shall be from 8.30 a.m. to 6.30 p.m. except Saturday which shall be to 9.30 p.m. It is further agreed that journeymen shall receive not less than \$20 per week and 60 per cent over \$30 per week. A man engaged for Saturday alone shall receive \$5.00 and 65 per cent over \$8.00. A man engaged for less than a week apart from Saturday employment shall receive \$3.00 and 65 per cent over \$5.00 per day.

WINNIPEG, MAN.—The Commercial Telegraphers' Union of America, Canadian Press System, Division No. 52, and the Canadian Press, Limited.

In August, 1917, the above agreement was brought into effect granting the following wages: Per week—Telegraphers west of the Great Lakes, including the two western sending operators at Ottawa, \$32; night operators of Ontario and Quebec, \$32.50; day operators of Ontario and Quebec, \$30; receiving operators on Maritime circuits, \$25. All sending operators and all operators situated in bureau offices shall be paid \$1.00 additional per week; such bureau offices shall be at Victoria, Vancouver, Calgary, Winnipeg, Ottawa, Toronto and Montreal.

Subsequent to the above agreement, or about September, 1918, an increase in the rates of wages was effected as follows: Per week—Bureau offices, Ontario, Quebec and Western Canada, \$3; Bureau offices, supplementary wires, eastern Canada, \$2; line offices, supplementary wires, eastern Canada, \$1; Maritime circuits, day and night, \$1; line offices, Ontario, Quebec and Western Canada, \$2.50.

No further changes were effected in the first agreement. The hours as heretofore are for a day or night circuit eight hours on the Ontario and Quebec circuits, but seven and one-half hours shall constitute a night's work on all other night circuits. Overtime for the first hour shall be paid on the basis of

the next higher even five cents above the wage rate per hour, but after the first hour at time and one-half; extra Sunday night or day calls the rate shall be double. The hours of duty shall begin not earlier than 8 a.m. Eastern time, 7 a.m. Central and Pacific time, except in extraordinary cases.

TORONTO, ONT.—Moving Picture Operators' Union, Local No. 173, and the various employers.

Agreement, in effect from July 17, 1918, until further notice, stipulates that the following wage scale shall prevail: Per week—mornings, afternoons and evenings (not to exceed 8 hours per day), \$25; evening performance and Saturday matinee only (not to exceed 4½ hours per day), \$18. Per hour—All overtime, including screening pictures, taking down or putting up posters, 50 cents; changing films, per change, \$1.00 extra.

Agreement further states that any operator required to do work other than operating a moving picture machine or caring for "minor mechanisms" during his eight or 4½ hour schedule must be paid extra at the rate of 50 cents per hour. Operators working relief during supper hours shall be paid at the rate of 50 cents extra per hour.

VANCOUVER, B.C.—International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, Local No. 371, and various employers.

Agreement dates from May 1, 1919, to May 1, 1920. Fifty hours, spread over six days, shall constitute a week's work. Any week preceding holidays shall be fifty-five hours; and week following holiday, forty-five hours. All overtime shall be paid at the rate of time and one-half; Wednesdays to be considered a half-holiday unless preceding or following a public holiday.

Wages: Per week—Bakery drivers, \$25; stableman, \$25; men without previous experience, \$20 for first four weeks.

FAIR WAGE CONTRACTS, JUNE, 1919

DURING June the Department of

Labour received for insertion in the LABOUR GAZETTE the following information relative to 19 fair wage contracts awarded by the Department of Public Works, all of which contained the usual fair wage clause providing for the payment of such wages as are current in the district in which the work is to be performed, the observance on the works under contract of the prevailing hours of labour, and otherwise to prevent abuses and to secure the legitimate rights of the labour employed.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Dredging, Black River, N.B. Name of contractor, A. Ramsay MacLean, Black River, N.B. Date of contract, June 4, 1919. Amount of contract, Class "B," 24 cents per cu. yd.

Excavation and foundation work for new Federal Building, Montreal, Que. Name of contractors, P. Lyall & Sons Construction Co., Ltd., Montreal, Que. Date of contract, May 30, 1919. Amount of contract, \$79,000, and the following prices for extras if required, viz.: for excavation, per cu. yd., \$2.50; for concrete, including forms, per cu. yd., \$9.00; for reinforcing steel, per lb., 4.5 cents.

Elevator enclosure in new public building, Three Rivers, Que. Name of contractors, A. Héon & Co., Three Riv-

ers, Que. Date of contract, June 4, 1919. Amount of contract, \$2,195.

Electric hoist in the new public building, Three Rivers, Que. Name of contractors, The Turnbull Elevator Manufacturing Co., Toronto, Ont. Date of contract, June 16, 1919. Amount of contract, \$1,985.

Guard house in connection with Military Orthopaedic Hospital, Toronto, Ont. Name of contractor, Daniel Kay, Toronto, Ont. Date of contract, May 27, 1919. Amount of contract, \$4,120.

Laundry building in connection with Military Orthopaedic Hospital, Toronto, Ont. Name of contractors, Dickie Construction Co., Ltd., Toronto. Date of contract, June 10, 1919. Amount of contract, \$18,000.

Construction of New Ward Building, and alterations, etc., to present building for conversion of same into hospital offices in connection with Bellevue Military Hospital, Halifax, N.S. Name of contractors, M. E. Keefe Construction Co., Ltd., Halifax, N.S. Date of contract, May 10, 1919. Amount of contract, \$76,102.

Alterations, etc., to existing cottage and buildings for conversion of same into Vocational Building in connection with the Military Hospital, Kingston (Sydenham), Ont. Name of contractor, W. H. Harvey, Kingston, Ont. Date of contract, June 13, 1919. Amount of contract, \$10,660.

Alterations, etc., to stone residence for conversion of same into Officers' Quarters in connection with Military Hospital, Kingston ((Sydenham), Ont.

Name of contractors, McKelvey & Birch, Ltd., Kingston, Ont. Date of contract, June 12, 1919. Amount of contract, \$6,337.

Alterations and repairs to Armoury, Port Arthur, Ont. Name of contractors, M. H. Braden & Co., Fort William, Ont. Date of contract, June 2, 1919. Amount of contract, \$21,300; and for cleaning external face brickwork, per sq. yd., 65 cents; and for painting present wood work in basement two coats, per sq. yd., 50 cents.

Superstructure for a bridge over the Quinze River, North Temiskaming, Que. Name of contractors, The Hamilton Bridge Works Co., Ltd., Hamilton, Ont. Date of contract, June 19, 1919. Amount of contract, \$82,000.

Fittings in office of assistant receiver general, Toronto, Ont. Name of contractors, John C. Gilchrist Lumber Co., Ltd., Toronto, Ont. Date of contract, June 16, 1919. Amount of contract, \$1,850.

Construction of stop-log dam, pile bridges and canal for diversion of Little Pembina River, Manitoba, into Lake Pelican, Manitoba. Name of contractors, Carter-Halls-Aldinger Co., Ltd., Winnipeg, Man. Date of contract, June 23, 1919. Amount of contract: schedule of prices.

Construction of retaining wall in lieu of present superstructure on part of North Pier, Bayfield, Ont. Name of contractor, James C. Bogie, Goderich, Ont. Date of contract, June 19, 1919. Amount of contract: schedule of prices.

Construction of wharf, Magog, Que. Name of contractor, Thos. P. Charleson, Ottawa, Ont. Date of contract, June 24, 1919. Amount of contract: schedule of prices.

Reconstruction of three ice-breakers, Richmond, Que. Name of contractor, Thos. P. Charleson, Ottawa, Ont. Date

of contract, June 24, 1919. Amount of contract: schedule of prices.

Construction of fence to enclose the two government dry dock (Lorne and Champlain) properties and that of Davie Shipbuilding and Repairing Co., Ltd., Lauzon, Que. Name of contractors, Jos. Gosselin, Ltée, Lévis, Que. Date of contract, June 23, 1919. Amount of contract: schedule of prices.

Repairs to wharf, William Head, B.C. (Quar. Station). Name of contractor, Wm. Greenlees, Vancouver, B.C. Date of contract, June 18, 1919. Amount of contract: schedule of prices.

Reinforcing block on seaward face of breakwater, Sandy Cove, N.S. Name of contractors, J. E. Bigelow & Son, Canning, N.S. Date of contract, June 18, 1919. Amount of contract, \$4,900.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in June for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of orders.	Amount of orders
Making metal dating stamps and type and making other hand stamps and brass crown seals.....	\$ 725.16
Making rubber stamps.....	101.30
Supplying stamping materials and repairing stamping pads.....	2,782.09
Supplying letter scales and 24-lb. double beam parcel scales.....	563.00
Parcel scales repaired.....	14.40
Supplying mail bag fittings.....	600.00
Supplying new mail satchels.....	608.00
Repairing mail clerks' tin travelling boxes.....	28.60
Making up new mail bags.....	1,301.68
Making and supplying letter box lock keepers and keys.....	80.00
Making up and supplying letter carriers' uniforms....	24,671.01

MINIMUM WAGES AND HOURS FOR FEMALE EMPLOYEES IN MANITOBA

ON June 1, four sets of Minimum Wage orders which were gazetted on May 3, went into effect. The new regulations* affect female employees in (36) furriers' establishments, (37) dress-making establishments, (38) hotels and (39) restaurants. The orders contain the usual regulations respecting conditions of labour, of which a typical set was printed in the December, 1918, issue of the LABOUR GAZETTE, and also particular provisions relating to wages and hours in each of the four classes of establishments.

In furriers' establishments the minimum wage for experienced adult female employees is fixed at \$12.00 per week. The initial rate for adult learners shall be at least \$9.00 per week which at the end of three months shall be increased to \$10.50 a week. At the end of a six months' learning period the full adult minimum wage shall be paid. Minors shall be paid an initial wage of at least \$8.00 per week, which amount shall be increased at the end of every six months by \$1.00 a week, until a minimum wage of \$10.00 per week is reached. At the end of 18 months the adult minimum wage shall be paid. If a minor reaches the age of 18 years before her learning period is ended, she need serve only one-half of the remainder of the learning period. Not more than twenty-five per cent of the total female working force shall be learners, including minors. The hours of labour for female em-

ployees shall not exceed 9 hours a day or 48 hours a week. Saturday afternoon shall be a half holiday, overtime shall be governed by the regulations of the Factories Act, and no night work shall be allowed.

In dressmaking establishments the minimum wage for experienced adult female employees is fixed at \$12.00 per week. An initial rate of \$8.00 per week shall be paid to adult learners, and at the end of each three-month period this rate shall be increased by \$1.00 per week until at the end of one year the adult minimum wage rate is reached. In the case of minors a probationary period of four weeks is allowed for which no wages are stipulated. At the end of this probationary period the minimum rate shall be \$6.00 per week for the first six-month period, increasing \$1.00 per week at the end of each successive six-month period. At the end of two years the full adult minimum wage shall be paid. The experienced adult rate shall also be paid to any female employee who has worked one year before reaching the age of eighteen years. The number of adult learners and minors respectively, in any dressmaking establishment shall not exceed twenty-five per cent of the total adult female workers in such establishment. In dressmaking establishments which are open Saturday evenings the hours of labour shall not exceed 8½ hours a day, except on Saturday when they may be 11½ hours, nor more than 49 hours in any week, and these hours shall be arranged so that each female employee shall have one

*For previous regulations affecting 35 industries, see LABOUR GAZETTE, December, 1918, p. 1,121; January, 1919, p. 62; February, 1919, p. 176; March, 1919, p. 339, and April, 1919, p. 470.

afternoon half-holiday each week. Where a dressmaking establishment is associated with a store the same hours shall be observed as are in force in such store. Where a dressmaking establishment is not so associated the hours shall not exceed $8\frac{1}{2}$ hours a day or 50 hours a week and Saturday afternoon shall be a half-holiday during June, July and August. Overtime shall be governed by the regulations of the Factories Act.

In hotels the minimum wage rate for female employees of all grades shall be \$12.50 per week. No distinction is made as to the age or experience of the workers. The regulations do not apply to women and girls employed at the news counters of hotels and on the office staff. The hours of labour for female employees shall not exceed 52 hours per week, and every such employee shall be allowed either one whole day off each week or two afternoons from two o'clock, including the balance of the afternoon and the evening. No female employee under eighteen years of age shall work at night. Overtime shall be worked only under a permit issued by the Bu-

reau of Labour in case of emergency, and a working period, including overtime, shall not exceed eleven hours in any one day.

In restaurants, as in hotels, the minimum wage rate for female workers of all grades is \$12.50 per week. No minor under sixteen years of age shall be employed and no female employee under eighteen years of age shall be employed at night. The hours of labour for female employees shall not be more than ten hours in a day, or forty-eight hours a week, with one full day off each week. One half-hour shall be allowed for each meal and the same shall not be counted as in working hours. In any work period of five hours or more in which there is no interval for meals, a period of fifteen minutes shall be allowed and light refreshments provided. The hours shall be arranged so that no work period shall end between 12.30 a.m. and 7.00 a.m. The same conditions shall govern overtime in restaurants as in hotels.

The following table summarizes the sections dealing with wages and hours:

TABLE OF WAGES AND HOURS FOR FEMALE EMPLOYEES IN MANITOBA.

Industry.	Maximum Hours		MINIMUM WEEKLY WAGE								
	Per day	Per week	Experienced Adults	Adult Learners				Minors			
				(1st period)	(2nd period)	(3rd period)	(4th period)	(1st period)	(2nd period)	(3rd period)	(4th period)
(36) Furriers' establishments.	9	48	\$12.00	\$9.00 for 1st 3 mos.	\$10.50 for 2nd 3 mos.	.....	.....	\$8.00 for 1st 6 mos.	\$9.00 for 2nd 6 mos.	\$10.00 for 3rd 6 mos.	.....
(37) Dressmaking establishments.	8½*	49-50	\$12.00	\$8.00 for 1st 3 mos.	\$9.00 for 2nd 3 mos.	\$10.00 for 3rd 3 mos.	\$11.00 for 4th 3 mos.	\$6.00 for 1st 6 mos.	\$7.00 for 2nd 6 mos.	\$8.00 for 3rd 6 mos.	\$9.00 for 4th 6 mos.
(38) Hotels. ....	.....	52	\$12.50	\$12.50	.....	.....	.....	\$12.50	.....	.....	.....
(39) Restaurants.	10	48	\$12.50	\$12.50	.....	.....	.....	\$12.50	No minor under 16 years of age shall be employed in a restaurant.		

*In establishments remaining open Saturday evening, $11\frac{1}{2}$ hours may be worked on Saturday but not more than 49 hours per week.

MINIMUM WAGE FOR WOMEN IN THE PRINTING AND PUBLISHING HOUSES AT WASHINGTON, D.C.

IN September last, an act was passed by the United States legislature providing for a minimum wage scale for women and children engaged in industry in the District of Columbia. The act provides for the appointment of a Minimum Wage Board to consist of three members representing respectively the employers, the workers, and the public, with power to fix minimum wages upon the recommendation of a wage conference composed of three representatives of the public chosen by the Board. The first recommendation made by the wage conference to the Board relates to the wages of women employed in private printing and publishing houses. The members of the conference are unanimously of the opinion that \$15.50 per week is the minimum wage upon which a woman without dependents can maintain herself in a proper standard of living in Washington. The items allowed for in the estimate are as follows: Room and board, \$9; clothing, \$3.35; laundry, 75 cents; sickness, dentistry, oculist, 50 cents; amusements, 20 cents; vacation, 25 cents; savings and insurance, 35 cents; church and charity, 10 cents; or-

ganization dues, 10 cents; self improvement, 10 cents; car fare, 60 cents; other incidentals, 20 cents—total, \$15.50. For learners or apprentices the conference recommends rates of \$8, \$9, \$11 and \$12 for the first, second, third and fourth three-month periods respectively, after which the full wage of \$15.50 per week shall be paid.

All these recommendations have now been endorsed by the Minimum Wage Board and the rates will therefore be put into effect in August next, when the time allowed by law for a public hearing and to permit employers to adjust the pay-rolls will have elapsed. At present, it is claimed, about 75 per cent of the women engaged in this industry are being paid less than \$15 per week, about one-half of them being paid from \$8 to \$12 per week. The law is mandatory and the failure of any employer to pay the prescribed minimum renders him subject to fine or imprisonment.

This minimum of \$15.50 per week is higher than any that has yet been fixed in the United States, the nearest approach to it being \$13.20, which was fixed by the Washington Industrial Welfare Commission.

COST OF LIVING INVESTIGATION BY COMMITTEE OF THE HOUSE OF COMMONS

Interim Report and Legislation Enacted

A SELECT Committee of the House of Commons was appointed on May 30, "for the purpose of inquiring forthwith as to the prices charged throughout Canada for foodstuffs, clothing, fuel and other necessities of life, and as to rates of profit made thereon by dealers and others concerned in their produc-

tion, distribution and sale; also as to rentals of dwelling houses in industrial centres of Canada and rates of return on capital invested therein, with power to send for persons, papers and records, to report to the House from time to time the result of their inquiry with any recommendations they may make with a

view to effecting a reduction in such prices and rentals." The Committee submitted an interim report to the House on June 26, recommending the establishment of a tribunal to investigate mergers, trusts, monopolies, etc. The report reads as follows:

"Your Committee since their appointment on the 30th day of May last have held thirty-six morning, afternoon and evening sessions, heard and considered the evidence given under oath of sixty persons representing various producers, manufacturers, wholesale, retail and consumers' organizations from various parts of Canada; also have received numerous petitions, resolutions and other communications, all of which have been considered.

"Your Committee have been engaged almost continuously from the 5th day of June last to the present date in obtaining all information possible from witnesses and all available sources, but have not yet reached a point in their investigation that would warrant them in submitting final conclusions. There has come to the attention of your Committee evidence in regard to undue profits being made on certain commodities. Your Committee, in order to provide a means by which a recurrence of such may be prevented and that the public may be protected against unfair practices in trade, recommend to the consideration of the House and the Government that legislation be enacted at this session of Parliament creating a tribunal with power to investigate mergers, trusts, monopolies, or organizations of any kind or nature, which tend to limit facilities for transporting, producing, manufacturing, supplying, storing, or preventing, limiting, or lessening manufacture or production, or fixing a common price, or a re-sale price, or a common rental, or a common cost of storage, or transportation, or enhancing the price, rental or cost of article, rental, storage or transportation, or preventing or lessening competition in or substantially controlling within any particular district, or generally, production, manufacture, purchase, barter, sale, transportation, insurance, or supply, or otherwise restraining or injuring commerce, or unduly enhancing the price of the necessities of life, also with regulative power in connection with discriminations in price between different purchasers of commodities, exclusive purchase and sale arrangements, intercorporate shareholding and inter-locking directorates and unfair methods in commerce.

"All of which is respectfully submitted."

On June 28, adopting the recommendation of the Committee, the Minister of Justice introduced into the House two bills, "The Board of Commerce Act" and "The Combines and Fair Prices Act, 1919." The duties of the Board of Commerce to be established are to administer the "Combines and Fair Prices Act," to restrain and prohibit the promotion and operation of combines, mergers, trusts, monopolies, agreements or arrangements, to limit facilities for transportation, production, etc., or to fix prices, or to enhance prices, rentals, or costs, or to prevent or lessen competition or otherwise restrain or injure commerce. The Board is empowered to investigate and remit the evidence as to any offence under the act to the Attorney-General of the province within which the offence was committed, or may itself prohibit the offending practice or act, subject to a penalty of fine or imprisonment or both. The Combines and Fair Prices Act provides measures for the investigation and restraint of combines, and repeals the Combines Investigation Act, 1910. The Act also enacts the principal features of certain clauses in the order-in-council of Dec. 11, 1918, forbidding the undue accumulation or withholding from sale of any necessary of life or the selling of any such necessary at unjust or unreasonable prices.

The Board of Commerce is also given the powers of the Minister of Labour under the above order-in-council to require from dealers and producers information as to stocks, prices, etc.

These acts were passed before the close of the session.

PRICES, RETAIL AND WHOLESALE, IN CANADA, JUNE, 1919, AND IN OTHER COUNTRIES

INCREASES in the price of some commodities were offset by decreases in prices of others, so that the general level as indicated by the index number of wholesale prices was unchanged for the month. In retail food prices, however, seasonal changes occurred and the increases were somewhat greater than the decreases, so that there was a slight rise in the cost of staple foods.

In wholesale prices the index number for June was the same as for May, 284.1, for June, 1918, it was 280.6, and for June, 1914, 135.3. In grain there was little change. Cattle and beef were lower, but hogs and pork were higher. There were lower prices in butter, fish, vegetables, woollens, flax products, metals and chemicals, but there were increases in fruits, cottons, silk, jute, hides, leather, boots and building materials.

In retail prices the average cost of a list of 29 staple foods for some sixty cities, at the middle of the month, was \$13.72, as compared with \$13.53 at the middle of May; \$12.79, June, 1918, and \$7.35 in June, 1914. There were slight increases in some meats, and advances in eggs, cheese and potatoes, but milk and butter were lower. In rent there were some advances.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh

vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workmen.

Retail Prices

In meats there were a few changes, but increases in some lines in some localities were greater than decreases, and raised the averages slightly in some

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Nova Scotia						P.E.I.	New Brunswick				Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak.... lb	40	40	30	45	40	39.0	30	40	45	35	40.0	30-32	35	30	38
2-Beef, round steak..... "	35	40	30	40	37	36.4	30	32-35	40	30	34.5	30-32	35	25	38
3-Beef, rib roast prime.. "	38	35	25	38	35	34.2	30	28	35	25	29.3	30	35	25	35
4-Beef, ahoulder roast.. "	30-35	28-30	20	35	32	29.7	25	20-24	25	20	22.3	23-25	28	22	25
5-Veal, roast, forequarter "	25-30	15	22	25	22	22.3	12-15	24	20	14	19.3	22-27	28	20	15
6-Mutton, leg roast, h'q. "	25-35	30	30	40	.....	32.5	.....	.....	35	25	30.0	33-35	35	.....	35
7-Pork, fresh, roast; ham "	45	30	32	35	33	35.0	35	35	35	30	33.3	33-35	32	38	35
8-Pork, fresh, chops..... "	45	30	35	35	35	36.0	37	35	40	35	36.7	33	35	38	35
9-Pork, salt, mess..... "	35-40	40	35	35	35	36.5	36	35	35	34	34.7	32-34	32	.....	35
10-Bacon, br'fast, not sli'd "	55	50	45	50	45	49.0	48	45	50	45	46.7	50	55-60	50	60
11-Fish, fresh, g. quality. "	25	12-20	14-30	14-30	15-18	20.3	7-25	12-35	15-30	12-25	19.8	12	.....	15-32	12-35
12-Fish, salt, herrings.... doz	75	60	65	60	60	64.0	50-60	60	60	70	63.3	75	.....	.....	.....
13-Salmon, canned, med. lb	.....	35	37	35-40	.....	36.5	40	35	35	35	35.0	35	35-40	45	35
14-Lard, pure leaf, best.. "	45	40	38	40	45	41.6	38	38	40	40	39.3	40	42	40	40
15-Eggs, new laid..... doz	60	50	50	60	55	55.0	42	50	55	50	51.7	58	55-60	55	55
16-Eggs, storage..... "	.....	.....	45	.....	.....	45.0	.....	45	.....	35	40.0	.....	.....	.....	.....
17-Milk, delivered..... qt	14-16	14	12	15	13	13.8	10-11	11-12	13	13	12.5	14	15	11.1†	12
18-Butter, dairy, solids.. lb	.....	55	60	60	60	58.8	48	55	52-55	45	51.2	51-53	.....	60	.....
19- " creamery, prints.... "	70	65	65	65	70	67.0	55	60	60	.....	60.0	54-57	58-60	65	55
20-Cheese, old..... "	40	.....	.....	.....	.....	40.0	40	.....	40	45	42.5	35-37	35-40	35	35
21-Cheese, new..... "	.....	40	38	40	40	39.5	40	35	.....	40	37.5	31-33	.....	.....	35
22-Bread, plain white.... "	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7-9.3	8.7-9.3	8	8.7	7.5	7.3	8.3	7.5
23-Flour, family..... "	7.5-7.7	7.3-7.7	7.1	7.3	7.5	7.4	6.7	7.3	6.9	7.3	7.2	7	7.3	7.1	7.1
24-Rolled oats, standard. "	8	7.5	8	8	8	7.9	7	7	7	8	7.3	.....	7.5-8.0	9	10
25-Rice, medium..... "	12	.....	12	10	12	11.5	10	12	10	12	11.3	11	.....	15	10
26-Rice, Patna..... "	.....	12	12	12	12	12.0	12	.....	12	15	13.5	.....	15	18	13
27-Tapioca, medium pearl "	22-25	22	22	20	20	21.5	20	20	20	16	18.7	16	20	20	20
28-Tomatoes, canned 3's can	20	22	25	20	22	21.8	20	22	22	22	22.0	20	20	20	17
29-Peas, canned 2's..... "	15	20	20	20	18	18.6	15	18	18	16	17.3	18	20	20	20
30-Corn, canned 2's..... "	25	25	23	25	25	24.6	25	22	22	25	23.0	18	25	25	20
31-Beans, common, dry.. lb	12	12	12	15	10	12.2	10	14	25	14	17.7	9	10-12	12.5	13
32-Apples, evaporated.... "	25	25	25	25	25	25.0	30	25	.....	27	26.0	18	25	.....	25
33-Prunes, medium size.. "	20	20	20	25	18	20.6	18	18	20	22	20.0	.....	22-25	25	18
34-Sugar, granulated.... "	13	11.1	11.1	12	12.5	11.9	11	11.1	11.1	12.5	11.6	12	12	11.1	11.5
35-Sugar, yellow..... "	12	11.1	10	11	11.8	11.2	10	10.5	10	11.1	10.5	11	11	10	11
36-Tea, black, medium.... "	65	60	60	65	65	63.0	65	60	65	65	63.3	65	65	70	70
37-Tea, green, medium.... "	.....	.....	60	80	55	65.0	75	.....	60	75	67.5	65	65	70	35-60
38-Coffee, medium..... "	60	50	60	60	55	57.0	50	55	50	55	53.3	55-60	50	55	50
39-Potatoes, local, per bag of 1½ bu., 90 lbs.....	\$3.00	\$1.88	\$2.10	\$2.50	\$1.80	\$2.26	\$1.80	\$2.70	\$2.04	\$1.90	\$2.21	\$1.75-\$2.00-	2.00	2.25	\$2.10
40-Vinegar, white wine, XXX, per quart.....	.13	.15	.10	.15	.13	.132	.18	.12	.13	.10	.117	.18-	.22	.15	.13
41-Starch, laundry, per pound.....	.15	.15	.15	.15	.15	.150	.15	.15	.16	.14	.150	.12-	.14	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs....	.....	.....	15.00	16.25	14.25	15.17	17.40	.....	15.00	14.00	14.50	11.75	12.00	12.00	11.50
43-Coal, bituminous, domestic, per ton, 2,000 lbs....	6.65	7.50	7.60- 9.50	10.00	10.00	8.54	9.90	8.25- 10.50	10.00	13.25	10.50	10.83	11.75	9.50	10.00
44-Wood, hard, best, per long cord. (128 cu. ft.).....	5.00	8.50	10.00	14.00	9.00	9.30	8.00	10.00	15.00	13.00	12.67	613.33	14.67	9.00	10.00
45-Wood, soft, best, per long cord. (128 cu. ft.).....	4.00	6.50	5.00- 6.00	9.00	5.00	6.00	7.00	7.00	9.00	5.00	7.00	611.33	12.67	6.00	9.00
46-Coal oil, prime white, per gallon.....	.28	.28	.28	.30	.28	.284	.28	.28	.24	.24	.25.3	.22	.25	.25	.25
47-Rent, house, 6 roomed, san. conveniences, mon..	14.00- 18.00	14.00	16.00	30.00	20.00	19.00	13.00	24.00- 30.00	15.00	18.00	20.00	17.00- 20.00	15.00	16.00	14.00
48-Rent, house, 6-roomed, no san. con., per month.	8.00- 12.00	9.00	7.00	25.00	15.00	12.40	10.00	.....	12.00	14.00	13.00	.....	10.00	14.00	7.00

a Dairy Prints. b Calculated per cord from price quoted. d Natural gas.

IN CANADA, AT THE MIDDLE OF JUNE, 1919

Quebec (Continued)

St. Hyacinthe	St. John's	Montreal	Hull	Average
c.	c.	d.	c.	c.

33-35	30	35	32-45	33.9
35	30	32	32-42	32.9
20	32	28	30-37	29.8
25	20	25	30-32	25.0
20	25	15	20-24	21.2
22-25	35	40	30-35	33.6
35	33	40	40-45	36.2
30	33	45	38-47	36.4
35	22	38	35-45	33.6
50	55	52	52	53.3
15-20	15-28	10-25	12-28	19.4
60	90	.....	75.0	.....
25	40	30	45	36.6
35	40	39	40	38.8
55	60	55	55-60	56.6
45	.....	.....	45.0	50
7.5	10	13	10	11.6
58	55	50-58	55.8	55
55	62	58	60	58.7
45	38	38	37.8	40
28-30	35	36	40	34.5
6.5	6.7	8	7.3	7.4
6.7	6.7	7.3	7.5	7.1
8	10	8.3	7.5	8.6
12	11	12	12	11.9
15	13	13	15	14.6
18	20	25	18	19.6
25	20	18	18	19.8
25	20	15	18	19.5
25	22	20	20	21.9
8-10	8	12.5	10	10.6
23	22	25	20-25	22.9
15	22	22	18-25	21.0
11	11.1	11	11	11.3
10	10	10	10	10.4
50	60	65	55-70	63.4
50	60	50	45-65	57.8
60	60	40	50	52.8
.....	.....	.....	22.5	.....
\$1.80	\$2.25	\$2.50	\$2.20	\$2.07
.14	.16	.13	.10	.145
.12	.13	.12	.....	.136
11.00	11.00	12.00	11.85	11.64
11.00	8.50	9.00	.....	9.96
9.00	14.00	14.00	12.00	11.72
7.50	.....	.....	.....	.....
8.00	9.00	9.50	9.50	8.84
.28	.25	.28	.23	25.1
9.00	10.00	14.00	.....	.....
11.00	12.00	18.00	15.00	14.44
6.50	10.00	13.00	12.00	10.00

Ontario

Ottawa	Brookville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.

38-40	35-40	32	40	45	40-42	35	40	35	40	35	43	40	43
38	35-40	30	35	40	35	30	38	38	33	40	35	38	38
29-30	32-37	30-35	32	30	32-35	30	33	35-37	28	33	35	32-34	35
25	25-30	22-25	25-28	28	28	20	30	30	25	30	30	30-32	35
18-30	25	25-30	30	30	30	20-25	30	30	25	35	28	30-32	35
35-38	30	30-32	40	40	35	35	40	37	30	45	35	35	40
38	38-40	35	40	45	40	32.5	45	47	33	50	40	38	46
40	40	38-42	40	46	45	45	48	48	40	50	45	45	46
35-38	37	30	.....	34	.....	38-40	40	38	35	40	25	35	35
52	53-56	45	60	60	53	45	60	56	48	55	45	50	55
20-35	12.5-30	15-25	12.5-28	15-25	12.5-30	15-32	25-30	12.5-35	15-30	15-33	20-30	23-30	11
60	.....	60	50	.....	60	.....	1.20	75	.....	.....	.....	.....	12
50	40-45	38	45	40	30-45	40	45	48-50	45	50	22-45	35-45	40
38	40	35	38	40	38	40	38	40	41	43	40	38	43
46	50	50	50	48	45	50	60	53	53	53	48	52	46
50	.....	40	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	16
10	12	12	11	11.1	12	16	14	14	12.5	12	11.8	12-12.5	11
55	52-55	58-60	58	55	50	.....	50	50	57	50	50	50	48
60	60	60-65	58	58	55	60	65	58	59	60	58	58	50
40	40	.....	.....	38	40	40	38	.....	.....	.....	40	45	38
32	40	35	38	35	38	35	30	40	34	40	30	38	35
7.3	7.3	6.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3
6.9	6.9	6.9	6.5	6	6.9	6.7	6.7	6.2	.....	6.5	6.5	6.3	24
8	7	7	7	8	6	6.8	8	6.3	5.5	7	6.3	6.3	8
11	12	11	12.5	12.5	13	13	12	12	15	12.5	.....	.....	25
15	15	13	12.5	15	15	15	15	15-16	15	13	18	15	12.5
18	18	17	20	18	15	15	15	15	15	20	20	15	18
20	18	20	20	20	15	20	18	18	20	18	20	20	28
15	13	18	15	15	12.5	15	15	15-18	14	18	15	12.5	15
20	18	25	22	25	15	25	22-25	20	23	20	20	20	29
8	10	8	10	12	8.3	10	10	10	10	8.3	8.3	8.3	31
24	22	22	.....	25	.....	.....	.....	15	.....	.....	.....	8.3	32
20	20	22	20	20	20	25	20	20	20	20	20	22	18
11	11	10.8	11.1	12.5	12	12.5	11.8	10.8	11.8	12.5	12.5	11.1	34
10	10	9.1	10.5	11.1	11	11	11.1	10	11.1	12.5	11.1	11.1	35
70	70	50-70	60-70	60-70	50-70	60-70	50-60	60-70	60-70	70	60	60-65	60-70
60	60	50-60	60-65	70	40-70	60-70	50	55-70	60-70	70	60	60-65	60-70
50	50	35	45	55	50-55	50	50	50-55	40	50	50	55	35
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	38
\$2.00	\$2.85	\$2.25	\$2.00	\$2.00	\$2.00	\$2.00	\$2.95	\$2.95	\$2.50	\$2.50	\$2.50	\$2.00	\$1.75
.125	.125	.125	.12	.14	.13	.12	.14	.12	.09	.10	.13	.15	.10
.125	.125	.12	.12	.14	.15	.13	.13	.12	.12	.15	.15	.13	.125
12.00	11.50	12.50	12.00	12.50	11.50	10.85	11.00	11.00	12.00	11.50	11.50	11.75	42
10.50	12.00	9.00	9.00	9.00	8.75	11.00	.....	10.00	10.00	11.50	9.50	9.00	43
12.00	12.50	10.50	9.00	15.00	d	15.00	14.00	18.00	16.00	16.00	14.00	14.00	44
10.00	10.00	6.50	8.00	13.00	d	.....	14.00	16.00	12.00	12.50	11.00	11.00	45
.25	.25	.....	.28	.25	.....	.25	.25	.25	.25	.25	.25	.25	.26
15.00	18.00	20.00	13.00	18.00	15.00	16.00	25.00	16.00	25.00	20.00	18.00	18.00	25.00
20.00	20.00	25.00	16.00	30.00	25.00	15.00	19.00	20.00	18.00	12.00	12.00	14.00	47
11.00	11.00	13.00	13.00	20.00	14.00	20.00	20.00	13.00	14.00	14.00	16.00	16.00	48

*\$18-\$28 for houses with sanitary conveniences and \$15-\$20 houses without.

†Prices by tickets; these are slightly lower than previous quotations by the single quart.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Per	Ontario (Continued)											Manitoba			
		Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak..... lb		40-45	35	45	38-40	40-42	36	38	42	48	40	40	39.9	45	40	42.5
2-Beef, round steak..... "		35-37	33	40	36-38	38-40	32	35	40	43	35	35	36.4	40	35	37.5
3-Beef, rib, roast, prime..... "		30-32	30	35	28	35	30	30	35	38	35	32-35	32.6	40	35	37.5
4-Beef, shoulder roast., med .. "		28-30	26	28	28	28	25	25-28	30	35	30	25-30	28.1	30	30	30.0
5-Veal, roast, forequarter.... "		30-35	28	30	26-28	32	34	30	32	35	35	35	30.1	35	30	32.5
6-Mutton, leg roast, hind q'ter "		30-35	35	35	33	40	36	35	34	40	40	40	36.4	40	40	40.0
7-Pork, fresh, roast, ham..... "		45-48	45	40	40	45	50	38	40	45	45	40-45	41.9	50	38	44.0
8-Pork, fresh, chops..... "		48	45	50	45	48	48	38	40	45	50	50	45.0	50	40	45.0
9-Pork, salt, mess..... "		28	.....	43	40	.....	.....	35	.....	40	40	36.1	40	.....	40.0
10-Bacon, breakfast, not sliced "		55	45	50	48-50	50	55	55	50	60	55	50-60	52.7	55	55	55.0
11-Fish, fresh, good quality.... "		12-30	20-30	10-25	15	25	15-25	20	20-30	15-17	18	.....	21.6	.....	15-30	17.5
12-Fish, salt, herrings..... doz		50	50	.....	40	.....	60	.....	65	.....	.....	.....	63.0	.....	.....	.....
13-Salmon, canned, medium.... lb		50	45	40	40-50	42	35	35	35	45	45	45	42.3	45	40	42.5
14-Lard, pure leaf, best..... "		40	40	40	43	40	38	40	35	45	40	45	39.9	38	38	38.0
15-Eggs, new laid..... doz		45	45	52	45	45	55	40	60	60	55-65	60	51.2	60	55	57.5
16-Eggs, storage..... "		43	.....	.....	.....	.....	.....	.....	.....	.....	44.3	.....	.....	.....
17-Milk, delivered..... qt		10	11	12	12	12	13-17	10	15	13	16.7	16.7	12.6	13	12.5†	12.8
18-Butter, dairy, solids..... lb.		50a-55	53	54	50-55	50	53	45-48	62	60	50-60	60	53.6	.....	60	60.0
19-Butter, creamery, prints .. "		60	55	58	60	58	55	55	68	65	65	65-70	58.6	65	68	66.5
20-Cheese, old..... "		40	40	38	43	35	40	38	35	45	40	35-40	39.5	40	34	37.0
21-Cheese, new..... "		40	38	37	40	32	38	38	.....	.....	40	35-40	36.5	.....	.....	.....
22-Bread, plain, white..... "		7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	7.5	7.2	7.3	7.3
23-Flour, family..... "		6	6.3	6.7	6.7	6.5	5.8	6.5	7.1	7.1	6.5	6.1	6.6	6.7	6.7	6.7
24-Rolled oats, standard..... "		6.3	7	6.3	7	8	5	6.2	9	7	6	7	6.9	8	8	8.0
25-Rice, medium..... "		12.5	12.5	.....	12.5	12.5	12	12.5-15	.....	12.5	12.5	12.5	12.5	13	12.5	12.8
26-Rice, Patna..... "		15	15	13	15	14	15	12.5	16	12.5	15	.....	14.6	.....	.....	.....
27-Tapicoa, medium pearl..... "		17	18	18	20	20	18	18	20	20	15	18	17.6	18	18	18.0
28-Tomatoes, canned 3's..... can		20	20	20	22	20	22	18	25	20	20	25	20.0	25	23	24.0
29-Peas, canned 2's..... "		15	15	15	20	15	20	15	20	15	15-20	20	16.0	20	18	19.0
30-Corn, canned 2's..... "		22	15	20	25	23	22	18	25	23	21-25	25	21.7	25	23	24.0
31-Beans, common, dry..... "		8.3	10	8	15	10	18	8.5	12	12.5	12.5	15	10.9	12.5	15	13.8
32-Apples, evaporated..... "		20	.....	.....	.....	.....	.....	12.5	28	18	21-25	25	20.5	25	20	22.5
33-Prunes, medium size..... "		20	20	18	20	20	20	20	23	20	21-25	25	20.8	25	20	22.5
34-Sugar, granulated..... "		12.5	12.5	12.5	11.1	11.1	11.1	11.8	12.5	12.5	12.5	12.5	11.3	13.3	12.5	12.9
35-Sugar, yellow..... "		11.1	10	12	10	11.1	10	11.1	12.5	11.8	11.1	11.1	10.9	12.5	12.5	12.5
36-Tea, black, medium..... "		60-70	60-70	70	60-70	65-75	50-70	55-70	55-65	55-65	55-65	55-65	62.8	60	60	60.0
37-Tea, green, medium..... "		50-65	60-70	70	60-70	60-65	50-70	60-70	55-60	60-70	55-65	55-65	61.8	60	65	62.5
38-Coffee, medium..... "		45	55	55	50	50	50	60	55	45	40-50	45-55	51.4	50	50	50.0
39-Potatoes, local, per bag of 1½ bushels, 90 lbs..... "		\$2.25	\$2.40	\$2.50	\$2.40	\$2.25	\$2.60	\$1.90	\$2.00	\$1.60	1.75	2.00	\$2.24	\$1.50	\$1.30	\$1.40
40-Vinegar, white wine, XXX, per quart..... "		.13	.14	.13	.10	.13	.12	.125	.15	.15	.15	.15	.120	.15	.15	.15
41-Starch, laundry, per pound..... "		.125	.125	.13	.10	.14	.15	.125	.15	.15	.10	.15	.132	.15	.12	.135
42-Coal, anthracite, stove size, per ton of 2,000 lbs..... "		12.00	11.50	12.00	12.00	12.20	12.50	11.75	13.50	13.00	.....	.....	10.95	15.25	17.00	16.13
43-Coal, bituminous, domestic, per ton of 2,000 lbs..... "		11.00	11.50	10.50	9.50	10.00	10.00	9.50	.....	11.00	11.00	10.00	10.14	12.25	12.00	12.13
44-Wood, hard, best, per long cord (128 cu. ft.)..... "		11.00	15.00	16.00	13.00	12.00	.....	15.00	11.00	11.00	9.00	9.00	13.16	.....	.....	.....
45-Wood, soft, best, per long cord (128 cu. ft.)..... "		8.00	13.00	12.00	9.00	8.00	b-c	.....	10.00	9.50	8.00	7.00	10.02	9.50	8.75	9.57
46-Coal oil, prime white, per gallon..... "		.25	.25	.23	.25	.25	.22	.25	.30	.25	.30	.30	.255	.30	.27	.285
47-Rent, house, 6 roomed, san. conveniences, per month..... "		15.00	20.00	30.00	23.00	20.00	28.00	16.00	22.00	25.00	35.00	35.00	21.44	30.00	20.00	23.25
48-Rent, house, 6-roomed, no san. conveniences, per month		10.00	12.00	14.00	12.00	10.00	20.00	10.00	10.00	15.00	15.00	15.00	15.20	25.00	15.00	17.38

cMillwood. eCalculated from price per 100lbs.
quotations by the single quart.

†Prices by tickets; these are slightly lower than previous

IN CANADA, AT THE MIDDLE OF JUNE, 1919—Concluded

Saskatchewan				Alberta					British Columbia										
Regina	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)		
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.		
40	40	35	38.3	45	35	45	48	83.3	45	48	48	45	45	44	50	46.4	39.9	1	
30	35	30	31.7	40	32	40	40	38.0	40	42.5	42.5	40	40-45	42	40	41.4	36.2	2	
28	28-30	30	29.0	35	35	40	35	36.3	33	40	40	35	45	35	38	38.0	33.0	3	
25	18-28	28	25.3	30	25	32	30	29.3	30	30-35	30-35	28	28-32	35	35	31.9	27-9	4	
25	20-25	30	25.8	25	25	32	30	28.0	32	38	38	35	32-35	35	.....	35.3	27.6	5
35	40	35	36.7	45	32	40	45	40.5	45	42	42	40-50	35	40	50	42.7	36.8	6	
35	40	40	38.3	45	40	45	38	42.0	36-45	42	42	45	42-45	40	40	41.9	39.8	7	
40	45	45	43.3	45	50	50	50	48.8	55	50	50	55	45-60	45	45	50.4	43.8	8	
.....	38	50	44.0	35	35	.....	40	36.7	35	40	40	35	45	35	.....	38.3	36.0	9
60	65	55	60.0	55	60	62	70	61.8	64	60	60	60	60	55	75	62.0	54.3	10	
15-28	15-25	20-30	22.2	15-30	.....	15-18	12.5-28	17.8	15-30	20-30	20-30	15-25	20-25	12.5-25	15	21.2	22.0	11-
1.00	.....	75	87.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	40	.....	40.0	65.4	12
40	.....	35	37.5	45	30-40	.....	36	38.7	.....	.....	.....	40	30	45	40	38.8	31.0	13
40	45	40	41.7	40	.....	45	45	43.3	38	45	45	40	32	43	45	41.1	40.2	14
50	45	40	46.0	50	45-50	55	55	61.9	50	65	65	65	65	70	70	64.3	63.7	15	
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	60	.....	.....	.....	60.0	45.4	16
14	14.3	18	15.4	13	.....	13	14.3	13.4	16.7	20	20	14.3†	15	15†	16	16.7	13.2	17
45	50	60	61.7	45	45	.....	65	61.7	47.5a	.....	45	65	55	65	70	57.9	54.3	18
60	65	65	63.3	55	57.5	63-68	70	62.0	60-65	70	70	70	67	70	40	64.2	61.1	19	
.....	45	40	42.5	40	37.5	43-45	.....	40.5	.....	35	34	40	38	40	40	37.8	39.3	20
40	.....	.....	40.0	40	37.5	.....	45	40.8	45	.....	.....	.....	35	40	.....	40.0	37.8	21
8.9	10	8.9	9.3	6.7	8	6.7	8	7.6	10	8.9	8.9	8.9	8.9	8.9	8.9	9.1	7.9	22	
6.3	6.3	6.5	6.4	6.3	6	6.3	6.3	6.2	6.7	6.7	6.3	6.3	6.5	6.3	6.3	7.4	6.7	23	
8.5	6.9	7.5	7.6	6.5	6	6.5	6.9	6.5	8.1	9	8	7	6	8	9	7.9	7.4	24	
12.5	13	15	13.6	.....	10	12	.....	11.0	15	.....	.....	.....	.....	12.5	.....	13.8	12.2	25
17.5	15	12.5	15.9	15	12.5	15	12	16.1	.....	15	12.5	12.5	13	.....	15	13.6	14.1	26
20	15	20	18.3	17.5	15	15	18	16.4	15	15	16	12.5	12	17.5	15	14.7	17.9	27	
20	20	20	20.0	20	18-20	20	20	19.8	20	20	19	20	20	20	20	19.8	20.3	28	
20	25	20	21.7	17.5	17-20	20	18	18.5	22.5	15	20	20	16	17.5	20	18.7	17.7	29	
25	25	25	25.0	25	20-24	25	24	24.0	25	25	25	25	25	22.5	25	24.6	22.9	30	
12.5	13	12.5	12.7	12.5	8-10	15	14	12.6	10	12.5	25	8.3	10-12	9	12.5	12.6	11.7	31	
20	30	20	23.3	25	23-25	27	24	25.0	25	30	21	25	.....	30	25	26.0	23.4	32
15	25	.....	26.0	25	20-22	25	22	24.0	17.5	25	19	25	24	28	.....	23.1	21.2	33
16	12.5	14.3	14.3	12.5	12.5	13	12	12.5	12.9	12.5	12.3	11.1	11.1	11.1	9.1	11.4	11.9	34	
16	13	12.5	13.9	12.5	12	12.5	11.5	12.1	12.0	11.8	12.5	10	10	11.1	8.7	10.9	11.1	35	
65-75	60-70	65	67.7	55	55	60-65	52-60	67.1	55-60	60	60	60	60	60	50	68.2	62.6	36	
65-75	60	60	63.3	60	65	65-60	60-62	62.1	55-60	60	50	60	60	70	.....	59.6	61.7	37
55	.....	60	67.5	45	52	40-45	60	49.9	50	50	46-50	55	45	50	60	51.1	62.2	38
.....	.....	.....	.....	.....	\$1.95-	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
\$1.65	\$2.00	\$2.25	\$1.97	\$2.25	\$2.10	\$2.05	\$1.90	\$2.06	\$2.03	\$2.00	\$2.00	\$2.03	\$1.80	\$2.03	\$2.03	\$1.99	\$2.12	39	
.20	.25	.15	.200	.15	.15	.15	.18	.168	.15	.30	.22	.20	.25	.30	.20	.231	.160	40	
.20	.20	.15	.183	.15	.....	.15	.15	.15	.15	.15	.16	.15	.10	.125	.15	.141	.140	41
17.50	10.00-9.00	.....	13.65	d	.....	7.75-8.50	.....	8.13	.....	13.00	.....	.....	.....	.....	.....	13.00	11.76	42
10.75	.....	10.50	10.63	d	.....	7.75-8.50	6.50	7.32	3.25-6.25	.....	10.80	10.75	10.15	10.25	7.25	13.33	10.34	43
.....	.....	.....	.....	d	.....	.....	.....	.....	.....	.....	.....	.....	f	.....	.....	.....	12.23	44
10.00	.....	.....	.....	.....	.....	.....	.....	.....	6.75-	.....	.....	.....	.....	.....	.....	.....	.....	.....
11.00	10.50	12.00	11.00	d	.....	.....	.....	.....	12.00	7.50	7.50	7.00	f	8.00	.....	8.32	9.02	45
.35	.30	.35	.333	.35	.....	.40	.35	.367	.40	.55	.40	.30	.35	.45	.30	.393	.287	46
35.00	40.00	30.00	33.33	22.50	25.00-	35.00	25.00	25.83	20.00	15.00	30.00	24.00	25.00	22.00	20.00	21.07	20.89	47
10.00	.....	.....	.....	.....	15.00-	.....	.....	.....	.....	.....	.....	12.00	20.00-	.....	12.00-	.....	.....	.....
15.00	15.00	20.00	15.83	15.00	.....	25.00	14.00	16.33	18.00	.....	20.00	15.00	22.00	.....	15.00	17.20	14.44	48

/Slabs, \$2.75 per single load; millwood, \$1.25 per single load; millwood, \$3.00 per double load or ¾ cord.
gIncluding \$1.00 for delivery. \$Prince Albert omitted. †For April and May prices were quoted by the single quart.
20c instead of 14 3c by tickets.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF THE
AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	1900*	1905*	1910	1911	1912	1913	1917	June, 1914	June, 1915	June, 1916	June, 1917	June, 1918	May, 1919	June, 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	60.2	48.8	48.8	52.0	63.2	76.8	79.4	79.8
Beef, shoulder, roast....	2 "	19.0	24.6	28.0	27.8	28.0	29.6	41.3	33.2	33.6	35.0	43.6	55.6	55.6	55.8
Veal, roast, forequarter..	1 "	10.0	11.3	12.8	14.0	14.4	15.7	22.7	17.1	17.5	18.8	22.6	27.9	27.6	27.6
Mutton, roast, hindq'r..	1 "	11.8	12.2	16.8	18.0	17.8	19.1	28.1	21.0	21.5	24.2	28.5	36.7	36.7	36.8
Pork, fresh, roast, ham..	1 "	12.2	13.1	18.0	17.8	17.6	19.5	29.6	20.0	19.3	22.2	30.1	37.3	38.6	39.8
Pork, salt, mess.....	2 "	21.8	26.0	34.4	33.9	33.2	35.2	53.5	36.4	35.8	40.2	54.0	69.5	71.0	72.0
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.3	22.5	24.7	38.6	25.6	25.3	28.9	39.0	50.7	52.6	54.3
Lard, pure leaf.....	2 "	28.2	28.2	40.8	38.0	36.0	33.4	59.4	37.2	35.8	40.2	62.2	73.8	75.2	80.4
Eggs, fresh.....	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	48.9	25.8	24.8	28.6	42.5	44.8	51.4	53.7
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	23.1	42.4	25.0	24.3	26.2	36.6	38.7	42.7	45.4
Milk.....	6 qts.	38.6	39.0	43.0	49.2	49.8	51.6	62.2	51.6	52.8	51.0	58.8	71.4	81.0	79.2
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	53.4	53.0	86.4	52.4	57.8	61.2	83.4	92.0	113.0	108.6
Butter, creamery, prints.	1 "	25.5	27.7	31.9	31.6	31.7	33.9	48.0	31.2	33.8	35.1	46.8	51.7	63.6	61.1
Cheese, old.....	1 "	18.1	17.6	18.5	19.2	20.1	20.6	33.0	21.4	24.6	25.5	34.0	33.5	36.9	39.3
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	30.4	19.4	22.8	23.8	32.0	30.5	34.9	37.3
Bread, plain, white.....	18 "	55.5	53.5	60.9	64.5	60.0	61.5	104.4	64.5	73.5	70.5	111.0	117.0	117.0	118.5
Flour, family.....	10 "	26.0	28.0	33.0	32.0	34.0	32.0	64.2	30.0	42.0	37.0	73.0	68.0	67.0	67.0
Rolled oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	38.5	21.5	26.5	24.0	31.5	40.5	37.0	37.0
Rice, good, medium.....	2 "	18.4	18.0	19.4	19.0	11.0	11.4	18.2	11.8	11.8	13.0	16.0	23.0	24.2	24.4
Beans, handpicked.....	2 "	8.0	9.7	10.8	10.4	11.0	12.4	20.8	11.8	14.4	19.5	30.4	34.4	23.8	23.4
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.9	13.5	12.0	15.6	13.1	11.9	13.5	15.4	22.8	22.9	23.4
Prunes, medium size.....	1 "	11.8	9.8	9.0	12.2	12.0	11.9	15.4	12.3	13.1	13.2	15.1	17.6	20.3	21.2
Sugar, granulated.....	4 "	21.0	22.0	24.0	24.0	26.0	23.8	39.9	22.0	31.6	38.0	40.0	43.6	47.6	47.6
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	18.5	10.2	14.6	17.6	19.0	20.4	22.2	22.2
Tea, black, medium.....	½ "	8.2	8.3	8.7	8.9	8.8	8.9	11.5	8.9	9.4	9.9	11.5	14.5	15.7	15.7
Tea, green, medium.....	½ "	8.7	8.7	8.1	8.4	8.5	9.3	11.3	9.2	9.9	10.7	11.3	13.9	15.9	15.4
Coffee, medium.....	½ "	8.0	8.8	8.9	8.2	8.3	9.4	10.1	9.4	9.8	9.9	10.1	11.1	12.5	13.1
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	46.3	38.8	88.2	40.2	30.0	60.5	127.0	60.7	65.7	70.7
Vinegar, white wine.....	½ pt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.9	.9	.9
All foods.....		\$6.48	\$6.96	\$6.95	\$7.14	\$7.34	\$7.34	\$11.42	\$7.35	\$7.78	\$8.51	\$11.89	\$12.77	\$13.53	\$13.72
Starch, laundry.....	½ lbs.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
		2.9	3.0	3.1	3.1	3.2	3.2	4.0	3.2	3.2	3.3	3.9	4.7	4.7	4.7
Coal, anthracite.....	½ ton	39.5	45.2	48.1	48.8	51.9	55.9	67.0	53.2	51.6	54.4	67.3	71.8	78.8	73.5
Coal, bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	38.7	52.7	39.4	37.2	37.8	53.9	58.1	61.6	64.6
Wood, hard.....	" cord	32.5	35.3	38.8	41.4	41.3	42.5	52.9	41.8	34.3	41.8	51.9	67.4	101.5	76.4
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.6	38.9	39.1	31.3	30.2	39.4	49.6	56.3	56.4
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	25.0	24.1	23.5	23.0	25.4	27.6	28.1	28.7
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$2.37	\$1.90	\$1.79	\$1.87	\$2.38	\$2.75	\$3.26	\$3.00
Rent.....		\$2.87	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.32	\$4.86	\$4.11	\$4.04	\$4.36	\$4.77	\$5.08	\$5.22
Grand total.....		\$9.37	\$10.50	\$12.70	\$13.00	\$13.79	\$14.82	\$18.15	\$14.14	\$13.69	\$14.46	\$18.67	\$20.33	\$21.92	\$21.98

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$6.78	\$7.17	\$7.29	\$11.39	\$7.29	\$7.74	\$8.49	\$11.89	\$12.65	\$14.01	\$13.99
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	9.79	6.64	6.54	7.43	10.04	.....	12.56	12.40
New Brunswick.....	5.38	5.82	6.55	6.84	7.13	7.04	11.22	7.00	7.45	8.43	11.71	12.51	13.09	13.32
Quebec.....	5.15	5.64	6.33	6.46	6.97	6.87	11.15	6.83	7.22	8.10	11.58	12.51	12.91	13.14
Ontario.....	5.91	5.68	5.89	6.87	7.25	7.20	11.60	7.11	7.52	8.49	12.18	12.74	13.40	13.52
Manitoba.....	5.85	6.19	7.46	7.41	7.88	7.87	10.73	8.66	8.06	8.08	10.89	12.45	13.68	14.07
Saskatchewan.....	6.86	6.92	7.98	8.88	8.10	8.25	11.11	7.88	8.22	8.62	11.32	12.74	13.74	14.29
Alberta.....	6.02	6.50	8.00	8.08	8.15	8.83	11.55	8.15	8.26	8.48	11.89	13.15	14.04	13.87
British Columbia.....	6.90	7.74	8.32	8.79	9.03	9.03	11.83	9.24	9.18	9.02	12.30	13.65	14.46	15.00

*December only.

cases. In bacon there were a number of advances. There were also several advances in lard.

Eggs advanced in many of the cities, but there were decreases in some of the cities in Ontario. Milk declined at St. Hyacinthe, Sault Ste. Marie and Regina. At Belleville the price advanced.

Butter averaged lower, being down 2c. to 3c. per lb. in many of the cities, and 5c. per lb. in several. Cheese was 2c. to 3c. higher per lb.

Bread, flour and rolled oats showed a little change. Rice and tapioca were steady.

Potatoes were higher in some of the cities, but were lower in others, averaging somewhat higher.

Anthracite coal was lower in Halifax and Quebec, but advanced at St. Hyacinthe, St. John's, Ottawa, Niagara Falls, Hamilton, Brantford, Chatham and Owen Sound. Bituminous was quoted lower in Quebec and Peterborough, but advanced in St. Hyacinthe, Belleville and Niagara Falls. Wood declined at St. Hyacinthe and Peterborough.

Wholesale Prices

GRAIN AND FODDER. — Wheat was steady at prices fixed in 1918. Barley fluctuated, averaging higher. Oats and corn averaged slightly higher. Flax seed advanced to \$4.75. Hay advanced, but declined later.

ANIMALS AND MEATS. — Cattle were somewhat lower at Toronto and Winnipeg. Beef, hindquarters, declined slightly. Hogs declined \$2.00 per 100 lbs., but recovered again, reaching \$22.50 per 100 lbs. Dressed hogs averaged higher. Breakfast bacon advanced to 46c. per lb. Ham was 3c. higher, rising to 42-43c. per lb. Lard rose 1c., to 36c. per lb. Sheep were lower, but fowls were firmer.

DAIRY PRODUCTS. — Finest creamery butter at Montreal was down from 56c.

to 52c. per lb., and at Toronto from 57c. to 53c. Dairy butter fell from 50c. to 47c. Fresh eggs at Montreal fell from 56c. to 52c., but later advanced 2c.

FISH. — Dry cod and haddock fell $\frac{1}{2}$ c. per lb. Fresh halibut advanced 2c., rising to 22c. per lb. Fresh lobsters were up from 12c. to 13c. per lb. Canned lobsters rose from 38c. to 40c. per lb. Salt mackerel declined.

FRUITS AND VEGETABLES. — Canadian strawberries were down to 15-17c. per quart and some were sold as low as 10-11c. Bananas, lemons and oranges were higher. Evaporated apples, currants and prunes were higher. Potatoes were lower, but beans were higher. Canned peas were lower, but canned tomatoes were up.

MISCELLANEOUS FOODS. — Rolled oats, rice and tapioca were firmer, coffee and pepper were higher.

TEXTILES. — Ontario wool, washed, was down to 65-70c. per lb., and unwashed down to 42-46c. A line of underwear was lower by 25c. per doz. Raw cotton advanced 3c. per lb. to 32.75c. Raw silk and silk thread advanced. Jute and hessians advanced. Flax fibre was easier. Table oilcloth was lower.

HIDES, LEATHER, BOOTS AND SHOES. — No. 1 beef hides rose from 26c. to 30c. per lb. Calfskins were up, but tallow was easier. Boots again advanced considerably, due chiefly to a rise in sole leather. Men's splits were up 10c.-15c. per pair, and box calf nearly \$1.00 per pair. Heavy grain boots advanced 15c. per pair. Women's dongola boots were again upward, making the advance during the last two months nearly 50c. per pair.

METALS AND IMPLEMENTS. — Pig iron fell \$2.50 per ton. Tin plates, aluminum, brass, lead, solder, tin and spelter declined. Copper advanced. Crowbars declined.

FUEL AND LIGHTING. — Coke was higher, but gasoline was lower.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR JUNE, 1919, MAY, 1919, JUNE, 1918, 1917, 1916, 1915, 1914 AND 1913.

(Average price 1890-1899=100.)

	Number of commodities	INDEX NUMBERS							
		*June, 1919	*May, 1919	*June, 1918	June, 1917	June, 1916	June, 1915	June, 1914	June, 1913
I.—GRAINS AND FODDERS—									
Grains, Ontario.....	6	326.5	325.4	387.7	366.2	189.2	198.0	150.3	135.4
Grains, Western.....	4	346.6	317.9	323.6	306.1	163.0	177.8	135.8	124.3
Fodder.....	5	308.8	306.7	209.2	195.5	177.8	185.0	164.9	134.9
All.....	15	325.9	317.1	311.1	293.2	178.4	188.3	151.3	132.2
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	361.3	371.6	395.3	305.4	243.8	208.1	225.6	194.8
Hogs and hog products.....	6	410.1	389.3	362.6	313.0	210.5	174.0	165.4	186.2
Sheep and mutton.....	3	292.2	326.0	356.4	254.7	215.8	186.9	184.8	185.4
Poultry.....	2	517.9	499.3	409.9	298.8	305.8	218.6	221.8	184.7
All.....	17	384.8	384.8	378.6	298.4	234.4	193.6	196.6	188.8
III.—DAIRY PRODUCTS.....									
	9	276.4	279.4	239.2	207.0	154.1	142.2	129.6	137.0
IV.—FISH—									
Prepared fish.....	6	222.8	232.4	241.6	199.9	160.7	144.6	148.4	154.8
Fresh fish.....	4	222.9	212.4	241.6	189.7	179.6	141.3	155.9	169.9
All.....	10	222.8	224.4	241.6	195.8	169.1	143.3	151.4	160.8
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	1	275.7	275.7	295.5	217.8	165.9	127.5	112.9	124.4
Fresh fruits, foreign.....	3	216.5	172.7	230.5	125.4	120.2	97.5	99.7	122.8
Dried fruits.....	4	306.1	242.0	275.6	217.0	152.6	125.5	121.7	108.4
Fresh vegetables.....	3	323.4	361.9	290.2	677.9	341.8	138.5	200.1	166.9
Canned vegetables.....	3	195.5	216.9	249.5	227.9	114.9	101.2	97.7	125.2
All.....	14	264.7	249.9	268.1	346.0	178.1	118.6	131.6	128.8
(b) Miscellaneous groceries—									
Breadstuffs.....	10	250.7	247.2	262.1	280.0	156.1	165.7	125.4	123.4
Tea, coffee, etc.....	4	207.8	206.0	179.9	151.2	126.5	121.5	105.2	115.1
Sugar, etc.....	6	285.2	285.2	256.3	210.2	167.6	142.0	103.4	114.7
Condiments.....	5	226.9	225.5	234.4	173.0	147.5	121.7	104.6	99.6
All.....	25	247.4	245.4	242.0	221.3	152.4	144.1	112.7	115.2
VI.—TEXTILES—									
Woolens.....	5	373.1	412.3	421.8	322.5	217.3	159.5	144.0	134.0
Cottons.....	4	361.1	351.9	321.6	227.1	158.6	128.5	146.8	143.0
Silks.....	2	168.2	152.0	146.2	115.4	108.5	79.7	93.8	87.4
Jutes.....	2	486.6	449.3	609.5	439.7	299.7	224.0	226.1	210.3
Flax products.....	4	466.4	474.6	447.1	289.7	213.1	163.5	114.7	114.1
Oilcloths.....	2	261.9	265.9	209.6	155.8	132.5	107.0	104.6	104.7
All.....	20	358.9	362.7	363.0	260.8	188.2	143.3	135.4	129.5
VII.—HIDES, LEATHER, BOOTS & SHOES									
Hides and tallow.....	4	468.5	456.9	339.2	344.4	313.7	192.1	207.1	180.5
Leather.....	4	272.3	269.3	215.0	266.8	203.3	173.5	151.4	151.4
Boots and shoes.....	3	281.8	244.4	233.7	232.9	198.6	158.3	155.7	155.7
All.....	11	346.2	330.7	283.5	285.8	242.1	176.1	172.8	163.2
VIII.—METALS AND IMPLEMENTS—									
Iron and steel.....	11	200.0	202.9	278.3	262.2	148.9	105.2	102.0	104.5
Other metals.....	12	183.2	185.0	285.7	281.7	246.7	231.6	116.7	131.8
Implements.....	10	238.4	235.6	221.5	188.0	136.1	111.3	106.6	105.6
All.....	33	205.5	206.3	263.8	246.8	180.6	153.0	108.8	115.3
IX.—FUEL AND LIGHTING—									
Fuel.....	6	221.9	218.2	243.6	246.0	152.3	116.0	122.3	131.3
Lighting.....	4	240.4	240.4	224.1	110.9	88.5	90.0	92.2	92.2
All.....	10	229.3	227.1	235.8	192.0	126.8	105.6	110.2	115.6
X.—BUILDING MATERIALS—									
Lumber.....	14	286.0	277.7	269.3	210.3	182.2	175.2	183.4	183.0
Miscellaneous materials.....	20	218.7	218.4	224.6	209.3	155.2	114.8	111.3	112.4
Paints, oils and glass.....	14	362.0	344.0	304.3	258.7	193.7	158.1	104.1	114.7
All.....	48	280.1	272.3	260.9	224.0	174.3	145.0	140.7	142.5
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	332.1	332.1	228.0	195.8	143.6	145.9	146.6	146.6
Crockery and glassware.....	4	375.4	374.5	307.7	254.3	195.5	170.3	133.9	130.9
Table cutlery.....	2	155.1	155.1	155.1	150.7	132.2	80.3	72.4	72.4
Kitchen furnishings.....	4	253.8	253.3	276.1	198.5	132.4	125.5	125.3	117.8
All.....	16	301.2	302.3	250.9	205.5	152.3	138.7	128.8	126.2
XII.—DRUGS AND CHEMICALS.....									
	16	223.5	235.8	293.1	259.6	262.1	170.6	111.6	112.8
XIII.—MISCELLANEOUS—									
Raw furs.....	4	854.0	854.0	583.1	396.7	300.8	142.0	230.9	325.1
Liquors and tobaccos.....	6	264.7	264.7	222.9	164.1	143.6	134.7	138.4	134.7
Sundries.....	7	211.7	211.7	218.9	195.4	141.6	116.0	106.8	113.4
All.....	17	381.5	381.5	306.0	231.7	179.8	128.7	147.1	170.7
All commodities.....	261†	284.1	284.1	280.6	246.8	183.6	149.4	135.3	136.4

*Preliminary figures. †Ten Commodities off the market, fruits, vegetables, etc., one line of spelter was dropped in 1915.

BUILDING MATERIALS. — New Brunswick and British Columbia shingles, pine, lath, spruce, oak and birch were higher. Copper wire was higher. Linseed oil, turpentine, prepared paint, shellac advanced, but benzine declined.

HOUSE FURNISHINGS.—Sad irons were higher.

DRUGS AND CHEMICALS.—Alum, carbolic acid, caustic soda and quinine were lower.

MISCELLANEOUS. — Raw rubber was firmer.

Prices in Other Countries

In the United Kingdom the general level of retail food prices was reported by the *Labour Gazette* of the Ministry of Labour to be again slightly lower at the beginning of June than a month before, being 104 per cent higher than in July, 1914, as compared with 107 per cent at the beginning of May and 133 per cent in November, 1918. The decrease for the month was due to lower prices for imported beef and mutton and for fish and eggs, but margarine rose 2d. per lb., and old potatoes advanced. Tea decreased in some cases, but had previously risen in some instances and therefore averaged the same as at the beginning of May. In wholesale prices, the index number of the *Economist* for the end of May was higher than a month before (after a steady fall from November to March) there having been advances in all the groups, especially in textiles and minerals. At the end of June the *Economist* index number was lower, there being declines in all the groups except meats and cereals. The index number of the *Statist*, however,

was again upward, all the groups being higher except animal food.

In the United States, the wholesale prices index numbers showed higher levels at the beginning of June, the increases being greatest in textiles and boots. The index number of food prices issued by the *Annalist*, New York, showed a lower level toward the end of the month, but was still slightly higher than during the first three months of the year. Dun's index number for July 1 was up to 233.707, as compared with 227.973 for June 1, 217.037 for March 1, and 233.227 for Oct. 1, 1918, the highest point hitherto reached. It therefore appeared that prices fell 6.9 per cent in the first five months after the armistice, and in the following four months the decline has been more than recovered. The feature of the movement during June was the continued advance in textiles, hides, leather and boots.

In South Africa, the Census and Statistics Office reported the cost of keeping a family of five in Cape Town in March was 0.8 per cent higher than in February and 41 per cent higher than before the war, the average increase for the Union being about 36 per cent.

In Italy, statistics as to prices in Rome for March showed food prices to be 143.3 per cent higher than before the war, and of all household requirements 127 per cent. In Milan municipal statistics indicated that the cost of maintaining a family of five, on the pre-war standard, in April, 1919, was 231 per cent greater than before the war, food being up 26.3 per cent, clothing 274 per cent, heat and light 120 per cent, while rent was unchanged.

INDEX NUMBERS OF PRICES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Retail Prices.

	CANADA 29 foods 60 cities	UNITED KINGDOM 21 foods 600 towns	AUSTRALIA 46 foods & groceries 30 towns	NEW ZEALAND 59 foods 25 towns	AUSTRIA ^b 18 foods Vienna	GERMANY ^b 19 foods Berlin	ITALY 7 foods 40 cities	HOLLAND Amster- dame	NORWAY Foods ^c	SWEDEN 21 articles 44 towns	UNITED STATES 17 foods 45 cities
1910	\$6.95			991							93
1914	7.73		1155	1093							102
1917	11.42		1294	1370							146
1914											
Jan.	7.73		1099				95.7				104
April	7.50		1162				96.2				97
July	7.42	100	1164	1070	100	100	94.3		100	100	102
Oct.	7.99	112	1156	1096	104.2	116.4	97.6			103	105
1915											
Jan.	7.96	118	1240	1190	121.4	131.0	102.0			113*	108
April	7.79	124	1318	1212	165.5	165.4	106.5			121*	99
July	7.80	132½	1522	1200	178.6	169.5	113.6			124*	100
Oct.	7.81	140	1551	1202	217.2	193.2	120.0			128*	103
1916											
Jan.	8.28	145	1504	1236		188.5	125.1		143	130*	107
April	8.34	149	1520	1258	221.5	219.3	124.9		155	134*	109
July	8.45	161	1516	1276		217.6	124.6		176	142*	111
Oct.	9.30	168	1544	1289		209.4	124.2		182	152*	121
1917											
Jan.	10.27	187	1453	1359	271.7		136.0			100	123
April	10.77	194	1473	1357			154.6		212	175	145
July	11.62	204	1470	1357	296.1				261	177	146
Oct.	11.81	202	1506	1392					273	192	157
1918											
Jan.	12.42	206	1505	1427			180.0	179.6		221	160
April	12.57	206	1528	1464			222.3	176.1	239	247	154
July	13.00	210		1491				175.6		263	187
Sept.	13.31	216	1489	1509			251.9	197.8	270	319	175
Dec.	13.65	229	1565	1603½				203.1	275	330	187
1919											
Jan.	13.78	230		1553					279	389	185
Feb.	13.41	230		1522				206.9	278	334	172
Mar.	13.05	220		1505					278	331	175
April	13.35	213		1516							154
May	13.53	207									
June	13.72	204									

aJanuary-March, 1914. bBritish Labour Gazette. cJanuary-July, '13; August-December, 121.

e 1913-100. fIncrease due to potato prices. *Quarter beginning that month.

Wholesale Prices.

	CANADA	UNITED KINGDOM		UNITED STATES					AUSTRALIA		
	Department of Labour	Economist	Sauerbeck	Bureau of Labour Statistics	Annalist	Bradstreet	Dun	Gibson	New South Wales	Common- wealth	
	172	44	45	294	255	96	200	225		92	92
1890	110.3	102.2	72		100.252		91.56a	43.4			1053
1895	95.6	87.6	62		94.604	6.4346	81.51	42.0			760
1900	108.2	110.5	75		99.388	7.8889	91.41	44.2	1000c		894
1905	113.3	103.2	72		110.652	8.0987	98.31	47.3			910
1910	124.2	113.2	78		137.172	8.9881	119.11	59.3	1295		1003
1914	136.1	120.3	86	99	146.069	8.9035	119.71	60.8	1303		1140
1917	237.0	210.0	174	175	261.796	15.6381	204.12	110.3			1662
1914											
Jan.	136.5	119.0	83.5	100	142.452	8.8857	124.528	58.2	1337		1085
April	136.7	117.5	82.3	98	141.120	8.7562	119.791	57.7	1389		1118
July	134.6	116.6	82.4	99	144.879	8.6566	119.708	58.9	1378	1000	1185
Oct.	138.7	124.2	89.8	99	150.245	9.2416	123.351	62.9	1303		1229
1915											
Jan.	138.9	136.5	90.4	98	149.80	9.1431	124.168	64.7	1382	1162	1387*
April	146.4	151.2	105.9	99	154.94	9.7753	125.090	67.8	1487	1362	1660*
July	150.2	149.1	106.4	101	145.12	9.8698	124.958	64.4	1573	1640	1822*
Oct.	152.4	153.2	110.0	101	140.83	9.9774	126.663	60.0	1605	1494	1544*
1916											
Jan.	172.0	174.5	123.6	110	150.20	10.9613	137.666	65.6	1677	1300	1502*
April	179.1	190.5	134.2	110	164.61	11.7550	145.690	71.3	1878	1297	1493*
July	173.3	191.1	130.5	119	180.71	11.5294	145.142	71.9	1838	1331	1505*
Oct.	187.2	208.7	141.5	133	187.04	12.0399	152.355	82.2	1920	1330	1514*
1917											
Jan.	208.1	225.1	159.3	150	208.88	13.7277	169.562	87.4	2049	1360	1525*
April	228.7	244.5	173.0	171	262.50	14.5769	190.012	109.2	2049	1361	1587*
July	242.6	254.4	176.9	185	265.20	16.0680	211.950	116.4	2083	1483	1715*
Oct.	242.6	259.1	180.6	180	280.205	16.9117	219.679	120.1	2014	1550	1804*
1918											
Jan.	258.1	262.9	186.2	185	278.696	17.9366	222.175	118.9	2201	1635	1877*
April	269.4	270.0	189.8	191	291.404	18.4646	230.313	130.5	2114		
July	284.0	278.5	193.1	198	285.744	19.1849	232.575	123.5	2185		
Sept.	285.3	283.5	197.1	207	294.276	19.0485	232.882	123.2	2247		
Dec.	288.8	277.0	196.0	206	291.220	19.0376	230.375		2222		1964
1919											
Jan.	286.5	265.9	190.7	202	299.142	18.5348	230.146	119.7	2184		
Feb.	279.8	263.8	187.5	197	281.723	17.6344	220.050	116.7			
Mar.	277.6	260.1	184.7	200	297.961	17.2244	217.037	122.9			
April	279.6	262.4	184.6	203	311.801	17.2795	219.973	129.8			
May	284.1	272.2	194.6		313.041	17.2376	222.193	128.0			
June	284.1	267.0	199.4		301.485	18.0900	227.973				

aJuly of each year. bFoods. c1901-1900— *Quarter beginning that month.

RECENT LEGAL DECISIONS AFFECTING LABOUR

A DRIVER of a wagon was injured through a collision with a street car. Being an employee injured in the course of his employment, he first elected to claim compensation from the Workmen's Compensation Board under the Workmen's Compensation Act of Ontario. In the document in which he de-

Workman claiming compensation from Board may enter action in his own name, but for benefit of Board

clared his election, he agreed to forego his right against the third parties, namely the Street Railway Company, in the following words: "it being understood that by this election the . . . Board is subrogated to all my rights . . . against such third parties." Notwithstanding this subrogation, after compensation had been awarded by the Board, the injured workman took action against the Street Railway Company, and upon the findings of a jury he was awarded \$2,500 damages.

The company gave notice of appeal and thereupon the Board, by a formal document, consented and agreed that, for the purpose of this action, the plaintiff "be permitted to withdraw his election to claim compensation from the said Board, and for the said purposes the said Board hereby releases and assigns to the said plaintiff as from the date of the said election all its rights and title to proceed against the said defendants for the cause of action involved therein, provided that in the event of the said plaintiff's action failing by reason of the right to bring such action being vested in the said Board and not in the said plaintiff, the said Board is to be entitled to bring such action as it would have been entitled to bring if this consent and agreement had not been given." The defendant company based its main ground of appeal before the First Divisional Court upon the fact that before action had been brought the respondent

had elected to claim compensation from the Workmen's Compensation Board and had received compensation from the Board, and therefore the present action was not maintainable in the name of the respondent and on his own initiative.

It was held by the Court that the election made by the plaintiff only gave the Board the right to subrogation and that such right had never prevented enforcement in his own name by the person possessed of the cause of action. It was further pointed out that the appellant company had no concern with the dealings of the Board and the claimant, and unless it was prejudiced it had no right to complain. In this case the respondent's cause of action still existed in him; but if it is enforced by him it must be for the benefit of the Board if he has signed an election. For this reason the appeal was dismissed with costs, but it was declared by the Court that the dismissal of the appeal should be preceded by a direction that the amount of the judgment should be paid to the Board to be dealt with by it in due course. (*Ontario—Hutton vs. Toronto Railway Company.*)

A labourer employed in a railway shop was struck by a train when crossing the railway yard adjoining the shop in which he had been working. He sued the company for \$5,000 in the Superior Court of Quebec, under the Quebec Workmen's Compensation Act, alleging inexcusable fault and negligence. The company claimed that the accident was due entirely to the plaintiff's own fault and would not have occurred had he exercised ordinary reasonable care.

Compensation awarded for accident, although due to imprudence of plaintiff

It was held by the Court that the accident resulted from the plaintiff's own imprudence in attempting to cross the railway track in front of a

moving engine, but, notwithstanding this, the fact of his employment gave him the right to make a claim under the Workmen's Compensation Act. Taking his yearly wages at \$900 and concluding that the accident caused a temporary absolute incapacity for thirteen months and a permanent reduction of 25 per cent in his earning power, the Court awarded the plaintiff \$450 for temporary total incapacity and a capital sum of \$1,500 for permanent partial incapacity, from which was to be deducted \$217 already received from the company. (*Quebec—Ecuruk vs. Canadian Pacific Railway Co.*)

An electrician employed by an electrical company was ordered to install a new transformer at a certain place. When in the act of attaching his belt to the pole he received an electric shock and fell to the ground, dying almost immediately. His widow

brought action against the company under the common law for \$12,000 damages, claiming that her husband had been killed by an electric shock, and that the accident was due to the double fault of the company, first, in maintaining a current of 2,200 volts in a transformer that was known by the company to be defective, and, secondly, in failing to provide protective gloves. In the Superior Court at Quebec, the company was condemned to pay to the plaintiff \$4,000 for herself and \$8,000 for her children. The company appealed to the Court of King's Bench on the ground that the accident was due to the negligence of the victim himself, and that the damages amounting to \$12,000 were excessive. It was held by the majority of the Court that the company was at fault in not turning off the current, but that the amount of damages was excessive and should be reduced to \$9,000. (*Quebec—Brown Corporation vs. Dame Bouchard.*)

**Damages
awarded for
death of em-
ployee**

THE LABOUR GAZETTE

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MINISTER—THE HONOURABLE GIDEON D. ROBERTSON.
DEPUTY MINISTER—F. A. ACLAND.

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The Month in brief

At the beginning of July the percentage of unemployed among members of trade unions was 2.57 as compared with 3.83 at the beginning of June. During July, disregarding the labour unrest that existed, there was an increase in the total volume of employment. In the Maritime provinces there was some reduction in employment, but in Ontario and Quebec there was an increase and in the Western provinces a pronounced increase. According to the figures for the four weeks ending July 26, the various offices of the Employment Service of Canada received 33,700 applications for employment, were notified of 55,553 vacancies, and made 25,477 placements, as compared with 28,870 applications, 30,516 vacancies and 20,184 placements during June. In civic employment there was an increase of 17 per cent in comparison with June, 1919, and an increase of 36 per cent in comparison with July, 1918.

The time loss on account of industrial disputes during July was less than during June, and greater than during July, 1918. There were in existence during the month 73 strikes, involving 35,696 workpeople and resulting in a loss of about 561,010 working days. Thirty-two strikes were reported as having commenced during July. There remained unterminated at the end of the month 29 strikes affecting about 17,350 workpeople.

The average cost of the weekly family

budget of staple goods rose slightly, being \$13.77 at the middle of July as compared with \$13.72 in June, \$13.00 in July, 1918, and \$7.42 in July, 1914. The index number of wholesale prices for July was 294.0 as compared with 284.1 for June, 284.0 for July, 1918, and 134.6 for July, 1914.

Proceedings under the Industrial Disputes Investigation Act

During July the Department received reports from five Boards of Conciliation established to deal with disputes between (1) various Toronto firms dealing in bread, etc., and certain of their employees respectively, being bread drivers, members of Local Union No. 1, Bread and Cake Salesmen's Association; (2) the Toronto Railway Company and certain of its employees, being motormen, conductors, shed men, motor and truck repairmen, etc., members of Division No. 113, Amalgamated Association of Street and Electric Railway Employees of America; (3) the Winnipeg Electric Railway Company and certain of its employees, being conductors and motormen; (4) the Winnipeg Electric Railway Company and certain of its employees, being men employed in the shops, car department and track department of the Company, and (5) the Dominion Iron and Steel Company and certain of its employees, being clerical workers at the general and plant offices, Sydney, N.S., members of Clerical

Union No. 16345, American Federation of Labour.

Six applications were received during the month for the establishment of Boards.

Canadian Railway Board of Adjustment No. 1

The Departmental Report, Labour Organization in Canada, 1918, contains, at page 27, the following statement printed under the heading, "Labour Representatives on Dominion Government Boards":

"S. N. Berry, of Toronto, Vice-President of the Order of Railway Conductors; Ash Kennedy, of Winnipeg, Assistant Grand Chief of the Brotherhood of Locomotive Engineers; J. M. Mein, of Winnipeg, Deputy President of the Order of Railroad Telegraphers; James Murdock, of Toronto, Vice-President of the Brotherhood of Railroad Trainmen; W. V. Turnbull, of St. John, N.B., Vice-President of the United Brotherhood of Maintenance of Way Employees, and Railway Shop Labourers; George K. Wark, of Toronto, Vice-President, Brotherhood of Locomotive Firemen and Enginemen, members of the Canadian Railway War Board."

The gentlemen named in this paragraph are not members of the Canadian Railway War Board, but are members of the Canadian Railway Board of Adjustment, No. 1. It should be noted that the Canadian Railway Board of Adjustment, No. 1, is in no way under the control of the Dominion Government, or under that of the Canadian Railway War Board, and there is no connection between the two Boards named other than that the Canadian Railway War Board, acting collectively for the various Railway Managements, named six members to sit on the Canadian Railway Board of Adjustment, No. 1, the six Railway Brotherhoods also naming six members as above. Members of the Board of Adjustment, No. 1, noting the error in the Labour Organization Report as above mentioned, have requested that the precise

situation be made clear, and this statement is accordingly printed.

Minimum cost of living budgets in Canada

In a report by the Dominion Civil Service Commission with reference to the announced bonus for civil servants an estimate was given of cost of living budgets for a family of five and for persons without dependents. These budgets were based on studies of prices made by the departments of labour of Canada and the United States, and by the United States Shipping Board, the New York Factory Investigation Commission, the New York Bureau of Standards, the Massachusetts and Minnesota Minimum Wage Commission, and other bodies.

For a man, wife, and three children, the necessary annual expenditure in Canada is estimated as follows: food, \$635; clothing, \$271; fuel and light, \$97; rent and shelter, \$255; all other, \$300; total, \$1,558.

For a person without dependents the annual expenditure is estimated as follows: food or board, \$312; lodgings, \$180; clothing, \$152; all other, \$259; total, \$903.

Attitude of Trades and Labour Congress to One Big Union

The Dominion Trades and Labour Congress has taken steps to combat the movement in Western Canada for the One Big Union. For this purpose Mr. R. A. Rigg, ex-member of the Manitoba legislature and former secretary of the Winnipeg Trades and Labour Council, has been appointed official deputy for Western Canada of the President of the Congress. In reference to his appointment, Mr. Rigg said, "My work will consist of general organization, but I will give special attention to the situation developed as a consequence of the propaganda of one big union ideas. The policy of the Dominion Trades Congress is to maintain and re-establish the existing international trades union relations. Every influence of the Congress will be exerted

to avoid the disaster which threatened the trades union movement as a consequence of the disruptive tendencies which are involved in O.B.U. propaganda."

Technical Commission on Housing in Quebec

The provincial government of Quebec has appointed a Provincial Technical Commission composed of a town planner, an architect and a sanitary engineer to prepare plans, specifications, etc., and to supply technical advice to the cities and towns coming under the Quebec Housing Act. The members of the Commission will be under the Provincial Director of Housing. For the payment of their services, 2½ per cent of each advance to the cities and towns will be retained with the understanding that any unspent balance remaining after the development period will be returned to the various cities and towns.

United States Bureau of Housing

A bill has been introduced into the United States Congress for the creation of a bureau of housing and living conditions in the United States Department of Labour. It is proposed to appropriate \$250,000 for the bureau to be expended for the following purposes: (a) Investigating the housing and living conditions of the industrial population; (b) conducting research and experimentation for the elimination of slums, the improvement of living conditions, the reduction of the construction cost of dwellings, and the financing of extended home-building operations without federal appropriation; (c) assisting communities during the present housing shortage in making available to the utmost extent all existing housing facilities. It is intended that the plans, books, reports and other material gathered by the United States Housing Corporation and by the housing division of the Emergency Fleet Corporation shall be transferred to this bureau.

Convention of Atlantic Coast District of International 'Longshoremen's Association

The annual convention of the Atlantic Coast District of the International 'Longshoremen's Association was held recently at Baltimore, Md. There were present 102 delegates, representing local organizations from Halifax to the Gulf of Mexico. Among the resolutions adopted by the convention were the following: That when handling bulk cargo, two extra men be allowed in the hold; that there be no difference in the hourly rate of coastal and deep water workmen; that the offices of president and secretary-treasurer be located at New York instead of Buffalo; that there be a uniform wage scale on the Atlantic coast; and declaring that the principles of the International 'Longshoremen's Association are opposed to any form of lawlessness for the purpose of improving industrial conditions.

Employees' benefit and pension schemes

The Dominion Chain Company of Niagara Falls, Ont., has taken steps toward the formation of a mutual benefit society among its employees, from 150 to 200 in number, under the name of the Acco Employees' Society. Similar organizations have already been successfully formed in the branches of the American Chain Company situated in the United States. The Canadian Society, however, will be entirely separate from the others in its administration.

The Society is open voluntarily to all workers both in the factory and office of the Company, and its business will be conducted entirely by its own members. The fees charged are \$1 for initiation and 50 cents a month thereafter. In return the members are entitled to health insurance ranging from twelve to fifty-two weeks' payments, according to length of service; a cash benefit of \$25 for a birth in the family with free medical attendance and nursing; in case of death a benefit of \$100 for funeral expenses, and a life insurance ranging

from \$1,000 to \$5,000 according to length of service and number of dependents. Every member of the Society who has been in the service of the company for ten years or more thereby creates for himself an insurance policy which the company underwrites against permanent disability. In case of such disability the company undertakes to make proper provision based on the needs of each individual case and on the recommendation of the Board of Managers of the Society. Employees who have been with the company for twenty years or more and have reached the age of 65, if a man, or 55, if a woman, are placed on a reserve force, and they will be paid for service on this force, whether required or not. They may be called upon for light duties that are congenial and suitable. The members will be given an annual summer vacation with full pay and the company proposes to establish a vacation bureau which will help the employees in finding the most satisfactory summer resort and in making the best arrangements for travelling. The company proposes to employ a graduate nurse who will be at the service of every member of the society and who will make a specialty of health service in the homes. The company will also provide free legal advice for both members of the society and their families; and, while it does not propose to assume the expense of actions at law, where an action is found necessary for the protection of a member, the cost will be kept to a minimum. All payments of the Society are guaranteed by the company, and the cost, estimated at \$300,000 a year, will be borne by the company, the membership fees being applied to the reserve fund.

A pension scheme has recently been inaugurated by the Montreal Shirt and Overall Company on behalf of their employees, of whom there are about one hundred. Under this plan all employees who have been with the company for twenty-five years or over are to receive as a pension for the rest of their lives one-half of their regular weekly wages from the time of their discontinuing

work, providing they are compelled to cease work on account of ill health or infirmity. Employees who have been with the company from fifteen to twenty-five years, and are compelled to cease work for the same causes, are to receive as a pension one-quarter of their regular salary. To meet these pensions a fund has been established which is to be based on the percentage of salaries paid out annually. It is the intention to add to this fund every year so that eventually its earning power will be sufficient to take care of the pensions.

**Joint works
committee for
the Robb
Engineering
Works**

A joint works committee has recently been created by the management and employees of the Robb Engineering Works, Limited, Amherst, N.S. This committee consists of fourteen members appointed by the workers and an equal number representing the management. The employee members are appointed from each of the departments, including the draughting department and the office staff, and the manager is represented by the general manager, chief engineer, chief draughtsman, chief accountant, superintendents of foundry, boiler shop and machine shop, and the foremen of the various departments. The objects of the committee are outlined in the constitution as follows: "(a) That the workmen be given a wider interest in, and a greater responsibility for, the conditions under which their work is performed; (b) the settlement of general principles governing the conditions of employment, including the methods of paying and readjusting wages, having regard to the need for securing to the workmen a share in the increased prosperity of the industry; (c) the establishment of regular methods of settling differences between employers and workmen, and to their better adjustment when they appear; (d) better utilization of the practical knowledge and experience of the workmen; (e) improvements of processes, machinery and organization; (f) tech-

nical education and training; (g) consideration of sanitary conditions, and the study of comfort for workmen; (h) the institution of safety committees for the introduction of safety devices and methods; (i) Organization of Robb Engineering Works, Relief Society."

It might be stated that the Robb Engineering Works and its employees, of whom there are some 550 at the present time, were not involved in the recent industrial disturbances in Amherst and the surrounding district.

Industrial experiment in hosiery mills An interesting industrial experiment, along the lines of the Leitch plan, is being tried in the eleven hosiery mills of General Julian S. Carr, in Durham, North Carolina. These mills, employing about 5,000 persons, are to be controlled under the form of a miniature democracy based on the government of the United States. The employees will constitute from among themselves a House of Representatives, the managers and department heads will form a Senate, and the owners will be the Cabinet. All matters of importance relating to the mills will be brought before the mill government for determination, the employees, through the government, even being allowed to make their own wage scale. This scheme was said not to have been undertaken for the purpose of remedying any dissatisfaction, but as an expression of a desire on the part of the owners to help solve the problem of capital and labour. They preferred an interlocking organization working as a unit to the development of dual factions, the proprietors on the one hand and employees on the other.

Profit-sharing plan of a shoe manufacturing firm A profit-sharing scheme has recently been adopted by the shoe manufacturing firm of Endicott, Johnson & Company, with plants employing 12,000 persons at Endicott and Johnson City, New York. The following announce-

ment of the plan was made to the employees:

"To our Workers: Due to our mutual efforts, our leather and shoe business has grown from \$600,000 to \$75,000,000 annually, with possibilities for future development so great that we feel the business would be strengthened and the interests of all better guaranteed under the form of a corporation than a private ownership. Invested capital and management of this business is entitled to a fair return for its risk and efforts. Labour is entitled to fair wages, good working conditions, reasonable hours and fair treatment. Accordingly we announce the following plan: Each year after the 7 per cent dividend has been paid on the preferred stock, and 10 per cent set aside on the common stock, the balance of profits, if any, shall be split 50-50 between the workers and the owners of the common stock. Every worker who has been in the employ of the company throughout the entire year will share and share alike, which means that the highest paid and lowest paid worker, and all between, receive the same amount either in common stock or cash at the option of the directors. Divisions made once a year. Plan commences as of Jan. 1, 1919. First division as soon as possible after Jan. 1, 1920."

Proposed Labour and Co-operative Colleges in Great Britain Scottish workers are endeavouring to establish a Labour College for Scotland similar to the Ruskin College at Oxford, which was briefly described in the May issue of the LABOUR GAZETTE. It is proposed that the curricula of modern universities shall be adapted to the need of the workers and that students of the college shall be so equipped as to be able to guide the masses of the workers through the politico-economic problems that confront them. In order to get the college on a financial basis a special conference was recently held in Glasgow, at which about 600 delegates, representing trade unionism and the co-operative movement, were present.

At the recent annual Co-operative Congress in Great Britain, at which 1,700 delegates were present, the proposal of the Central Education Committee was unanimously endorsed to establish a Co-operative College for the teaching of co-operation, industrial history, economics, citizenship, etc., and generally for training students to give better co-operative service to society as a whole. It was estimated that £50,000 would be required to meet the initial expenses in connection with such a college. The rules of the Co-operative Union were amended to provide that 20 per cent of the income of the Union shall be set aside in future for general educational work.

**No-accident
campaign on
United States
railroads**

The United States Railroad Administration through its Safety Section, held a No-Accident Week Campaign from June 22 to June 28, in the Central Western and Northwestern Regions, which resulted in a great decrease in the number of accidents as compared with the corresponding week of last year. In the Central Western Region, which has 55,000 miles of road and about 327,000 employees, there were only 94 injuries and 4 fatalities during the "No-Accident week" compared with 447 injuries and 9 fatalities during the corresponding week of last year. In the Northwestern Region, with 52,868 miles of railroad and 274,234 employees, there were only 119 accidents, including 5 fatalities, during the week of June 22 to 28, 1919, compared with 481 accidents with 6 fatalities in the same week of 1918. Out of 130 roads competing in this campaign, 97 had clear records.

**International
Labour Con-
gress at Am-
sterdam**

An International Labour Congress met at Amsterdam during the last week of July, concluding its business on August 2. The object of the Congress was to re-constitute the International Trade Union Federation. W. A. Appleton, secretary of the General Federa-

tion of Trades Unions of Great Britain, was elected president, Léon Jouhaux of France, first vice-president, M. Mertens of Belgium, second vice-president. The German and Austrian delegates declined to accept office. It was decided that at future congresses, which will be held every two years, each country should have one vote for 250,000 members, two votes for 500,000, three votes for 1,000,000, with an extra vote for each additional half million. Countries having less than 250,000 members would be entitled to one vote.

**Principles of
industrial
relations**

A committee of nine manufacturers and nine labour representatives appointed at the instance of the North London Manufacturers' Association of England has drawn up the following principles as a basis for a practical scheme of industrial partnership: "Industry rightly belongs neither to the capitalists nor to labour; capital and labour are morally and economically partners in industry, and by reason of their different functions no distinction can exist in the relative importance of the services rendered by each; neither the control of industry nor its benefits can be rightfully claimed, or advantageously possessed, either by owners of capital invested or labour engaged, to the exclusion of the other; the function of capital is that it be applied productively and sufficiently for the general good; the function of labour is to produce to its full capacity; the 'standard of living,' representing as it does the division of the commodities produced by the community amongst its members, is directly proportional to production, provided that the said division is equitable, having regard to services rendered; the rewards rightly due for services rendered are as follows: first, to labour, a reasonable living wage; secondly, to capital, in respect of money secured by assets, a reasonable fixed rate of interest, sufficient to secure its employment; thirdly, to labour, 50 per cent, and to capital 50 per cent of the net divisible

profits; the term 'labour' comprises workers both by hand and brain, and includes management."

The United States Chamber of Commerce recently took a ballot of its members, consisting of commercial and trade organizations throughout the country, on the following thirteen questions referring to the principles of industrial relations: (1) Industrial enterprise, as a source of livelihood for both employer and employee, should be so conducted that due consideration is given to the situation of all persons dependent upon it. (2) The public interest requires adjustment of industrial relations by peaceful methods. (3) Regularity and continuity of employment should be sought to the fullest extent possible and constitute a responsibility resting alike upon employers, wage earners, and the public. (4) The right of workers to organize is as clearly recognized as that of any other element or part of the community. (5) Industrial harmony and prosperity will be most effectually promoted by adequate representation of the parties in interest. Existing forms of representation should be carefully studied and availed of in so far as they may be found to have merit and are adaptable to the peculiar conditions in the various industries. (6) Whenever agreements are made with respect to industrial relations they should be faithfully observed. (7) Such agreements should contain provisions for prompt and final interpretation in the event of controversy regarding meaning or application. (8) Wages should be adjusted with due regard to the purchasing power of the wage and to the right of any man to an opportunity to earn a living at fair wages, to reasonable hours of work and working conditions, to a decent home, and to the enjoyment of proper social conditions. (9) Fixing of a basic day as a device for increasing compensation is a subterfuge that should be condemned. (10) Efficient production in conjunction with adequate wages is essential to successful industry. Arbitrary restriction on output below

reasonable standards is harmful to the interests of wage earners, employers and the public, and should not be permitted. Industry, efficiency and initiative, wherever found, should be encouraged and adequately rewarded, while indolence and indifference should be condemned. (11) Consideration of reduction in wages should not be reached until possibility of reduction of costs in all other directions has been exhausted. (12) Administration of employment and management of labour should be recognized as a distinct and important function of management and accorded its proper responsibility in administrative organization. (13) A system of national employment offices, with due provision for co-operation with existing state and municipal systems, can be made, under efficient management, and if conducted with due regard to the equal interests of employers and employees in its proper administration, a most helpful agency, but only if all appointments are made strictly subject to the Civil Service law and rules. Of these thirteen principles, the only one which failed to receive a two-thirds' majority was the proposal for a national employment system.

Jottings

The G. W. Robinson Co., Limited, of Hamilton, Ont., made its twentieth annual division of profits among its employees. In addition to the bonus a victory bond was also given to every one who had been in the employ of the Company for one year or more.

The New Brunswick Power Company recently offered to place on its directorate a member of the union of the company's employees. The union has decided not to accept the offer at the present time, but to take it up six months hence.

In accordance with the result of a referendum recently taken by local branches of the United Mine Workers of America in Nova Scotia, a five-day week was inaugurated by the miners of the Dominion Coal Company, beginning

from August 1. It is their intention that no coal mining or hoisting will be done on Saturdays, but only repairs and similar work. This policy was put into effect without any arrangement being made with the company.

A Board of Hearing and Recommendation has been constituted at Ottawa for the consideration of appeals and complaints regarding the re-classification of the Civil Service. The Board is composed of a civil service commissioner as chairman, an assistant deputy minister and the assistant auditor-general representing the departments, and two officers of the Civil Service Federation representing the civil servants.

With the aid of the provincial government of British Columbia, community settlements for returned soldiers are being formed at Courtenay and Creston in that province, and it is the intention of the government to select two other areas for similar settlements. There are already eighty men, including thirty families, at Courtenay. The settlers have under consideration the operation of a store for the purchase of supplies on co-operative principles.

At the 51st quarterly meeting of the British-Canadian Co-operative Society, which was held on June 12, at Sydney Mines, N.S., it was reported that the sales for the last quarter amounted to \$222,111, an increase of \$40,318 over the corresponding period of the previous year. The share and loan investments of members amounted to \$155,863, an average of \$91.79 per member. The present membership of the Society is 1,698. An interim dividend on pur-

chases was declared of 12½ per cent to members and 6¼ per cent to non-members.

On July 22 the United States House of Representatives passed a bill providing a minimum wage of \$3 per day for all government employees except those in the postal service, exclusive of the war bonus of \$240 a year.

A committee has recently been appointed by the British Home Secretary to enquire into the working of the present system of payment of compensation for industrial accidents, and to report "whether it would be desirable to establish a system of accident insurance under the control or supervision of the State; and to report further what alterations of the law will be required to remedy defects which experience has disclosed."

A law has been passed by the State of Pennsylvania increasing the maximum payment of compensation for disability through industrial accidents from 50 to 60 per cent of the weekly wage, or not more than \$12 a week; reducing the "waiting period" from 14 to 10 days; and extending the "free medical period" from 14 to 30 days. The law is to come into effect on January 1, 1920.

The Government of Queensland has inaugurated a scheme of cheap houses for workers receiving less than \$2,000 a year. The cost of each house, including land, is limited to \$3,000. The only deposit asked is 5 per cent of the actual cost, the balance being paid off in low weekly rentals.

INDUSTRIAL CONDITIONS DURING JULY, 1919

I.—General Review

Disregarding the temporary unemployment caused by strikes, there was a fair increase in employment throughout the country during July.

The Labour Market

At the beginning of the month there was a very slight drop in the total volume of employment (due mainly to a considerable drop in the metal and conveyances group and in mining), which, however, was soon followed by a greater rise which was well maintained to the end of the month. Considering the country by sections there was a very considerable drop in employment in the Maritime provinces, due to the depression in coal mining, in the steel plants and in car construction. In Ontario and Quebec there was a slight drop followed by a greater rise (mainly in the food group) which was maintained. In the Western provinces there was a pronounced increase during the first two weeks (due partly to seasonal activity in the food group) which was well maintained to the end of the month.

In the metals group there was a very pronounced drop in employment during the early part of the month, due partly to stock-taking and to the general depression in this group in the Maritime provinces. This drop, however, was partially recovered later. In vehicles there was a decline which was particularly noticeable in the car industry in the Maritime provinces and in Quebec. At the end of the month there was a slight recovery. In foods and drinks there was a pronounced seasonal increase in employment, particularly in the West. In textiles there was a seasonal decline, but there continued to be a good demand for female help in the clothing group. In pulp and paper there was a slight de-

cline in employment at the end of the month. In the wood working and furniture group there was a slight increase in employment. In the leather group there was a steady upward trend during the whole month. In clay, glass and stone there was a slight increase followed by a rather pronounced decline. In railway operation there was a steady increase. In mining and quarrying the depression of the previous month was continued and there was a further increase in the amount of unemployment. There was a slightly upward trend in the building trades and also in railway construction. In the lumber industry there was a rise in employment followed by a very considerable decrease, which was due partly to seasonal decline and partly to serious fires in the Western areas.

The time loss on account of industrial disputes during July was less than during June, and greater than during July, 1918.

Strikes

There were in existence at some time or other during the month 73 strikes, involving 35,696 workpeople and resulting in a loss of about 561,010 working days, as compared with 80 strikes, 87,917 workpeople and 1,445,021 working days in June, 1919; and 42 strikes, 16,975 workpeople and 161,702 working days in July, 1918. On July 1, there were on record 41 strikes affecting 23,089 workpeople. Thirty-two strikes were reported as having commenced during July, compared with the same number in June. Twenty-three of the strikes commencing prior to July and twenty-one of those commencing during July were reported terminated, leaving 29 strikes affecting approximately 17,350 workpeople on record at the end of July.

In prices there were increases in many commodities so that the general level of wholesale prices as shown by the index number is higher. Hogs and hog products advanced. Fresh foreign fruits, fresh vegetables and cottons were lower, but silks, jutes, hides, leather, boots and shoe, some metals, building materials and house furnishings were higher.

The index number of wholesale prices for July was 294.0 as compared with

284.1 for June, 284.0 for July, 1918, and 134.6 for July, 1914.

In retail food prices, seasonal changes caused some slight increases in pork, bacon and lard, and decreases in butter, cheese and potatoes. The average cost of a list of 29 staple foods in some 60 cities at the middle of the month was slightly higher, being \$13.77 as compared with \$13.72 in June, \$13.00 in July, 1918, and \$7.42 in July, 1914. There was comparatively little change in fuel and rents.

II.—The Industries and Trades

Sydney reported that the depressed condition of employment at the steel plants during the previous month continued throughout July, and that much broken time was worked. The output of the Dominion Steel Co.'s plant was, in tons, as follows: pig iron, 32,000; ingots, 26,000; rails, 14,850; rods, billets, bars, etc., 5,900, as compared with 22,750 tons of pig iron, 14,000 tons of rails, and 5,450 tons of blooms, billets, bars, etc., in June. Three blast furnaces were in operation. There was no output for the Sydney mines steel plant; and the blast furnace, which was undergoing extensive repairs, gave employment to about 50 per cent only of the regular employees. The boat and shipyards at Sydney continued to be active. Halifax reported continued activity in the rolling mills, in the skate factory, bolt and nut factory, etc., and in the stove foundry. Electrical workers, metal roofers and copper-smiths were very well employed. Boat and shipbuilding plants were all busy with repair work, and some overtime was worked. Westville reported that the steel working plants and the Eastern Car Co. laid off a number of men during the month. Amherst reported that the Canada Car and Foundry Co. was fairly well employed on refrigerator cars and that the International Engineering Co. was active

in all departments. At Charlottetown iron workers and machinists were very well employed. St. John reported that the rolling mills continued to be active, that automobile plants were busy, and that sheet-metal workers were in demand. Moncton reported activity in the foundries and machine shops. At Fredericton the foundries and machine shops were very busy. Montreal reported activity in the structural steel industry and in the engine and boiler plants, and normal conditions in the sheet metal plants and electrical trades. The shipyards were very active, following the settlement of the strike on July 15. Quebec reported that the boat and shipbuilding yards were very busy and that there was activity throughout the metals group generally. At Sherbrooke the iron industries were quiet. At St. Hyacinthe the foundries and iron working plants were active. Three Rivers reported that the Canada Iron Foundries, Ltd., employed their regular staffs; and that over 1,700 men were employed in the shipyards. Sorel reported a further reduction in employment in the shipyards, with, in addition, some temporary unemployment caused through fire. Ottawa reported that the Ottawa Car Co. was very busy. Toronto reported that the structural steel industry showed improvement as compared with the last few months, although plants engaged in the production of machinery, boilers,

engines and castings were largely idle or operating at reduced capacity owing to the strike in the metal trades. Many of these plants, however, resumed operations at the close of the month. The agricultural implement plant was active, though the demand from the West was smaller than anticipated. Automobile and bicycle works and sheet-metal plants were operating steadily. Shipbuilding was quiet. Hamilton reported activity in this group. At Niagara Falls there was a demand for skilled machinists. At St. Catharines boilermakers and electrical workers continued to be well employed. Brockville reported that the National Manufacturing Co. employed about 75 hands and anticipated a continued increase of their working force, but that otherwise employment in this group was only fair. At Kingston the locomotive works continued to be idle, but the shipyard was active. Belleville reported activity in this group. Peterborough reported that the machine shops were all running despite the strike in the metal trades, as castings had been obtained from outside points. Employment at the Canadian General Electric Co.'s works continued to improve, and towards the end of the month full time was worked. Galt reported considerable activity in this group. At Brantford the agricultural implement plants closed for stock-taking during part of the month, but otherwise they were fairly busy. Kitchener reported a demand for sheet-metal workers, tinsmiths and foundry workers. Guelph reported continued activity in the metal trades and a demand for female help at the Tungsten Light plant. At Stratford foundries were active and electrical workers well employed. At Woodstock there was a demand for moulders and metal polishers and for millwrights. London reported the rolling mills and threshing engine and boiler factories very busy, also the stove and furnace foundries. At St. Thomas the iron works and foundry were normally engaged. Chatham reported general activity, with a demand

for automobile workers. At Windsor the Canadian Bridge Co., the Trussed Concrete Steel Co., and the various automobile factories were all very active. The Whittaker Stove Works and the Canadian Roofing Co. were active. Owen Sound reported a slight scarcity of skilled machinists and moulders. At Orillia the agricultural implement factory slightly reduced its staff, but the National Hardware Co. took on additional hands. The E. Long Manufacturing Co. resumed the manufacture of mining and lumbering machinery and employed about 70 hands. The Algoma Steel Corporation at Sault Ste. Marie employed 2,500 men in the rail and blooming mills, running two 8-hour shifts per day; the balance of the plant was running full time. The shipyard at Port Arthur employed over 1,100 men. Winnipeg reported that all departments of the metal-working industries were well employed, but that indications were that the large shops would be running on short time in the near future. At Brandon the agricultural implement plants and machinery plants were well employed. At Medicine Hat the rolling mills were very quiet, but there was some scarcity of moulders. The iron works at Lethbridge was rather quiet. Calgary reported the various iron works, the Ogden locomotive shops, and automobile and motor engine firms, fully employed. The farm implement firms, however, were very dull. Vancouver reported machine shops and foundries and sheet-metal workers busy. At the termination of the general strike, about July 7, the shipyards resumed work and in the steel shipyards employment was steady, but the wooden shipyards reduced their forces until at the end of the month about 300 men only were employed. At Victoria the iron foundries and engine plants were fairly active. At the iron shipyard about 300 men were employed, but the wooden shipyards were working to full capacity, with about 4,000 hands on ships for the French Government.

The abattoirs and meat-packing houses and aerated water plants at Sydney continued to be active. The **Foods, liquors and tobacco** sugar refinery at Halifax worked day and night. The creameries employed extra help and in the soft drink plants considerable overtime was worked. At Westville the flour mills were normally engaged. The condensed milk factory at Truro continued to work full time. Charlottetown reported activity in this group. The sugar refinery at St. John ran day and night, and the flour and feed mills and bakeries and confectioneries were busy. Breweries and aerated water plants were active. Moncton reported the biscuit manufacturing plant very active, and the butter and cheese factories working to full capacity. The bakeries and mineral water factories also were in active operation. Fredericton reported meat-packing plants and flour mills quiet, but bakeries and soft drink plants active. Montreal reported that the flour and feed plants, abattoirs and meat-packing houses were steadily engaged, but that the baking and confectionery and tobacco trades were affected by strikes. Soft drink manufacturers and brewers were active. The fruit and vegetable canning firms employed many extra hands, particularly children, during the month. Quebec and Sherbrooke reported activity throughout the whole group. St. Hyacinthe reported the butter and cheese makers and tobacco workers well employed. Tobacco and cigar workers at Three Rivers were very busy. Ottawa and Hull reported increased activity in the canning factories, with normal conditions in the rest of the group. Toronto reported that flour and feed mills and abattoirs and meat-packing plants were active; that bakers and confectioners were normally employed; and that fruit and vegetable canners, soft drink workers, brewers and cigar makers had a good month. There was a steady demand for female help in the group generally. At Hamilton the fruit and vegetable canning factories were short of help. The canning fac-

tories at Niagara Falls and St. Catharines were busy. At Brockville the flour and feed mills and cigar factories were only fairly active, but the condensed milk factory was very actively engaged on orders from France. Kingston and Belleville reported activity. At Peterborough the flour, cereal and feed mills were working to full capacity, the creameries and cheese factories were very active, and cigar makers were well employed. Galt reported the flour and feed mills running to full capacity and all bakers and confectioners and creameries were busy. Brantford reported the flour mills rather quiet, but the Waddell Canning Co. very busy and very short of female help. Kitchener reported that the flour mills were all running full time and that the meat-packing houses and sausage plants were very busy. The bakeries and biscuit factories were active; at the candy factory female help was wanted. The soft drink plants were very busy, the cigar factories ran full time, and at the breweries some overtime was worked. There was a demand for female help in the bakeries and confectioneries at Stratford, and the flour and feed mills were active and the abattoirs and packing houses were very busy. Woodstock reported a demand for female labour in confectionery work. London reported considerable activity in this group, with a demand for female help in the biscuit and candy factories. The flour mills at Chatham were closed down during the greater part of the month. The Dominion Sugar Refinery commenced refining cane sugar, running 24 hours a day and employing all the additional help available. The abattoir was idle. The creameries and dairies were rather quiet. Windsor reported that additional packers were taken on at the cereal plant, that the flour mills were very quiet, and that the bakeries were active. Cigar factories were again running, though short-handed owing to a number of the recent strikers having left the city. The breweries were working overtime. Winnipeg reported that confectionery firms increased their staffs

but that vegetable cannners were held up to some extent owing to a shortage of sugar. Employment in the abattoirs and packing houses was normal. Brandon reported the flour mills and breweries busy; bakeries, creameries and soft drink plants very busy, and cigar factories fairly active. At Regina the flour mill remained closed, but the abattoir was fairly active, and there was a demand for help in the soft drink factories. Moose Jaw reported that, owing to crop failure and drought, the abattoir was busier than usual for the season of the year. The flour mills at Medicine Hat were slightly less busy than in the previous month. The soft drink establishments were busy, but breweries were only fairly active. The flour mills at Lethbridge were working steadily and the breweries temporarily took on some extra men. At Calgary the flour mills were well employed, but the abattoirs and packing houses were dull. Breweries and soft drink plants were active. Fernie reported that, despite the strike, bakeries and confectioneries were very active and that breweries were working to full capacity. Vancouver reported that, following the termination of the strike, the flour mill, sugar refinery, abattoirs and packing houses were busy. The fruit and vegetable canning season opened during the month. Creameries, dairies and soft drink plants were busy and cigar factories and breweries were active. At Victoria the fruit and vegetable canneries were busy.

Truro reported that the woollen mills were running full time with a shortage of skilled help, but that the mattress factory was closed down temporarily due to shortage of material. The cotton mills at St. John were running steadily. At Moncton the woollen and linen mills and underwear factory continued to be steadily employed. At Fredericton the cotton mills were active. Montreal reported that the textile industry was very quiet, due to the general strike, but that tent

and sail-makers were normally engaged. Quebec reported the cotton mills busy, the bleaching and dyeing trades active, and the tent, awning and sail-making factories busy. At Sherbrooke the cotton and woollen mills were busy and the bleaching and dyeing and finishing trades were active though affected by a strike. St. Hyacinthe reported that the knitting factories and underwear, felt and blanket factories were steadily engaged. The Wabasso Cotton Co. at Three Rivers employed over 1,200 hands. Toronto reported that textile manufacturers were working to capacity mainly on export orders which would keep them busy for some months. Tent and sail factories were active and female help was in demand in the carpet factories. Hamilton reported a demand for weavers in the cotton factories and for workers in the hosiery, underwear and knitted goods factories. The knitting factory at Niagara Falls was in need of help. St. Catharines reported activity. Tent and sail makers at Brockville were only fairly well employed. The cotton and woollen mills at Kingston were in need of help. At Peterborough the woollen mills were working day and night. At Galt the cotton and woollen mills were working overtime and the silk mills were very busy. At Brantford the Slingsby Manufacturing Co. and the Brantford Cordage Co. were very busy. At Kitchener the knitting and felt factories were very active and the Dominion Twine Co. was short of help. Guelph reported the cotton and woollen mills active and the carpet factories very active. At Stratford the knitting factory was rather quiet, but the woollen and weaving mills were very busy. Woodstock reported a slight demand for female weavers and a general shortage of female labour in the underwear and knitted goods factories. The hosiery companies at London were very busy. The Monarch Knitting Co. at St. Thomas had a normal month. The woollen mills at Chatham were active, but the pad and textile company and overall company were very quiet. Windsor reported

**Textiles,
cordage and
carpets**

ed some lessening in activity among tent and awning makers. The blanket factory at Owen Sound was busy. Winnipeg reported that the knitting companies, owing to the difficulty of securing experienced help, were taking on a number of apprentices. Bag companies generally were increasing their staffs, and tent and awning makers continued to be well employed. Vancouver reported that underwear and knitting factories and tent, awning and sail factories were fairly busy.

Halifax reported a demand for female help in the ready-made clothing factories. Steam laundries and dyeing and

Clothing and laundering

cleaning establishments continued to be busy.

The hat and cap factory at Truro worked to capacity. St. John reported that ready-made clothing workers were well employed and that laundry workers were busy. Moncton and Fredericton reported activity in this group. Garment workers at Montreal were well employed and laundry workers were very busy. Quebec reported that ready-made clothing factories and whitewear factories were busy and that steam laundries and cleaning firms were very busy. St. Hyacinthe reported much employment for women and girls. The glove factories at Three Rivers were active. The shirt company at Sorel was active. Toronto reported that the clothing industry was handicapped by the strike, but that the steam laundries and dyeing houses were active. Toronto further reported a marked shortage of female labour, both skilled and unskilled. Hamilton reported that help was wanted in the shirt, collar and button factories and in the steam laundries and dyeing and cleaning establishments. Laundry workers were in demand at Niagara Falls. At Welland girls were wanted at the overall factory. Ready-made clothing workers at Kingston were fairly active. The Deacon Shirt factory at Belleville continued to be busy on an order for the Roumanian government. The whitewear

factories at Peterborough were active. Laundry workers were in demand at Galt. At Brantford the whitewear and overall and shirt factories were very busy and the Niagara Silk Co. was short of help. Kitchener reported a general demand for female help. Guelph reported a demand for whitewear workers and felt hat finishers. London reported activity in this group with a demand for laundry workers. The Peabody Overall Co. at Walkerville was short of machine hands. At Windsor laundry workers were in demand. The ready-made clothing firms and shirt companies at Winnipeg reported a scarcity of help. Furriers were busy on repair work. Laundries were active, but cleaning houses were only fairly busy. Regina reported a demand for help in the laundries and dyeing and cleaning establishments. Vancouver reported a between-season slackness in the ready-made clothing trades, which, however, had not affected employment to any great extent. Shirt and overall and whitewear factories were busy, also steam laundries and cleaning establishments. At Victoria the shirt and overall factories were busy. The steam laundries and dyeing and cleaning establishments were actively employed, due, it was claimed, to the high price of clothing.

St. John reported that the pulp mill continued to operate on full time. Sher-

brooke reported the
**Pulp, paper
and fibre** pulp and paper mills
busy. The pulp and
paper companies at

Three Rivers continued to employ about 1,600 hands. Hull reported the pulp and paper mills very busy, also the cardboard mill. Hamilton reported that the felt and tar paper companies were active. St. Catharines reported that the pulp and paper mills and pulp product firms were well employed. Work was resumed in the beaver board mill at Thorold after a four weeks' strike. At Brantford the felt roofing company was very busy. Sault Ste. Marie reported that the pulp and paper mills were run-

ning day and night with full staffs. The Port Arthur pulp and paper mill employed about 120 men. Victoria reported that the pulp and paper industry was very actively engaged.

Halifax reported that printing and publishing houses were somewhat quieter

**Printing,
publishing
and paper
goods**

although there was enough work to keep the regular staffs employed. Book binderies were busy on school supplies, and paper box

factories were getting busy on Christmas work. Printers at Charlottetown had a very busy month and bookbinders and pressmen were very active. St. John reported a scarcity of job printers. The binderies were active and the paper box factories were busy. Moncton and Fredericton reported activity in the printing trades. Printers, bookbinders and lithographers at Montreal were well employed. Quebec reported that printers, binders and paper box and bag makers were all busy. St. Hyacinthe reported that cardboard box workers were active. At Sorel the printing trades were quiet. Ottawa and Hull reported the printing trades quiet. Toronto reported that printers, bookbinders and engravers were well employed; and that paper box and bag manufacturers were very busy trying to overtake orders and were short of female help. At Kingston and Peterborough printers were busy. Galt reported the paper box factory busy. The Hempell Box factory at Brantford was very busy and took on a large number of girls. The printing plants at Kitchener were very active and the paper box factory was in need of help. At Guelph the paper box factories were quiet. At Stratford and Woodstock fair activity prevailed. The box factories at London were in need of female help. Job printers were rather quiet at St. Thomas. Chatham reported a normal month for printers, with some demand for skilled workers. Binderies at Windsor were short of help, but the paper box plants were only fair-

ly active. Winnipeg reported that bookbinderies had increased their staffs, and that paper box makers were steadily employed. Regina reported a shortage of female help in the binderies, also a demand for help in job printing houses. Printers were quiet at Moose Jaw and Medicine Hat, but at Lethbridge and Calgary they were fairly busy. Fernie reported that job printers were very well employed. Vancouver reported normal conditions, except that engraving and lithographing firms were only fairly busy. Victoria reported that the printing industry was steadily employed, but that paper box factories were rather dull.

Halifax and Sydney reported the sash, door and planing mills active. The woodworking companies

**Woodworking
and furniture**

at Amherst were well employed and the Amherst Piano Co. was very busy. Charlottetown reported the sash and planing mills and broom factories steadily engaged. The woodworking plants at Westville were very dull. At St. John the sash, door and planing mills worked full time, and the brush and broom factories continued to be active, but the wooden box factory was only fairly well employed. Moncton reported great activity in the sash, door and planing mills and activity in the cooperage factory. The sash, door and planing mills at Fredericton were very busy. Montreal reported that the wooden box and furniture workers had a fair month and that piano workers were normally employed. Quebec reported sash and door factories and box factories active, but broom factories quiet. Sherbrooke reported the sash and door factories and planing mills busy. St. Hyacinthe reported the wooden box factories and organ factories active. The sash and door factories at Three Rivers employed about 100 men. The sash, door and planing mills at Ottawa and Hull were fairly busy, but the box factories were quiet. Toronto reported all branches of the woodworking industry, including piano

makers, busy with labour in demand. Employment was fair in the broom and brush factory and good at the toy factory. Hamilton reported activity in this group. The planing mills at Niagara Falls were busy. At Kingston the sash, door and planing mills were active, but the broom factory and piano factory were only fairly active. The sash, door and planing mills at Belleville and Peterborough were active and at Galt they were calling for help. The sash, door and planing mills at Brantford were running with full staffs and the piano case company was fairly busy. Kitchener reported activity throughout the group with some demand for furniture workers. Piano makers at Guelph were active. Stratford reported the furniture and chair factories busy and the broom factory and cooperage working steadily. Woodstock reported no immediate demand for help owing to stock-taking. At London the box and barrel companies were busy and the piano and organ companies exceptionally busy. All sash, door and planing mills at Chatham and Windsor were active. The piano factory at Windsor reported normal conditions. Owen Sound reported activity in this group. The sash and door factories at Sault Ste. Marie were running to full capacity. Brandon and Regina reported the sash and door factories and planing mills busy. Medicine Hat reported planing mills quieter than during previous month. The sash and door factories at Fernie were only fairly busy. At Vancouver and Victoria the sash, door and planing mills were active.

St. John reported activity at the tannery and in harness and horse goods works. Fredericton reported that the shoe factory and larrigan works were working full time with increased help and that tannery workers and harness workers were well employed. Montreal reporting activity in this group. Quebec reported that the tanneries were active, but that shoe factories were quiet, and

that trunk, bag and harness concerns were dull. St. Hyacinthe reported that boot and shoe factories were quite active and that saddle-makers and other leather workers were well employed. The shoe factories at Three Rivers were only fairly active. The tannery and shoe factory at Sorel were working normally. Toronto reported the boot and shoe, harness and rubber industries active. Hamilton reported a demand for shoe workers. The shoe-parts factory at Niagara Falls was busy. Rubber footwear factories at St. Catharines had a good month. The tannery at Kingston was active. At Peterborough leather workers were busy and boot and shoe workers active. At Guelph boot and shoe workers were in demand. The Brandon Shoe Co. at Brantford was employing a large number of hands. At Kitchener all boot and shoe factories and trunk and bag factories were very busy and help was in demand. The tanneries were very active. The Dominion Tire Co. continued working day and night shifts. The rubber companies were busy and in need of help. The tannery and harness factory at Stratford were very busy. London reported activity in the leather group. St. Thomas reported a scarcity of skilled shoe workers. Windsor reported that shoe repair shops were very busy and in need of help, but that harness goods workers were dull. Brandon reported the tanneries and trunk makers busy. Calgary reported trunk, harness and horse goods workers dull.

Halifax reported that cut stone and granite workers were quiet, but that tombstone workers were very active. St. John reported cut stone and granite workers quiet, but lime kiln workers busy. Moncton reported that the Humphreys Glass Works were active and the cement plants quite busy. The glass factories at Montreal were working normally. At Quebec stone cutters were dull, but brick, tile and sewer pipe workers were active. At Sherbrooke cut stone and granite work-

**Clay, glass
and stone**

**Leather,
boots, shoes
and rubber**

ers were busy, but the brick yards were quiet. St. Hyacinthe reported that tombstone workers were active but that brick makers were quiet. Three Rivers reported that the artificial stone factories were very active. The Standard Clay Products Co. at St. John's had a very active month. Brick makers at Toronto were well employed. Hamilton reported activity in this group. Brockville reported that cut stone and granite workers were active, but that the brick yard was not running. Kingston reported that cut stone workers were dull, but that monument workers were fairly active. Belleville reported that the Canada Cement plant at Point Anne was working day and night and that the local pottery was busy. Galt reported a demand for brick, tile and sewer pipe workers and for cement and lime workers. The brick yard at Brantford was active. At Kitchener stone and granite cutters and brick, tile and pipe workers had a very good month. At Stratford brick and tile workers were active. London reported that the activity of last month in the brick yard was continued. Chatham and Windsor reported that help was wanted in the brick, tile and sewer pipe plants. There was a considerable reduction in employment among glass workers in this region. Regina reported that the cut stone and granite works were very busy and had increased their staffs. Medicine Hat reported increased activity in the brick yards with a difficulty in securing steady help. The stoneware industry continued to be fairly active.

Montreal reported the paint and varnish industry active, also the chemical, drug and medicine industry. Quebec reported the cartridge and ammunition works dull. Sherbrooke reported the gun powder factory quiet. Toronto reported that paint and varnish plants and soap and chemical factories were all operating steadily. Hamilton reported activity in soap and toilet-article plants

and in drug and medicine plants. Niagara Falls reported that electro-chemical plants were all running at full capacity and that furnace men and labourers were wanted. Brantford reported the varnish and paint company very busy. The oil and grease companies at Kitchener had a very good month. Windsor reported that the paint and varnish company had an exceptionally busy month and that the toilet-article firms were in need of additional female help. The drug firms also required extra help. The oil works at Regina ran with full staffs and the soap works were very active. The linseed oil mills near Medicine Hat worked 24 hours a day. Vancouver reported the paint factories, soap works and oil refinery all busy. Victoria reported the paint and soap factories working normally and the explosives plant fairly busy manufacturing blasting powder, etc.

The earnings of the Canadian Pacific Railway Co. during June were \$13,577,273 as compared with \$12,577,286 in June, 1918. Sydney **Railways, shipping and 'longshore work** reported that the steam railways continued to be rather quiet during June, but that railway repair shops and 'longshore work continued to be active. Halifax reported that steam railway employees in general were active and that street railway employees were very active. 'Longshoremens had a good month. Transfers and garages were very active. St. John reported steam railways active, particularly on tourist travel, and that the street railways were normal. 'Longshore work was dull. The railway repair shops at Moncton were active. Fredericton reported that railway employees were busy with freight traffic. The railway repair shop at Montreal was active. Quebec reported steam railways very busy on both freight and passenger traffic. The railway repair shops and street railway were busy. Liveries and garages were very busy. 'Longshore work was dull. Sherbrooke reported the

steam railways quiet but the railway repair shops and electric railway busy. Three Rivers reported that the Canada steamship lines had a very busy month, also the steam and electric railways. St. John's reported that navigation had been rather quiet. At Ottawa the street railway operations were affected by a strike. Toronto reported that railways had a busy month owing to the large number of returning soldiers and heavy movement of freight. Street railway men were well employed and navigation was active, with plenty of employment for sailors and 'longshoremen. Garages were active. Hamilton reported that teamsters and drivers were in demand and that 'longshoremen were actively employed. Niagara Falls reported that the electric railways were very busy and that freight handlers were wanted by the steam railways. St. Catharines reported the steam railways active in all branches. Brockville reported only fair activity in this group except that transfers and garages were unusually active. Kingston reported that the steam railways and repair shops were active and that 'longshore work was fair. Belleville reported some quietness in 'longshore work. Galt, Brantford and Kitchener reported activity. Stratford reported that the railway repair shops took on additional workers in the metal trades. Liveries were quiet, but garages were very busy. The railway repair shops at London were very busy. St. Thomas reported some quietness on the railroads, but that regular men made fair time. The railway shop employees, however, were busy. Chatham reported that the steam railways were fairly active, but that the electric railways were quiet, especially in the freight department. The street railway at Windsor was affected by a strike. Owen Sound reported navigation fair. Port Arthur and Fort William reported that employment was very good in the railway shops, freight sheds and in 'longshore work. Winnipeg reported that employment was normal on the street railways and that the railway repair shops were ac-

tive. Brandon reported that the railway repair shops were dull. Regina reported the steam railways active and the railway repair shops busy. The street railways had a good month and liveries and garages were very busy. Moose Jaw reported that freight shipments were light but that passenger traffic was heavy. The railway repair shops were busy. Medicine Hat reported activity on the steam railways in both freight and passenger traffic. The repair shops at Calgary were fully employed. Vancouver reported that the railway repair shops were fairly busy, but that the street railway was affected by a strike. Transfers and garages were busy, but 'longshore work was rather quiet. Victoria reported a shortage of skilled mechanics in the garages. Transportation on railways and steamboats improved considerably during the month.

Quebec reported the stone quarries active. Sherbrooke reported the granite

	quarries and gravel pits
Mining and	busy, the asbestos mines
quarrying	fairly active, but the
	iron and copper mines

quiet. A strike in the Cobalt district tied up all mining operations from July 23. Previous to that date the Cobalt mines shipped 39 cars containing 2,978,776 pounds of ore as compared with 40 cars containing 3,003,432 pounds in June. Bullion shipments during July amounted to 239,612 ounces as compared with 404,686 ounces in June. Sault Ste. Marie reported that the Magpie iron mines employed about 200 men and that the output due to shortage of men was restricted to 420 tons per day. The mines were in need of 20 machine men and 30 muckers. It was reported from the Nelson, Trail and Rossland districts that, owing to the increase in the price of copper, the mines were slightly more active. The Rossland mines shipped about 200 tons per day, which was about half their normal output. There was an increase in pay to all employees of the Consolidated Mining and Smelting Co. of 15 cents per day

due to the increased price of copper. There was no unemployment in the district.

Sydney reported the output of the Dominion Collieries as 247,000 tons of coal and 32,000 tons of coke, with 120 ovens in operation, as compared with 224,450 tons of coal, 35,000 tons of coke and 120 ovens in operation in June. The output of the Sydney mines was 42,500 tons of coal, and no coke as compared with 46,000 tons of coal and 5,700 tons of coke in June. The employment situation was practically the same as in the previous month, with much broken time and little prospect of any change in the immediate future. Westville reported that the coal mines worked steadily and that about 35,000 tons of coal were raised in the locality. It was stated that from August 1 all mines in the district would work on a four-days-per-week schedule. Mining operations at Minto continued to be quiet. All the coal mines in the Lethbridge and Fernie districts continued to be closed down due to the strikes, only a few pumpmen, etc., being employed.

The value of building permits issued in 35 cities during June amounted to \$6,470,215, as compared with \$7,005,425 in May and \$3,709,915 in June, 1918. Halifax reported

considerable activity in dwelling houses and alteration and repair work and on the military hospitals, and that skilled carpenters and painters and other building tradesmen were well employed. It was stated, however, that there was a surplus of carpenters and painters, due to the fact that following the 1917 disaster many men had taken up this work without previous experience, and that, with the present higher wage scale, only skilled men are being employed. The building trades at Westville continued to be very quiet. Truro reported that carpenters and painters were very busy and that there was a scarcity of skilled workers. At Charlottetown skilled building tradesmen had a dull month, but

paperhangers and decorators were busy. Moncton and Fredericton reported a demand for carpenters, masons and builders' helpers. Montreal reported some increased activity in the building trades. Quebec reported the building trades active. Sorel reported dullness. Three Rivers, Ottawa and Hull reported activity. Toronto reported the building trades active, especially in connection with small dwellings. Hamilton and Niagara Falls reported a demand for carpenters and painters. At Welland a number of dwellings were commenced under the Provincial housing scheme. St. Catharines and Brockville reported fair activity in small dwellings. Kingston reported decreased activity in dwelling houses. Galt, Brantford, Guelph and Stratford reported a good month. London reported considerable activity on dwelling houses and factory additions and on the soldiers' hospital. Windsor reported great activity in dwelling houses, about 200 being in course of construction. There was a scarcity of help. Owen Sound reported dullness. Sault Ste. Marie reported that carpenters, masons, roofers, painters, etc., were busy and that plumbers and steamfitters were active. Port Arthur and Fort William reported a slight increase in building operations. Brandon reported a demand for building mechanics, with the exception of bricklayers, carpenters being particularly sought. Regina reported a good month. At Moose Jaw the building trades were quiet. Medicine Hat reported some continued activity, but at Lethbridge the building trades were rather quiet. Vancouver reported some activity, mainly in dwelling houses.

At the beginning of July the Canadian Pacific Railway had about 15,890 workers employed on construction work throughout the country, which number was practically maintained throughout the month. At the beginning of July the Grand Trunk Railway had about 5,610 workers employed on construction work in Ontario and Quebec, to which

were added during the month an additional 1,370 workers.

Westville reported that lumbering, though slightly quieter than in the previous month, continued to give considerable employment. Charlotte-town reported that lumbermen were quiet. At St. John the saw and shingle mills were running steadily; Fredericton reported the lumber mills in full operation. Quebec reported that saw and shingle mills were working to capacity, and Sherbrooke reported that they were busy. Three Rivers reported that several hundred men were employed in the lumber mills and in the lumber department of the St. Maurice Paper Co. The sawmills at Ottawa and Hull were busy. Owen Sound reported that the saw and

shingle mills were active. Calgary reported that there was still a demand for men in the lumber camps and sawmills. Fernie reported that employment in the lumbering industry was very seriously affected by disastrous fires which cleaned out considerable timber areas, including logging camps and sawmills, and it was feared that employment in this district would be affected for many seasons to come. Vancouver reported that the lumber camps of the district were fairly busy and that the saw and shingle mills were actively engaged. Victoria reported that the lumber and logging industry was active, large shipments of lumber and shingles being made to foreign ports. The Canadian Puget Sound lumber mill commenced operations after being closed for three years.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

PROCEEDINGS FOR THE MONTH OF JULY, 1919, WITH TEXT OF BOARDS' REPORTS

DURING the month of July the Department received reports from five Boards of Conciliation and Investigation established to deal with disputes between (1) various Toronto firms dealing in bread, etc., and certain of their employees respectively, being bread drivers, members of Local Union No. 1, Bread and Cake Salesmen's Association; (2) the Toronto Railway Company and certain of its employees, being motormen, conductors, shed men, motor and truck repairmen, etc., members of Division No. 113, Amalgamated Association of Street and Electric Railway Employees of America; (3) the Winnipeg Electric Railway Company and certain of its employees, being conductors and motormen; (4) the Winnipeg Electric Railway Company and certain of its employees, being men employed in the shops, car department and track department of the Company, and (5) the Dominion Iron and Steel Company and

certain of its employees, being clerical workers at the general and plant offices, Sydney, N.S., members of Clerical Union No 16345, American Federation of Labour. Six applications were received for the establishment of Boards, and further appointments were made in connection with the Board established to deal with the dispute between the Dominion Coal Company, Limited, Glace Bay, N.S., and certain of its employees, being clerical workers. Advice was also received in the Department during the month of the settlement of the dispute between the Ottawa Electric Railway Company and its motormen and conductors.

Applications Received

During the month of July applications for Boards were received as follows:

(1) From the employees of the Do-

minion Iron and Steel Company, Limited, being clerical workers at the general and plant offices, Sydney, N.S., members of Clerical Union No. 16345, American Federation of Labour. The personnel of the Board and the text of the Board's report appear in the present article.

(2) From the employees of the Montreal Public Service Corporation, being members of the Montreal Public Service Corporation Employees' Union. The establishment of a Board was rendered unnecessary, direct negotiations between the parties having resulted in a settlement of the dispute.

(3) From the employees of various Toronto firms dealing in bread, being drivers, members of Local Union No. 1, Bread and Cake Salesmen's Association. The personnel of the Board and the text of the Board's report appear in the present article.

(4) From the employees of the Moncton Tramways Company, being members of Local Union No. 933, International Brotherhood of Electrical Workers. The establishment of a Board was rendered unnecessary, direct negotiations between the parties having resulted in a settlement of the dispute.

(5) From the employees of the Dominion Textile Company, being members of Local Union No. 2003, United Textile Workers of America. This industry did not fall within the scope of the Industrial Disputes Investigation Act and a Board could be established only by the joint consent of the disputants. This consent was refused by the Company.

(6) From the employees of the Winnipeg Electric Railway Company, being conductors and motormen. A Board

was established as follows: the Honourable Mr. Chief Justice Mathers, Winnipeg, chairman, appointed on the joint recommendation of the other two members, Messrs. John T. Haig and R. S. Ward, Winnipeg, nominees of the company and employees respectively.

Other Proceedings under the Act

During July other proceedings under the Act took place as follows:

Advice was received in the Department that an amicable settlement had been reached in the case of the dispute between the Ottawa Electric Railway and its motormen and conductors, to which reference as to suspension of Board procedure is made in the July issue of the LABOUR GAZETTE. Messrs. Kelley and Rooney, members of the Board of Conciliation and Investigation established in this dispute, were present at various conferences of the parties concerned and rendered valuable services in bringing about a settlement.

The Board established to deal with the dispute between the Dominion Coal Company, Limited, and certain of its employees, being clerical workers, members of Clerical Workers' Union No. 16355, American Federation of Labour, was completed by the appointment of the Reverend Dr. John Forrest, Halifax, as a member of the Board on behalf of the company, and the Honourable Mr. Justice J. A. Chisholm, Halifax, chairman. The chairman was appointed on the joint recommendation of Dr. Forrest and Mr. John A. Gilles, the nominee of the employees. Procedure before the Board was rendered unnecessary, however, as renewed direct negotiations between the parties concerned had resulted in an amicable adjustment of matters in dispute.

Report of Board in Dispute between various Toronto Firms dealing in Bread, etc., and their bread drivers

A REPORT was received from the Board established to deal with the dispute between various Toronto firms dealing in bread, and certain of their employees, being drivers, members of Local Union No. 1, Bread and Cake Salesmen's Association. This industry did not fall within the scope of the Industrial Disputes Investigation Act and a Board could be established only by the consent of both parties. This consent was granted by the employers representing the bread manufacturers of Toronto, and a Board was established as follows: His Honour Judge J. H. Denton, Toronto, chairman, appointed by the Minister in the absence of a recommendation from the other two members, Messrs. F. H. McGuigan and Chas. Clay, Toronto, nominees of the employers and employees respectively. The report of the Board was unanimous and contained recommendations as to the settlement of the dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between various Toronto firms dealing in bread, etc., employers, and certain of their employees, respectively, being bread drivers, members of Local Union No. 1, Bread and Cake Salesmen's Association, employees.

To the Honourable
the Minister of Labour, Ottawa.

The Board of Conciliation herein has the honour to report as follows:

On Friday, 25th day of July, 1919, the Board established by you in this dispute met in the City Hall, Toronto, and continued in session on the 26th, 28th, 29th and 30th days of July.

The members were all in attendance throughout.

The representatives of the employers and of the employees attended each session of the Board except the last, when

the members were in consultation upon their report.

Every effort was made on the part of the members of the Board to have the parties come together and agree upon the matters in dispute, which would make it unnecessary for the Board to make a recommendation, but the fact that all the employers have not identical interests and are conducting their businesses under different conditions made such an agreement most difficult to negotiate.

The principal point in dispute between the parties was one of minimum wage and commission.

After hearing the statements of the parties and considering these statements and the various estimates of the present cost of living and the documents and papers submitted, the Board unanimously recommends for acceptance by the employers and employees the following schedule of rates:

First: During the first eight weeks of their occupation as bread salesmen they shall be paid a minimum wage of Twenty-one dollars (\$21.00) per week.

Second: After the eight weeks the minimum wage shall be Twenty-four dollars (\$24.00) a week.

Third: All salesmen whose total weekly receipts from wholesale or retail sales, or both, exceed \$270, shall be entitled to receive, in addition to the minimum wages above named, a commission on all such receipts in excess of the said sum, such commission to be ten per cent of the receipts of retail sales and five per cent on the receipts of wholesale sales.

In arriving at such commission the proportion of wholesale sales shall bear the same relation to the retail sales as the total wholesale sales bear to the total retail sales for the week.

Fourth: In the event of price of bread advancing or decreasing two cents a loaf, either party during the term of this agreement shall have the right to call a joint meeting of the committees

representing the parties to discuss the adjustment of percentage.

Fifth: Salesmen whose commissions (on the above percentages) on their total sales of the week exceed Thirty-two dollars (\$32.00) shall not be entitled to any increase under this schedule, but will continue to be paid on the old percentage basis without regard to the minimum wage.

Sixth: All wages and commissions shall be paid weekly.

Seventh: All salesmen shall be entitled to Wednesday afternoon holiday during the months of June, July, August and October.

Eighth: The proposed rates to become effective on August 1st, 1919, and to remain in effect until May 1st, 1920, and thereafter until either party gives

thirty days' notice of their desire for a change.

Ninth: The proposed rates are not to affect or prejudice in any way such salesmen as are already receiving a higher wage or percentage.

We are glad to be able to report that both employers and employees during our meetings manifested a strong desire to reach a satisfactory settlement and maintain friendly relations.

All of which we have the honour to submit.

Toronto, this 30th day of July, 1919.

(Sgd.) J. H. DENTON,
Chairman.

(Sgd.) F. H. McGUIGAN,
Nominee of Employers.

(Sgd.) CHARLES E. CLAY,
Nominee of Employees.

Report of Board in Dispute between the Toronto Railway Company and its motormen and conductors, shedmen, motor and truck repairers, etc.

THE final report was received from the Board established to deal with the dispute between the Toronto Railway Company and certain of its employees, being motormen and conductors, shedmen, motor and truck repairers, etc., members of Division No. 113, Amalgamated Association of Street and Electric Railway Employees of North America. The Board was composed as follows: His Honour Judge J. A. Barron, Stratford, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, the Honourable F. H. Phippen, K.C., Toronto, nominee of the company, and Mr. W. J. Hevey, Toronto, nominated by the Minister in the absence of a recommendation from the employees. An interim report was presented during the month of June, the text of which appears in the July number of the LABOUR GAZETTE, together with a summary of the dispute. The final report was signed by the Chairman and Mr. Phippen and contained

recommendations as to proposed changes in wages, rules, etc., as a basis of settlement of matters in dispute. Mr. Hevey refrained from signing the report, but advised that he still agreed with the interim report.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and the differences between the Toronto Railway Company, employer, and Division 113, Amalgamated Association of Street and Electric Railway Employees of America, for such of the railway employees as are members thereof, and its other employees in the same class who are not members thereof, employees.

The Board of Conciliation and Investigation established in this matter beg to report as follows:

First: Except in so far as this final report may vary the same, they confirm

their interim report in this matter, of date the 30th day of June, 1919, and now make the same part and parcel of this award, it having been adopted and acted upon so far as the increased wages are concerned by all parties concerned. This interim report is as follows:

"1. Unable to agree as to wages under present conditions.

"2. The Company states that the present operating revenue is not sufficient to enable it to keep up its property, give an efficient service and pay an increase of wages to the men.

"RECOMMENDATIONS.

"That there be an investigation of the Company's books by Mr. Bradshaw or Mr. Clarkson, or other selected accountant, for the purpose of ascertaining the correctness of the Company's claim. If it be found that the Company's operating revenue is insufficient to meet the situation, that the fare be raised to a straight 5c. fare except for children's tickets, which shall remain as at present, the whole of the increase to be available to pay the increase in the men's wages and not to be subject to any percentage payment to the city, which payment is to be based on the present average fare.

"In the event of this being done, we jointly recommend that the men's wages be increased to 50c. per hour for the first three months, 52½c. per hour for the succeeding nine months, and 55c. per hour thereafter; an eight hour day straight time to the fullest extent practicable with a leeway of one-half hour to complete schedule for 66⅔ per cent of the crews, the remainder to work ends and spares; time and one-half for overtime, which is to commence after 8½ hours' work; all Sunday work to be paid for at the rate of time and one-quarter; New Year's Day, Good Friday, 24th of May, Dominion Day, Civic Holiday, Thanksgiving Day, Labour Day and Christmas Day to be paid for at the rate of time and one-half for all work, motor and truck repair men to be paid the same rates as train men; shed men and men who work in the compressor

and fender room to be paid an increase of 16c. per hour over present rates and extra time as above.

"Further details and operating conditions to be worked out by this Board in its final report to be made after this recommendation is accepted."

It will be observed that the foregoing interim report recommended the performance of certain conditions precedent to the increase in the men's wages therein recommended, but these conditions precedent have not been performed. The Ontario Railway Board took over the Toronto Railway System, owing to the strike, and they, having made various offers to the men, finally offered to the employees the full wages set out above, disregarding the conditions precedent referred to, with the result that to repossess themselves of the railway, the Toronto Railway Company were compelled to adopt the scale of wages then being paid by the Ontario Railway Board in disregard of the fact that the foregoing conditions precedent were never performed. This Board is unanimous in its opinion, based upon the evidence, that an increase in the rate of fares as mentioned in the interim report should be brought about, and they draw attention to the fact that in cities on the continent, comparable to the City of Toronto, street car fares, without exception, have been increased, and in many cases far beyond that suggested by this Board in connection with the Toronto Railway Company. The point which has been raised so often by the City that an increase in fares should not be granted to the Toronto Railway Company because of the agreement between that railway and the city, is not in itself a complete answer to the suggested increase. Somewhat similar agreements were in effect in practically every city on the continent where an increase in fares has already been granted. The members of the Board, other than Mr. Hevey, must add that they would not have suggested this large increase in the wages of the employees had it not been that they expected there would be an in-

crease in the fares corresponding with the fares in force in other cities.

Extra men to be told off the night before all crews known to be open as far as this can be done without risk of leaving cars out of service on the following day.

Motormen and conductors (while in the charge of trainers) shall be paid twenty-five cents per day extra. Extra motormen and extra conductors are to receive the same extra remuneration for all trippers as they have been receiving in the past, but shall not receive this extra remuneration if, for any reason, on the same date they have been allowed any portion of their day's work at overtime rate of time and one-half. In other words, they shall not receive both. Furthermore, on Sunday, no men are to receive or get time and one-half on their time and one-quarter, but shall get merely their time and one-quarter as provided in the interim report. Similarly there shall be no extra payment for overtime on holidays for which men are paid time and one-half.

Uniforms.—The Company will pay half the cost of the uniforms for the motormen and conductors who have been in the Company's service for a period of one year, and will provide free uniforms for motormen and conductors who have been in the employ of the Company for a period longer than two years, it being understood that no employee shall be required to pay for more than one uniform and a half. Regulations from time to time to be made by the Company to provide for protection against loss in this matter from employees leaving the Company's service.

Seniority.—All motormen and conductors shall have their respective places in the barn to which they are assigned in accordance with their continuous employment in the service of the Company, and men longest in the continuous service of the Company as motormen and conductors at the barns in which they are employed shall have first choice of runs from that barn, the right of such

selection of runs shall be granted at least four times a year. (This system shall be tried out for the period of three months, and in the event of proving itself to be practicable, it shall be continued, otherwise the method of seniority shall be that under the agreement of June, 1917.)

Reporting Time.—All motormen and conductors required to take cars at the car house shall, at the first time reporting for the day, report to the car starter at least 10 minutes before scheduled time, and in the event of them not reporting 10 minutes ahead of time the car starter shall fill the runs with other men.

When the relief point is not at the car house, men shall, at their first time reporting for the day, report to the car starter 15 minutes ahead of scheduled time as at present.

Motormen and conductors shall be relieved at a point nearest to the barn at which they are employed, and if required to go to any other point or barn after reporting at their own point or barn for the purpose of relieving or taking out cars, shall be paid for time occupied in so doing.

Motormen and conductors on scheduled runs shall be paid for any overtime caused by being late when being relieved or running cars into barn when such delay is ten minutes or over, but when the cause of being late at relief time is due to a motorman's or conductor's mate, then this provision shall not apply.

There shall be an eight hour day straight time to the fullest extent practicable with a leeway of one-half hour, or, where this becomes impossible, then one-half trip to complete schedule for 66⅔ per cent of the crews, the remainder to work ends and spares.

Motormen's Seats.—The Company will provide seats for motormen upon all cars, and motormen to have the right to use such seats at such times and upon such portions of the system as may be designated from time to time by the Company, and, in like manner, conduc-

tors may use seats in such cars as shall be provided for conductors.

Off-days.—No man to be given a set off-day from month to month, but shall take off-day in accordance with his position on the Board, except in cases mutually agreed upon.

Motormen and conductors reporting for duty, after being off sick, on production of a doctor's certificate of unfitness, shall not be required to go on duty until the following day, when they shall take their regular place.

Shopmen's Saturday Half-Holiday.—It is understood that only the men in the shops who are required for the necessities of the service shall be compelled to work on Saturday afternoons, excepting, when, in the opinion of the management, the services of all the men, or any of them, are required on Saturday afternoon to meet the necessities of the business.

Shopmen's Tools.—Tools necessary for work in the motor shop shall be supplied employees. The men shall not take tools away from the shops, and shall be responsible for breakages or loss occasioned by their negligence, and must return said tools in good condition; in default of doing so, they must pay for same.

Repair Men's Washing Time.—The men in the motor shops and its branches shall be given five minutes in which to wash before leaving work, and any employees abusing this privilege, in the opinion of the management, shall be subject to discipline, or may be released from further service with the Company.

The following regulations shall apply to motor and truck repair, and shed men:

The Company shall (whenever in the opinion of the management it is practicable) supply suitable lunch and wash basin rooms, provided with sufficient lockers and keys, at all shops and barns.

Repair men and shed men's off-days shall as at present be scheduled and posted in the men's rooms.

Rubber boots and coats to be supplied

for emergency crew at the different shops and barns.

In case of a lay-off or reduction of staff the men laid off (other things being equal) shall be given preference in being first taken into the service again. In laying off, junior men shall be the first men off, and in taking men on, the senior men, as a general rule, shall get first chance, qualifications being equal.

On pay days the Company shall continue to pay until 8 p.m.

Discipline.—The following regulation is agreed upon as to discipline: Any employee against whom charges may be received will be required to report when off duty to the superintendent. His case will then be considered by the proper officials of the Company and will be dealt with upon the following principles:

For minor cases he is warned. For serious cases, including drunkenness, drinking in uniform, or drinking on cars, destruction of property, accidents through carelessness or neglect, missing fares through neglect or carrying friends free, using stools on portions of route not allowed by the Company, incivility to passengers, profanity on the cars, he may be disciplined or released from further service, but he shall in all cases have the right to appeal to the general superintendent and have his case considered by him.

Appeal to Superintendent.—Any employee against whom a charge is received shall have the right to appeal in person to the general superintendent, and, except as to a charge of dishonesty, may bring with him, in his interest, a deputation or any committee of the employees, or where the employee in question is a member of Division No. 113, he may be represented by their duly elected representative. Attendance in such capacity shall not operate to the employees' disadvantage. An employee attending on such deputation or committee shall give due notice to his car starter or foreman, and if he be a motorman or conductor, shall take his car upon reporting to his car starter.

Employees acting as due collectors, Board members, or otherwise doing work for the Association, shall be allowed the time off required for such work.

Cars Equipped.—All cars shall be properly equipped before being taken out, each morning, but this shall not relieve the conductor and motorman from their obligation to see that their cars are properly equipped.

Leave of Absence.—The Company will, upon application to the car starter or foreman, give leave of absence to employees for a reasonable period of time when their service shall be spared, and in the event of the refusal of the car starter or foreman, the matter shall be settled by the superintendent.

Any employee who may at any time be elected to an office in the Association shall be given leave of absence for the time he is filling same, and if he returns to the service shall be given his former place, provided, in the opinion of the management, he is qualified to fill such position at the time of re-instatement.

Exchanging of Fare Boxes.—On the lines where no office of the Company is passed or close by, an officer of the Company will collect and exchange fare boxes at points appointed for the purpose. The Company shall also provide waiting room or shelters at these points if the city consents to the erection of the same on public streets or squares.

Privileges.—All rights, privileges and immunities now enjoyed by, and all obligations of the employees, shall continue.

Committee of Employees.—The general superintendent or manager shall receive a committee of the Company's employees or a duly appointed committee of the members of Division No. 113 at any reasonable time to discuss any matters arising out of this agreement.

Agreement.—This agreement and provisions thereof shall continue in force and be binding on the respective parties hereto up to and until the fifteenth day of June, 1920, and the increased pay shall begin on and from the 4th day of July, 1919, this being the date when the Ontario Railway Board made the offer of wages upon which the employees returned to work.

In witness whereof the Board have signed, this 2nd day of August, 1919.

(Sgd.) WM. A. BARRON,
Chairman.

(Sgd.) F. W. PHIPPEN.

Witness:

(Sgd.) V. E. DE LA HAYE.

I refrain from signing this report, but still agree with the interim report.

(Sgd.) W. J. HEVEY.

(Sgd.) V. E. DE LA HAYE.

Report of Board in Dispute between the Winnipeg Electric Railway Company and its conductors and motormen

A REPORT was received from the Board established to deal with the dispute between the Winnipeg Electric Railway Company and certain of its employees, being conductors and motormen. A Board was established composed as follows: the Honourable Mr. Justice T. L. Metcalfe, Winnipeg, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. J. Bowes Coyne, nominee of the company, and

R. S. Ward, appointed by the Minister in the absence of a recommendation from the employees. The employees concerned in this dispute became involved in the general strike called in Winnipeg on May 15 and procedure before the Board was suspended. After the strike had ended, the Board reconvened and rendered a report. The report was signed by the chairman and Mr. Coyne, Mr. Ward presenting a minority report. A memorandum with

reference to the minority report was later presented to the Department by Mr. Coyne, and this also appears in the present article.

Report of Board.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Winnipeg Electric Railway Company, employer, and certain of its employees, being conductors and motormen, employees.

To the Honourable Gideon Robertson,
Minister of Labour, Ottawa.

Sir.

The undersigned, members of the Board of Conciliation and Investigation established on the thirtieth day of April, 1919, under the provisions of the above-mentioned Act, relative to the differences above stated, have the honour to report as follows:

The Board held its first meeting on the 8th day of May, 1919, and thereafter held meetings in the course of the enquiry and negotiations on the 9th, 12th, 13th, 14th, 17th and 20th days of May, and on the 8th, 11th, 15th and 16th days of July, on which latter date this report was concluded.

All of the members of the Board attended all of the above-mentioned meetings excepting those of May 17th and July 11th, at which only the Chairman and Mr. Ward attended.

At the first meeting all of the members of the Board were present. It was suggested to the Board that the employees would not attend unless subpoenaed. After a full discussion, it was decided to meet the following day at the Court House and in the meantime to write to Mr. A. Scoble, the business agent and financial secretary of the employees, that we had completed our organization; that we would meet the following day, and inviting the employees to attend, and requesting them to facilitate the proceedings and to aid us to get to a conclusion.

A letter was accordingly written in these terms to Mr. Scoble, which he received and to which he replied stating that some days ago the members of his organization had decided not to nominate a member of the Board and not to voluntarily participate in its proceedings; he further stated that he had no reason to think that decision would not be adhered to, but that he was calling a meeting of the committee of the men in order that the letter of the Board might be laid before them and considered; but that if the men were not represented at the sitting of the Board for which he was notified, the Board might assume it was because the committee had decided to stand by the decision of the general meeting of the employees of the Company.

The Board met the following morning pursuant to the resolution of the preceding day at the place and time appointed. The employing Company, having also been notified, was represented by Mr. A. W. McLimont, general manager; Mr. F. Butler, general superintendent; Mr. Lawrence Palk, assistant to the general manager of the Company.

No one appeared on behalf of the employees, neither was anyone present to give evidence on their behalf.

The representatives of the Company proceeded to lay the case before the Board. They proceeded to discuss the old contract, the employees' present proposal and the Company's counter-proposal. After hearing the case for some time in this way, and a great deal of the matter appearing to be contained in correspondence, the Board requested the Company to put the whole documentary material into a new statement properly indexed and so arranged that the members of the Board might the more easily follow the negotiations which had taken place; as this appeared to be a matter that would take some time, the Board then adjourned until May 12th, at 10 a.m., to receive this evidence.

In the meantime it had been suggested to the Board that the employees, if

subpoenaed, would be willing to give evidence freely, and upon that assumption subpoenas were issued and served upon Mr. F. G. Simpson, president of the Amalgamated Street Railway Employees; Mr. A. Scoble, business agent and financial secretary, and Mr. J. Adamson and Mr. H. Jones, both members of the executive.

It was decided by all the members of the Board that the witnesses thus subpoenaed should be paid their witness fees for each day's sitting of the Board which they attended.

On Monday, the 12th of May, 1919, the Board met. The Company was represented at this meeting by its four officers already mentioned; the four subpoenaed witnesses attended. Very shortly after the opening of the meeting Mr. Scoble said as follows:

"We might as well make our position clear. We have been subpoenaed here. We are not a party to the Board. The Board was none of our seeking, and while the men were prepared to allow the law to take its course, yet they are insistent to the point of instructing the committee to call a strike unless the demands as submitted to the Company are met. Our strike vote says 900 to 79, that we shall go on strike to force our demands. We submitted modified demands to the Company which practically exclude any arbitration."

All the representatives of the men present agreed to and accepted this statement.

Following this statement all four of the subpoenaed witnesses stated that they were not willing to give evidence unless they were compelled to do so.

The Chairman then stated that it was not his intention at this stage to either compel anyone to attend unwillingly, or, if when in attendance, to give evidence unwillingly, and after full discussion on this point, the meeting adjourned until the afternoon.

At the opening of the meeting in the afternoon, it appearing that no great progress could be made at that time, the

meeting was adjourned until 7.45 in the evening.

In the meantime Mr. Ward and the Chairman, with the consent of those acting on behalf of the Company, spent the afternoon in conference with Mr. Simpson, Mr. Scoble, Mr. Adamson and Mr. Jones.

Shortly after the opening of the meeting in the evening, it was suggested that Mr. Coyne and the Chairman might have a conference with the representatives of the Company. To this Messrs. Simpson, Scoble, Adamson and Jones agreed, and thereupon Mr. Coyne and the Chairman held a conference with the representatives of the Company.

During the morning of Tuesday, May 13th, Mr. Ward and the Chairman held a conference with the representatives of the employees. In the afternoon there was a Board meeting, after which, in the evening, Mr. Ward and the Chairman went into further conference with the employees' representatives.

The Board met on Wednesday, the 14th, and after hearing the parties all afternoon, adjourned. At this meeting Mr. Simpson, on behalf of the employees, stated: "While we still insist that we are not, and will not be, a party to these proceedings, yet, now that we have been brought here, and in order to expedite matters, such information as we have will be given."

In the meantime, on May 15th, the general strike in Winnipeg took place, and the employees all left their employment as strikers.

The main disputes existing between the employees and the Railway Company were set forth in the agreements already made, the proposed agreements, and the correspondence relating thereto, all digested by the Company at the request of the Board, and which it appears is a fairly complete record of the transactions. (We forward herewith a copy of this Record, marked Exhibit "A".)

The main disputes were:

1. Closed shop—see Record, page 2;
2. Seniority—page 10;

3. Grievances—page 16;
4. Wages—page 22;
5. Duration of contract—page 30;
6. Sundays—page 26;
7. Placing of cars—page 29;
8. Holidays—page 28;
9. Minimum wage—page 22.

The Board having made fair progress towards the disposal of the disputes, it was thought by a majority of the Board that it might be possible that further conciliation would bring the parties together, and therefore the Board continued and held a meeting on Saturday, May 17th.

The Company then contended that the strike had altered the whole situation and that the Board should either discontinue, or at least suspend its sittings until after the termination of the strike.

The Board adjourned until Tuesday, the 20th May, when it adjourned *sine die*.

On June 28th, the Chairman received a letter from Mr. Anderson, representing the Company, which is as follows:

"Winnipeg, Canada, June 28th, 1919.

"Mr. Justice Metcalfe,
"Law Courts Building,
"Winnipeg.

"Dear Sir,

"*Re Winnipeg Electric Board of Conciliation.*

"I would respectfully suggest that this Board cannot properly or usefully continue for the following amongst other reasons:

"The employees of the Company whose dispute was being investigated by this Board, of which you are Chairman, went out on strike while the Board was proceeding with its investigation, and this is distinctly against the provisions of the Act, and constitutes, under the Act, an offence. By thus going out on strike these men ceased to be employees of the Company.

"Subsequently when it was decided to make an effort to resume the operation of the street cars, the men on strike were asked to return to duty at a given time, place and date, but they failed to return and ignored the notice entirely.

"When the Board was first constituted, the employees refused to take any part in the proceedings and refused to be bound by it, and, in fact, Mr. Scoble, the business agent of the motormen and conductors, presented an ultimatum to you and told you that unless the full

demands of the men were considered it was their intention to go out on strike.

"The men who have gone back on the cars are to all intents and purposes new employees, although as a matter of indulgence the Company is allowing them their seniority.

"There is, therefore, now no dispute within the meaning of the Act, or, in fact, which existed at the time this Board was brought into existence.

"I am leaving town to-day and do not expect to be back for a week, and would ask that whatever action you decide to take shall be deferred until my return.

"Yours truly,

"E. ANDERSON."

The representatives of the employees having requested the Board to continue its sittings, the Board met on Tuesday, July 8th, to consider the stand taken by the Company, and in view of the fact already stated that conciliation had brought the parties together on some of the disputes and very close upon other disputes, the parties were requested to negotiate for the purpose of either trying to get together or to get so nearly together that they would consent to continue the proceedings before the Board, and the meeting was adjourned for that purpose until Friday, July 11th, when the Chairman and Mr. Ward attended. Having received word from Mr. Coyne that it was impossible for the representatives of the Company to attend the Board, and after discussing various points all morning, the Board eventually adjourned until Tuesday, July 15th, when the representatives of the employers and of the employees attended.

At the outset Mr. Butler, on behalf of the Company, objected to the present jurisdiction of the Board. He recalled the general strike; stated that the employees had all gone out during the sittings of the Board; that about the middle of June the Company had notified its former employees as follows:

"TO ALL EMPLOYEES:

"This Company's service must be resumed.

"Motormen and conductors are instructed to report for duty at their respective barns at 8 o'clock Wednesday morning, June 18th, 1919.

"Employees who do not report in accordance with this notice, and who are not available when required to enable the Company to resume service in all its departments will be replaced by permanent new employees and will lose their seniority.

"Applications for vacancies created by any men who do not report for duty will be received at the various car barns, shops, etc., and any new employees taken into service will be considered permanent employees and will not be dismissed to make places for any old employees who may subsequently decide to return to duty."

"WINNIPEG ELECTRIC RAILWAY COMPANY."

"Vice-President and General Manager."

That the Company had advertised such notice and had acted upon it in employing some men; that while most of the employees had returned on June 26th and were now in the employ of the Company, 70 or 80 of the men originally employed were not now in the Company's employ; that the men now in the Company's employ were in a new employment; that by striking during the sittings of the Board they had in effect discharged themselves, and that the dispute on account of which the application was made no longer exists.

The employees vigorously contested the conclusions of Mr. Butler and contended that they were employed now upon like terms and conditions as they had been immediately prior to the strike.

To this Mr. Butler replied that they had offered a new agreement, to which the men replied that it was in effect the same offer that the Company had made and which is disclosed in the Record, marked "A."

After the general meeting, the Board met to consider the situation, and a majority concluded that, in view of the stand taken throughout by the employees and the stand taken since the strike and still continued by the Company, little, if any, good would arise from a continuation of these proceedings.

Mr. Coyne requests it to be stated that in view of the attitude maintained by the men and the facts and contention put forward by the Company at the last meeting, this Board was without jurisdiction and could not properly continue.

All of which the Board respectfully submits.

Dated at Winnipeg, Manitoba, this 16th day of July, 1919.

(Sgd.) THOMAS L. METCALFE,
Chairman.

(Sgd.) J. B. COYNE,
Member of Board.

Minority Report.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between Winnipeg Electric Railway Company, employer, and certain of its employees, being conductors and motormen, employees.

To the Honourable Gideon Robertson,
Minister of Labour,
Ottawa, Ontario.

Sir,

I regret very much that I am unable to agree with the conclusion of the Majority Report of the Board, making it necessary for me to present a Minority Report, as follows:

At the sitting of the Board held on July 15th, 1919, the Company stated that they objected to the present jurisdiction of the Board; that the employees had all gone out on strike during the sittings of the Board; that about the middle of June the Company had notified its former employees to report for duty at a certain time, and if they did not do so they would be replaced by permanent employees and would lose their seniority; that while most of the employees had returned on June 26th (some time later than the time stated in the Notice), and were now in the employ of the Company, 70 or 80 of the men originally employed were not now in the Company's employ; that the men now in the employ of the Company were in a new employment; that by striking during the sittings of the Board they had in effect discharged themselves, and that the dispute on account of which the application was made no longer exists. And the men stated that they were employed now upon like terms and conditions as they had been immediately prior to the strike; that the dispute had not been set-

tled and that the proposition made to them by the Company since the return of the men to work had not been accepted by them.

After hearing these statements and argument in support thereof, the Board finds that it cannot see that any good would come of continuing the proceedings. I disagree with the Board in making a report which does not state that the matters in dispute, which it was appointed to adjust, have been settled, or which does not make any recommendation for the settlement of the dispute according to the merits and substantial justice of the case.

I am convinced that the statement of the men that matters in dispute have not been settled and that the dispute still exists is correct; and this is further sustained by the statement of the Company that since their striking employees have returned to work a proposition was made to them by the Company, which the men did not accept.

The following sections of the Industrial Disputes Investigation Act make quite clear the duty of the Board in making a report:

"24. If a settlement of the dispute is arrived at by the parties during the course of its reference to the Board, a memorandum of the settlement shall be drawn up by the Board and signed by the parties, and shall, if the parties so agree, be binding as if made a recommendation by the Board under section 62 of this Act, and a copy thereof with a report upon the proceedings shall be forwarded to the Minister.

"25. If a settlement of the dispute is not arrived at during the course of its reference to the Board, the Board shall make a full report thereon to the Minister, which report shall set forth the various proceedings and steps taken by the Board for the purpose of fully and carefully ascertaining all the facts and circumstances, and its findings therefrom, including the cause of the dispute and the Board's recommendation for the settlement of the dispute according to the merits and substantial justice of the case."

The report of the Board does not carry out either of these sections.

The contention of the Company that the men who were in the employ of the Company at the time they applied for the appointment of the Board went on

strike, thereby severing their connection with the Company, and although nearly all of them had returned to work they were now new employees, and that this Board therefore had no jurisdiction, may be technically right from the Company's point of view; but, for the purposes of the successful carrying out of the Industrial Disputes Investigation Act, I am convinced this contention is not well founded.

The following amendment of 1918 to the Act appears to me to have been designed to prevent such obstruction to a Board carrying out sections 24 and 25:

"(dd) A lockout or strike shall not, nor, where application for a Board is made within thirty days after the dismissal, shall any dismissal cause any employee to cease to be an employee, or an employer to cease to be an employer, within the meaning and for the purposes of this Act."

Whether, in view of all the circumstances, any good would come of the Board continuing its proceedings and making a recommendation for the settlement of the dispute cannot be decided in advance, and can only be decided by the parties when the Board's recommendation is submitted to them.

In the absence of any recommendation by the Board, I wish to state that the last proposition made by the men to the Company, and which is shown in Exhibit "A," page 85, is fair, and, with some slight modification as to conditions, ought to be conceded by the Company.

All of which is respectfully submitted.

Dated this 16th day of July, A.D. 1919.

(Sgd. R. S. WARD,
Member of Board.

Memorandum of Mr. J. B. Coyne, in reference to Minority Report of Mr. R. S. Ward

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Winnipeg Electric Railway Company, employer, and certain of its employees, being

conductors and motormen, employees.

To the Honourable Gideon Robertson,
Minister of Labour,
Ottawa, Ontario.

Sir,

Mr. Ward's minority report was not before the Board at the last sittings when the majority report was drawn up, and when brought to my attention Mr. Justice Metcalfe had gone out of town.

I feel that there are some matters in the minority report to which I should refer.

On the second page of his report, Mr. Ward says:

"I am convinced that the statement of the men that matters in dispute have not been settled and that the dispute still exists is correct; and this is further sustained by the statement of the Company that since their striking employees have returned to work a proposition was made to them by the Company, which the men did not accept."

The inference is that the Company admitted that a dispute now exists with its employees. If that was a fact it would not confer jurisdiction on the Board if the jurisdiction had already lapsed. But the Company made no such admission, and in my view it is not the fact.

Mr. Ward is apparently under a misapprehension of the facts, or draws an inference which I do not think the facts warrant.

The facts before the Board are that the Company proceeded pursuant to the notice which is set out on pages 8 and 9 of the majority report to take new men into its employment. On June 26th such positions as had not already been filled by the employment of new men were open to the former employees, who on that date sought employment with the Company, and most of the former employees were taken into such vacant positions. The terms of employment of these men were determined by an advertisement published by the Company in the public press about the 18th of June, and offering to employ men on terms substantially the same as those offered

by the Company prior to the appointment of the Board, including the increased wages then offered. The Company submitted to these men a collective agreement embodying the terms on which the individual men were employed and working conditions. The men, however, did not pass on this agreement; but said they could not consider or pass upon it until the Board of Conciliation had reported either that it could not continue or making a recommendation on the original dispute. The men, as I understand it, did not consider, and did not reject, the agreement offered. Conditions had substantially changed between the time that the men went on strike and the 26th of June. The Company lost six weeks' income at one of the most lucrative seasons of the year, whilst during that period interest charges on its debentures and other indebtedness continued and the salaries of all other employees and the power expenses and the other overhead expenses remained the same as if the Company had been in full operation. Whatever possibility there might have been, had there been no strike, of the Company being able to stand any increase in wages beyond that offered was, I believe, completely taken away by reason of the loss of revenue occasioned by the strike.

In view of the fact that the men did not strike upon any dispute between the Company and its employees, but, as they allege, out of sympathy with other employees in dispute with other employers in no way connected with the Winnipeg Electric Railway Company or its employees, I do not think that any report that the Board might have made prior to or during the strike, no matter what that report might have been, would have had any influence in preventing or ending the strike which took place.

The matters in dispute at the time of the strike were settled by the men quitting their employment and their refusal to return on June 18th. If the Company had then filled all positions by new men, it must be conceded that nothing

would remain for the Board to deal with. It is exactly the same in principle in the present circumstances. The dispute was over terms of employment and with the termination of that employment the dispute came to an end. Mr. Ward admits the absence of jurisdiction of this Board on page 3 of his minority report, where he says "that this Board therefore had no jurisdiction may be technically right from the Company's point of view." His argument is rather a plea that the Company should abandon a rightful position.

It is also to be observed that the men always refused to be parties to the Board and announced in advance that they would not accept any recommendation the Board might make unless it conceded their demands in full.

Further, I do not think that clause (dd) of the amendment of 1918 has any application for this further reason: There was no lockout. Nor was there any strike such as contemplated by the Act, namely, a strike by employees to enforce their own demands upon their own employers.

I am further of the opinion that the proposal made by the Company to the men prior to the strike, and which is shown at page 69 of Exhibit "A," was fair, and, with such modifications as were agreed to in the course of the conciliation proceedings ought to have been

accepted by the men, and in view of the enormous financial loss that has been occasioned to the Company by the strike, I do not think that any increase in the wages there offered (which was the main bone of contention) could reasonably be asked of the Company at the present time. This is particularly so because the Mathers Commission recommended a large increase in wages to these men last fall with a proviso that no further increase should be sought until living expenses, as shown by the LABOUR GAZETTE, had increased at least 10 per cent. That recommendation has been accepted and acted upon. No such increase in living expenses has taken place. And, further, the wages now paid are higher than in any other place except one, perhaps, where the newspapers two or three weeks ago reported slightly higher wages to have been recommended.

In any event, in view of the changed conditions, I think that no dispute over the collective agreement submitted by the Company since June 26th, should be anticipated by the Board, and that the terms of the agreement should be negotiated between the Company and the men before any Board should be called upon to deal with it.

All of which is respectfully submitted.
Dated this 18th day of July, 1919.

(Sgd.) J. B. COYNE.

Report of Board in Dispute between the Winnipeg Electric Railway Company and its employees in the shop and car department and track department

A REPORT was received from the Board established to deal with the dispute between the Winnipeg Electric Railway and certain of its employees, being men employed in the shop and car department and track department of the company.

In this case the dispute was dealt with by the same Board as in the case of the same company and its conductors and motormen, and the procedure followed was identical.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Winnipeg Electric Railway Company, employer, and the men employed in shops, car department and track department of the company, employees.

To the Honourable Gideon Robertson,
Minister of Labour,
Ottawa, Ontario.

Sir.

The undersigned, members of the Board of Conciliation and Investigation, established on the 9th day of May, A.D. 1919, under the provisions of the above mentioned Act, relative to the differences above stated, have the honour to report as follows:

The Board held its first meeting on Saturday, the 10th day of May, 1919, and thereafter held meetings in the course of the inquiry and negotiations on the 14th of May and 15th and 16th of July, at which latter date this report was concluded. All the members of the Board attended all the meetings.

A letter was written to Mr. R. B. Russell, the representative of the men, notifying him that the powers of the Board had been enlarged so as to include the dispute between the shop men and barn men; that the Company had notified the Board that they were willing to proceed with the inquiry on the following Monday morning at 10.00 o'clock, and that the Board at that time would proceed with the inquiry; and requesting that Mr. Russell attend at that time, in order that the investigation might proceed without delay.

When the Board met on Monday, Mr. Russell did not appear, and the Board thereupon adjourned in so far as the shop men and barn men dispute was concerned, and went into conference with the motormen and conductors.

On Tuesday, May 13th, the Chairman of the Board received a letter from Mr. Russell apologizing for not attending pursuant to our request, and stating that he would be pleased to have an interview with the Chairman at a time convenient. Very shortly this interview took place, the result of which was that a meeting of the Board was called to consider this dispute for Wednesday, May 14th, at 10.00 o'clock.

At this meeting the Company was represented by Mr. F. Butler, general superintendent, and Mr. Lawrence Palk, assistant to the general manager of the Company, and the employees were represented by Mr. R. B. Russell, who had

with him as witnesses, Messrs. Firth, Benson, Stratton and Parsons.

Although good progress was made at this sitting, the hearing was not finally concluded and the Board adjourned to meet again at the call of the Board.

The next day the general strike occurred. The employees went out on strike.

On Tuesday, July 15th, the Board having called the parties to attend, again met in the presence of the parties.

The employees requested the Board to proceed with the inquiry. They contended that the dispute still existed; that the Board still had jurisdiction, and they asked the Board to continue and to make an award. The Company raised objections. Mr. Butler said the dispute referred to had ceased to exist, and disputed the present jurisdiction of the Board.

It became evident that both parties would not consent to the continuation of the proceedings before this Board.

A majority of the Board having decided to report in the case of the conductors and motormen that the Board ought not, under the special circumstances peculiar to the case, to continue sitting as a Board, and considering also the special circumstances peculiar to these two cases, concluded to make a like report in this matter.

The Board is therefore of the opinion that little, if any, good will arise through a continuation of these proceedings.

Mr. Coyne requests it to be added as an additional reason for his concurrence that the facts put forward by the Company at the last meeting show its contention to be well founded, that its former employees, whose dispute was referred to this Board, ceased to be employees of the Company since this Board began to sit, and that the dispute which was referred no longer exists, and that this Board cannot, nor is the Company called upon, to anticipate any future dispute between the Company and the men who are now its employees in car, shop, or track work.

All of which the Board respectfully submits.

Dated at Winnipeg, Manitoba, this 16th day of July, 1919.

(Sgd.) THOMAS R. METCALFE,
Chairman.

(Sgd.) J. B. COYNE,
Member of Board.

Minority Report of Mr. R. S. Ward

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Winnipeg Electric Railway Company, employer, and the men employed in shops, car department and track department of the Company, employees.

To the Honourable Gideon Robertson,
Minister of Labour,
Ottawa, Ontario.

Sir,

I regret very much that I am unable to agree with the conclusion of the majority report of the Board, making it necessary for me to present a minority report, as follows:

At the sitting of the Board held on July 15, 1919, the Company stated that the dispute referred to had ceased to exist, and disputed the present jurisdiction of the Board, and the men stated that the dispute still existed, and that the Board still has jurisdiction, and asked that the Board continue and make an award.

After hearing these statements and argument in support thereof, the Board finds that it cannot see that any good would come of continuing the proceedings. I disagree with the Board in making a report which does not state that the matters in dispute, which it was appointed to adjust, have been settled, or which does not make any recommendation for the settlement of the dispute according to the merits and substantial justice of the case.

I am convinced that the statement of the men that matters in dispute have not been settled and that the dispute still exists is correct, and this is further

sustained by the statement of the Company that since their striking employees have returned to work a proposition was made to them by the Company, which the men did not accept.

The following sections of the Industrial Disputes Investigation Act make quite clear the duty of the Board in making a report:

"24. If a settlement of the dispute is arrived at by the parties during the course of its reference to the Board, a memorandum of the settlement shall be drawn up by the Board and signed by the parties, and shall, if the parties so agree, be binding as if made a recommendation by the Board under section 62 of this Act, and a copy thereof with a report upon the proceedings shall be forwarded to the Minister.

"25. If a settlement of the dispute is not arrived at during the course of its reference to the Board, the Board shall make a full report thereon to the Minister, which report shall set forth the various proceedings and steps taken by the Board for the purpose of fully and carefully ascertaining all the facts and circumstances, and shall also set forth such facts and circumstances, and its findings therefrom, including the cause of the dispute and the Board's recommendation for the settlement of the dispute according to the merits and substantial justice of the case."

The report of the Board does not carry out either of these sections.

The contention of the Company that the men who were in the employ of the Company at the time they applied for the appointment of the Board went on strike, thereby severing their connection with the Company, and although nearly all of them had returned to work, they were now new employees, and that this Board therefore had no jurisdiction, may be technically right from the Company's point of view; but for the purposes of the successful carrying out of the Industrial Disputes Investigation Act, I am convinced this contention is not well founded.

The following amendment of 1918 to the Act appears to me to have been designed to prevent such obstruction to a Board carrying out sections 24 and 25:

"(dd) A lockout or strike shall not, nor, where application for a Board is made within thirty days after the dismissal, shall any dismissal cause any employee to cease to be an employee, or an employer to cease to be

an employer, within the meaning and for the purposes of this Act."

Whether, in view of all the circumstances, any good would come of the Board continuing its proceedings and making a recommendation for the settlement of the dispute cannot be decided in advance, and can only be decided by the parties when the Board's recommendation is submitted to them.

In the absence of any recommendation by the Board, I wish to state that the last proposition made by the men to the Company is fair and ought to be conceded by the Company.

All of which is respectfully submitted.

Dated this 16th day of July, A.D. 1919.

(Sgd.) R. S. WARD,
Member of Board.

Memorandum of Mr. J. B. Coyne, in reference to Minority Report of Mr. R. S. Ward

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Winnipeg Electric Railway Company, employer, and the men employed in shops, car department and track department of the Company, employees.

To the Honourable Gideon Robertson,
Minister of Labour,
Ottawa, Ontario.

Sir,

Mr. Ward's minority report was not before the Board at the last sittings when the majority report was drawn up, and when brought to my attention Mr. Justice Metcalfe had gone out of town.

I feel that there are some matters in the minority report to which I should refer.

On the second page of his report, Mr. Ward says:

"I am convinced that the statement of the men that matters in dispute have not been settled and that the dispute still exists is correct; and this is further sustained by the statement of the Company that since their striking employees have returned to work a proposition was made to them by the Company, which the men did not accept."

The inference is that the Company admitted that a dispute now exists with its employees. If that was a fact, it would not confer jurisdiction on the Board if the jurisdiction had already lapsed. But the Company made no such admission, and in my view it is not the fact.

Mr. Ward is apparently under a misapprehension of the facts, or draws an inference which I do not think the facts warrant.

The facts before the Board are that the Company proceeded to take new men into its employment pursuant to the notice which is set out on pages 8 and 9 of the majority report in the case of the motormen and conductors. On June 26th, such positions as had not already been filled by the employment of new men were open to the former employees, who on that date sought employment with the Company, and most of the former employees were taken into such vacant positions. The terms of employment of these men were determined by an advertisement published by the Company in the public press about the 18th of June and offering to employ men on terms substantially the same as those offered by the Company prior to the appointment of the Board, including the increased wages then offered. The Company submitted to these men a collective agreement embodying the terms on which the individual men were employed and the working conditions. The men, however, did not pass on this agreement; but said they could not consider or pass upon it until the Board of Conciliation had reported either that it could not continue or making a recommendation on the original dispute. The men, as I understand it, did not consider, and did not reject, the agreement offered.

Conditions had substantially changed between the time that the men went on strike and the 26th of June. The Company lost six weeks' income at one of the most lucrative seasons of the year, whilst during that period interest charges on its debentures and other indebtedness continued and the salaries of all other

employees and the power expenses and the other overhead expenses remained the same as if the Company had been in full operation. Whatever possibility there might have been, had there been no strike, of the Company being able to stand any increase in wages beyond that offered was, I believe, completely taken away by reason of the loss of revenue occasioned by the strike.

In view of the fact that the men did not strike upon any dispute between the Company and its employees, but, as they allege, out of sympathy with other employees in dispute with other employers in no way connected with the Winnipeg Electric Railway Company or its employees, I do not think that any report that the Board might have made prior to or during the strike, no matter what that report might have been, would have had any influence in preventing or ending the strike which took place.

The matters in dispute at the time of the strike were settled by the men quitting their employment and their refusal to return on June 18th. If the Company had then filled all positions by new men, it must be conceded that nothing would remain for the Board to deal with. It is exactly the same in principle in the present circumstances. The dispute was over terms of employment and with the termination of that employment the dispute came to an end. Mr. Ward admits the absence of jurisdiction of this Board on page 3 of his minority report, where he says "that this Board therefore had no jurisdic-

tion may be technically right from the Company's point of view." His argument is rather a plea that the Company should abandon a rightful position.

Further, I do not think that clause (dd) of the amendment of 1918 has any application for this further reason: There was no lockout. Nor was there any strike such as contemplated by the Act, namely, a strike by employees to enforce their own demands upon their own employers.

I am further of the opinion that the proposal made by the Company to the men prior to the strike was fair and ought to have been accepted by the men, and in view of the enormous financial loss that has been occasioned to the Company by the strike, I do not think that any increase in the wages there offered (which was the sole matter of contention in this case) could reasonably be asked of the Company at the present time, particularly as with the continuous and regular employment of the Winnipeg Electric Railway Company these trades earn larger annual wages than the same trades earn in other employment.

In any event, in view of the changed conditions, I think that no dispute over the collective agreement submitted by the Company since June 26th should be anticipated by the Board, and that the terms should be considered between the Company and the men before any Board should be called upon to deal with it.

All of which is respectfully submitted.

Dated this 18th day of July, 1919.

(Sgd.) J. B. COYNE.

Report of Board in Dispute between the Dominion Iron and Steel Company, Limited, Sydney, N.S., and certain of its employees being clerical workers at the general and plant offices

A REPORT was received from the Board established to deal with the dispute between the Dominion Iron and Steel Company, Limited, and certain of its employees, being clerical workers at general and plant offices, Sydney, N.S., members of Clerical Union No. 16345,

American Federation of Labour. A Board was established composed as follows: the Honourable Mr. Justice J. A. Chisholm, Halifax, chairman, appointed on the joint recommendation of the other two Board members, the Rev. Dr. John Forrest and Mr. John Gillis, Halifax,

nominees of the company and employees respectively. The report of the Board was unanimous and contained recommendations as to the settlement of the dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Dominion Iron and Steel Company, Limited, employer, and certain of its employees, being clerical workers at General and Plant offices, Sydney, N.S., members of Clerical Union No. 16345, American Federation of Labour, employees.

To the Honourable G. D. Robertson,
Minister of Labour,
Ottawa.

We, the undersigned, members of a Board of Conciliation and Investigation duly constituted under the provisions of the Industrial Disputes Investigation Act, 1907, and its amendments, to investigate the above mentioned dispute, beg to report as follows:

The Board met on Thursday, the 31st day of July, 1919, in the Supreme Court Chambers at Sydney, N.S., and heard the evidence of several witnesses. Further witnesses were heard on Friday, August 1, 1919, forty witnesses in all having been examined on said days. After considerable discussion the members of the Board were able, on August 2nd, 1919, to agree upon this report.

The Board finds that the charge or suggestion that the employees who were expected to appear as witnesses were intimidated by the comptroller or any official of the employing company is without foundation. The comptroller offered and gave every facility to be in attendance and to give their evidence freely.

The principal complaint of the employees was that their salaries were not sufficient in view of the increased cost of living. The evidence taken by the Board shows what is generally known, namely, that the cost of living has great-

ly increased since 1916, but it further shows that the Company had from time to time made advances in the pay of the clerical workers at least fairly commensurate with the increased expense of living. The clerks in their evidence admitted that under the conditions they were satisfied with the advances made by the Company. The members of the Board were pleased to note that in cases of illness or accident when clerks were unable for periods of varying length to attend to their work the Company continued to pay the salaries of those who were from this reason temporarily unable to do their work. The action of the Company in such cases is highly commended by the employees.

The Board is of opinion that a classification of the clerical workers at Sydney similar to that recently agreed upon between the Dominion Coal Company, Limited, and its clerical staff at and near Glace Bay, N.S., would satisfy all parties to this dispute, and it accordingly recommends that the Company be asked to make a classification and establish rates on the following basis:

RATES OF SALARIES to be paid monthly to the clerks and others under the jurisdiction of the comptroller.

	On Probation.	First Year.	Second Year.	Third Year.
Class 1 ..		\$105.00	\$115.00	\$125.00
Class 2 ..		75.00	85.00	95.00
Class 3 ..	\$55.00	60.00	65.00	70.00

Youths entering the service of the Company to be employed in a clerical capacity will be rated as first year clerks of the third class after having served six months' satisfactory probation, and those who have completed three years' satisfactory service in this class will be rated as first year second class clerks. If at any time there should be need of more experienced clerks than are available from the third class and it should be necessary to take such into the service, they will be rated according to their capacity and the service required of them. The first class should be recruited from the second class and no person should be engaged to fill the position of

a clerk in the first class if there is a man in the second class eligible for promotion. Fitness for promotion in all cases to be determined by consideration of capacity and previous exhibition of efficiency and other necessary qualities. Vacancies in the chief clerk's class should be filled by promotion of chief clerks from lower grades and from first class clerks in every case.

The Board submits the above recommendation as a fair settlement of the present dispute and believes that the adoption of the said rates and classification will be acceptable to all concerned.

The Chairman's minutes of the evidence, the exhibits produced, and the other papers relating to the enquiry are annexed hereto.

All of which is respectfully submitted.

Dated at Sydney, N.S., this 2nd day of August, 1919.

(Sgd.) J. A. CHISHOLM,
Chairman of Board.

(Sgd.) JOHN FORREST,
Member of Board.

(Sgd.) JOHN A. GILLIS,
Member of Board.

REPORT OF THE COMMISSION ON COST OF LIVING FOR VANCOUVER ISLAND COAL MINERS

THE Royal Commission appointed in January, 1919, to make a quarterly inquiry into the changes in the cost of living for coal miners in Vancouver Island District, in accordance with the agreement entered into in October, 1918, by the operators and miners concerned, made its third report on July 16, 1919. The Commission is composed as follows: Mr. Tully Boyce, of Nanaimo, B.C., coal operator; Mr. John McAllister, of Cumberland, B.C., local officer of the United Mining Workers of America; and Mr. D. T. Bulger, Fair Wage Officer of the Department of Labour, the last being chairman. The first report of the Commission, covering the period for September 30 to December 31, 1918, gave an increase in wages of $2\frac{3}{4}$ cents per day. The second report covering the first three months of the current year gave an increase of $2\frac{1}{2}$ cents per day where the base rate of pay is \$3.00 per day, and $2\frac{3}{4}$ cents per day where the

base rate is \$3.15 per day. The third report, for the quarter ending June 30, 1919, gives an increase of $14\frac{1}{2}$ cents per day where the base rate of pay is \$3.00 per day, and an increase of $15\frac{1}{3}$ cents per day where the base rate is \$3.15 per day, the increase to become effective on August 1, 1919.

The method used by the Commission in the calculation of the increases was that of taking the percentage of increase or decrease in prices of food and clothing on June 30th over that of March 31. Retail price lists were submitted by 17 general merchants and 9 meat dealers of Nanaimo, Cumberland, Ladysmith, Courtenay, South Wellington, Union Bay, Bevan and Cassidys, with whom the majority of employees trade. Slight decreases were found in sugar, flour and dry vegetables, and increases in jam, syrups, molasses, canned vegetables, lard, cheese and bacon, butter, coffee, evaporated fruit and fresh meats.

SUMMARY OF PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

THE tables presented below summarize for the fiscal year ending March 31, the proceedings under the Industrial Disputes Investigation Act, 1907, 1919, and from March 22, 1907, to March 31, 1919.

I. Table showing Proceedings by Industries from April 1, 1918, to March 31, 1919

Industries affected.	No. of disputes referred under Act.	No. of strikes not averted or ended.
I.—DISPUTES AFFECTING MINES, TRANSPORTATION, PUBLIC UTILITIES AND WAR WORK:—		
(1) MINES:—		
(a) Coal.....	2	0
(b) Metal.....	1	0
Total Mines.....	3	0
(2) TRANSPORTATION AND COMMUNICATION:—		
(a) Railways.....	11	0
(b) Street railways.....	21	1
(c) Express.....	5	0
(d) Shipping.....	3	0
(e) Telegraphs.....	2	0
(f) Telephones.....	1	0
Total Transportation and Communication.....	43	1
(3) PUBLIC UTILITIES:—		
(a) Light and Power.....	3	0
(b) Elevators.....	1	0
Total Public Utilities.....	4	0
(4) WAR WORK.....	24	1
Total Mines, Transportation, Public Utilities and War Work.....	74	2
II. DISPUTES NOT FALLING CLEARLY WITHIN THE SCOPE OF THE ACT:—		
* (a) Public Utilities under Provincial or Municipal control.....	15	0
(b) Miscellaneous.....	10	0
Total disputes not falling clearly within the scope of the Act.....	25	0
Total all classes.....	99	2†

*It having been ruled that jurisdiction under this statute cannot be claimed over disputes relating to industries under provincial or municipal control, no proceedings under the statute now take place save by joint consent under Section 63, and any such proceedings are now shown in Section II of the tables, instead of Section I, as in former years.

†While the above table shows but two strikes not averted or ended as a result of reference to a Board of Conciliation and Investigation, two additional strikes occurred after the close of the fiscal year, namely, one in the street railway industry and one in the express industry.

The proceedings under the Act during the year include four cases in which certain proceedings had taken place during the preceding year, namely, disputes between: (1) the Collingwood Ship-building Company, Collingwood, Ont., and certain of its employees; (2) the Canadian Collieries (Dunsmuir), Limited, Union Bay, Vancouver Island, B.C., and certain of its employees; (3) the Sandwich, Windsor and Amherstburg Railway Company and certain of its employees; and (4) the Corporation of the City of Ottawa and certain of its employees.

At the close of March, 1919, results were still pending in connection with five applications, concerning disputes between: (1) the Montreal Light, Heat and Power Company and certain of its employees; (2) Canadian National Railways and certain employees in the cartage service at Winnipeg; (3) the Montreal Tramways Company and certain of its employees; (4) the Sandwich, Windsor and Amherstburg Railway Company and certain of its employees; and (4) the Dominion Power and Transmission Company, Hamilton, Ont., and certain of its employees.

II. Table showing Proceedings by Industries from March 22, 1907, to March 31, 1919.

Industries affected.	No. of disputes referred under Act.	No. of strikes not averted or ended.
I. DISPUTES AFFECTING MINES, TRANSPORTATION, PUBLIC UTILITIES AND WAR WORK:—		
(1) MINES:—		
(a) Coal.....	49	6
(b) Metal.....	17	5
(c) Asbestos.....	1	0
Total Mines.....	67	11
(2) TRANSPORTATION AND COMMUNICATION:—		
(a) Railways.....	126	7
(b) Street railways.....	55	3
(c) Express.....	7	0
(d) Shipping.....	16	0
(e) Telegraphs.....	9	1
(f) Telephones.....	4	0
Total Transportation and Communication.....	217	11
(3) PUBLIC UTILITIES:—		
(a) Light and Power.....	8	0
(b) Elevators.....	1	0
Total Public Utilities.....	9	0
(4) WAR WORK.....	30	1
Total Mines, Transportation, Public Utilities and War Work.....	323	23
II. DISPUTES NOT FALLING CLEARLY WITHIN THE SCOPE OF THE ACT:—		
*(a) Public Utilities under Provincial or Municipal control.....	28	1
(b) Miscellaneous.....	23	0
Total disputes not falling clearly within the scope of the Act.....	51	1
Total all classes.....	374	24

*It having been ruled that jurisdiction under this statute cannot be claimed over disputes relating to industries under provincial or municipal control, no proceedings under the statute now take place save by joint consent under Section 63, and any such proceedings are now shown in Section II of the tables, instead of Section I, as in former years.

The figures contained in the above table may be thought to show discrepancies as compared with those appearing in the yearly summary. A closer examination will, however, show the statements of both classes to be in agreement. A complete statement of proceedings for a year must show all disputes dealt with during the fiscal year. The figures of the yearly statement include therefore disputes carried over from the previous

year and which are counted in the summary of that year's proceedings. Thus the same dispute may properly figure in the annual statement for each of two years. In the statistical recapitulation covering several years, as above, it is necessary that no disputes shall be counted more than once, and account is taken of the number of applications received during the year and thus brought within the purview of the statute.

AWARD OF WAGES ADJUSTER FOR VANCOUVER GAS WORKS

Periodic Award Based on Cost of Living

IN accordance with the agreement as to the working rules and rates of pay governing employees of the Vancouver Gas Company, as from July 10, 1918, an award of $3\frac{1}{2}$ cents per hour, effective from July 1, 1919, based on the change in the cost of living in Vancouver between March and June, 1919, was made on August 6, by W. L. Macdonald, Adjuster. The increase in the cost of living, as shown by figures in the LABOUR

GAZETTE, was 93 cents per week, and the increase in the cost of clothing and other necessities not given in the LABOUR GAZETTE, upon investigation, was found to be a further 62 cents, thus giving a total increase in the cost of living per week of \$1.55. This increase, divided by 44, the number of hours in an ordinary working week, gave an increase of $3\frac{1}{2}$ cents per hour in wages.

THE COUGHLAN SHIPYARD DISPUTE

Final Report of the Royal Commission Appointed to Enquire into the Differences. Shop Committee to be Created.

THE Royal Commission appointed to investigate with a view to securing a satisfactory working arrangement between the firm of J. Coughlan & Sons, of Vancouver, and their employees, submitted its final report to the Governor General on July 24. The report states that an agreement has been reached whereby the temporary Joint Production Committee, recently set up in the yards, following the suggestion embodied in the interim report of the Royal Commission (LABOUR GAZETTE, April, 1919, p. 430), is to be replaced by a shop committee vested with wider powers; such commit-

tee to consist of three appointees of the Metal Trades Council, who are to receive salaries which are to be paid by Messrs. J. Coughlan & Sons.

The text of the report, in which is embodied the agreement in question, follows:

To His Excellency,
the Governor General in Council.

Re Coughlan Dispute.

Your Commission appointed pursuant to an Order-in-Council dated the 6th day of February, 1919, to make an in-

vestigation concerning the relations between the firm of J. Coughlan and Sons, of the City of Vancouver, in the Province of British Columbia, and its employees, with a view to taking steps to promote and secure an amicable working arrangement between the said firm and its employees, begs leave to report as follows:

* On the 1st day of April, 1919, an interim report was sent in to the effect that a tentative agreement had been arrived at between the Coughlan firm and its employees, the life of which was to extend to June 1st, 1919. A term of this tentative agreement was that your Commission was to be a tribunal of final appeal should disputes arise thereunder. No occasion arose, however, to invoke this provision. Since the date of the interim report your Commission held three sittings in relation to delay in arrival of steel. As a result of action taken by the authorities at Ottawa on telegraphic reports from the Commission, this difficulty was put in process of solution. On July 9th, 1919, your Commission, at the request of both sides, again convened, when an agreement, Exhibit 131, was laid before it as being one which the Coughlan firm was willing to enter into, and one which the Vancouver Metal Trades Council Executive was prepared to recommend to that body for acceptance. As stated in the interim report, the Boilermakers' Union, although affiliated with the Metal Trades Council, had been separately represented before this Commission. This union embraces in its membership a large part of the Coughlan firm employees. It had declined to formally become a party to the agreement set out in the interim report, but through its affiliation with the Metal Trades Council was in a measure a party to such agreement, and as a matter of fact no trouble arose during the life of the agreement because the Boilermakers' Union was not formally a party to it. Obviously, however, it was desirable that this union should agree to any permanent arrangement. The proposal made before the Commis-

sion was that the tentative agreement submitted should be laid before both the Metal Trades Council and the Boilermakers' Union, and if approved by those bodies should become binding by being placed on the record of the Commission after being formally assented to in open session of the Commission by representatives of the Coughlan firm, the Metal Trades Council and the Boilermakers' Union. As Mr. J. J. Coughlan, who had throughout conducted the case of the Coughlan firm, was leaving Vancouver on July 9th, to be absent for from six weeks to two months, the agreement was left in the hands of the Commission to obtain, if possible, the approval of the trades union bodies, but with the stipulation that no changes be made unless same were submitted to and approved by Mr. J. J. Coughlan. As a result of the meetings of the Commission held on July 10th, 15th, 21st and 24th, an agreement, Exhibit 131, was finally arrived at, approved of by the Metal Trades Council, the Boilermakers' Union, and the representative of the Coughlan firm—all alterations from the original draft having been approved of by wire, by Mr. J. J. Coughlan (Exhibits 132, 133, 134 and 135). This approval appears on the record of evidence, page 1081.

Mr. A. Cumming, who assented on behalf of the Boilermakers' Union, had been substituted by that body as their representative before the Commission in the place of Mr. Fawkes, who appeared for them at the earlier sittings.

Exhibit 131 reads as follows:

THE AGREEMENT ARRIVED AT BETWEEN THE FIRM OF J. COUGHLAN & SONS AND THE VANCOUVER METAL TRADES COUNCIL IS AS FOLLOWS:

During the period required to complete the contracts at present on hand, being vessels four, ten, eleven, twelve, thirteen and fourteen, the wage to be paid to the various craftsmen shall be the same as that agreed upon at a previous sitting of this Royal Commission, the details of which are familiar to both parties to this agreement and to various different unions controlled by the Metal Trades Council, and, in all other respects, the agreement which terminated August 31st, 1918, to apply and form part of this agreement except as hereby altered.

It is agreed that the Production Committee heretofore in existence shall be dissolved and replaced by a Shop Committee consisting of three (3) appointees by the Metal Trades Council; the functions of this Committee being:

(1) To devise ways and means of insuring the endurance of the shipbuilding industry in the yards and to sustain the wage standards and make permanent the positions of the employees as far as possible in face of present and future conditions surrounding the industry.

(2) It will be the duty of the Committee to promote a feeling of good fellowship in the yards and to give both the employee and the firm a square deal, and to this end the sincere co-operation of the firm's executive organization and of every employee is earnestly requested.

(3) The scope of the Committee will also include the following:

- (a) To adjust all grievances as far as possible.
- (b) To look after the safety of the employees.
- (c) To observe all operation going on and suggest the elimination of any wastage in connection with any department.

The representatives of the Metal Trades Council previously acting on the Production Committee shall immediately commence to act temporarily as the new Shop Committee, with the understanding that their appointment shall be subject to confirmation by the Metal Trades Council and the further understanding that in the event of any change being made in the personnel of the Committee, such changes shall be subject to the approval of J. Coughlan & Sons.

The salary of the Shop Committee is to be two hundred and seventy-five dollars (\$275.00) per month, payable monthly, to each committee man, and to be paid by the firm of J. Coughlan & Sons.

It will thus be seen that a settlement has been arrived at which ends the difficulties, the existence of which was the cause of the appointment of your Commission. It would serve no useful purpose, therefore, to analyze and report on the evidence adduced by both sides in support of the contentions they set up and in fact this could not fairly be done, because neither side had completed its case. This, therefore, has not been attempted in this report. The settlement extends over the period required to complete the contract at present on hand in the Coughlan yards, being contracts for vessels numbers 4 and 10 under construction for the Imperial Munitions Board, and vessels numbers 11,

12, 13 and 14, under construction for the Canadian Government. Doubtless the only reason for so limiting its duration is the fact that the firm has no further work in sight and if more contracts are not obtained the yards must close. (Coughlan, 87.) Your Commission regards this condition as so serious as a probable cause of further labour unrest among the Coughlan employees (in connection with which it is authorized by the Order-in-Council in certain contingencies to make recommendations) that it begs leave to call attention to the following facts:

The Coughlan firm, in October, 1918, had 3,000 men on its pay-roll (Brammall, 967). Shipbuilding is a business that can be and has been carried on in Vancouver all the year round as is evidenced by the fact that this Commission was applied for in January, 1919, to deal with a labour dispute then in existence in the Coughlan yards (Exhibits 1, 2, 3, 4, 5). While not brought out in evidence because a settlement was reached before either side had closed its case, it is common knowledge that there is at the present date an alarmingly large body of unemployed men in Vancouver, and this at a time when owing to the season of the year the maximum of work should be available. The record does show that labour expects under present conditions there will shortly be a great deal of unemployment. (Moore, 87, 88 and 89.) The present contracts held by the Coughlan firm will be completed in the early fall, probably in September or October. (Coughlan, 87.) As the work on hand nears completion, fewer men can be employed, and of course if no new work is obtained the yards must close when the present contracts are completed.

Labour unrest of a pronounced kind must, in the opinion of your Commission, follow the throwing out of employment of such a large body of men as the Coughlan firm employs (or can employ,—and have employed in the past) through no fault of their own, but who on the contrary have shown their desire

for steady employment by entering into the agreement, Exhibit 131. The existing large body of unemployed shows that it will be useless for them to look elsewhere for jobs. This will be emphasized by the time of year when the yards will close, the early fall, when most outside work other than shipbuilding must shortly cease because of the approach of winter. At the same time the need of money by the workers will be more urgent because of the unavoidably heavier expense of existence of themselves and their families during the winter months. These being the prospects, the men feel that the Dominion Government should take care of the situation at least for a time, even if shipbuilding in the West entails a somewhat higher cost than in the East. (Moore, 85.)

The alternative is the expenditure of money to support the idle worker (*ibid*) with all the attendant unrest and agitation which would almost inevitably follow.

Further, the men point to certain facts brought out in evidence as reasons why they may rightfully expect special consideration will be given by the Government to the recommendation herein after made that further contracts be promptly awarded to the Coughlan firm. During the spring and summer of 1918 that firm had an opportunity to obtain contracts from the French Government which would have kept the yards continuously employed until 1921. (Coughlan, 259, 260, 261, 262, and Exhibit 67.) These contracts were to be at a figure which would have enabled the firm to pay the men the same wage which obtains, or will obtain during the currency of the contract in the Pacific Coast shipyards in the United States. (Coughlan, 259, 260, 261.) This wage is higher than the wage paid by the Coughlan firm to its employees, at any rate from the date of expiry of its agreement with them in August, 1918, up to the date of the tentative agreement mentioned in the interim report of the Commission. (Rouse, 142.) It does not appear in evidence how the

wage scale now agreed upon compares with the scale in force in the United States Pacific Coast shipyards, but it is somewhat lower, as the Commission is informed by Commissioner Welsh, who by virtue of his position has accurate knowledge of the matter. The Dominion Government as a matter of policy prevented the Coughlan firm from entering into these contracts. (Coughlan, 258, 261, 287, 288, 289, 290.) The alternative before the Coughlan firm was to take contracts under the Government's policy, or close its yards. (Coughlan, 264.) The price set by these contracts, namely, \$198 per ton, placed the Coughlan firm in the position of not being able to pay any higher wages than were then being paid in their yards, which wages were below those paid in the Pacific Coast shipyards in the United States. (Coughlan, 290, 296.) The contracts offered for foreign account ranged in price from \$227 per ton in the spring of 1916 (Exhibit 67) to \$210 in the early fall of the same year. (Coughlan, 259, 270, 287, 288.)

The men raise no question as to the necessity or wisdom of the Government's policy, but they do say that since its effect was to prevent work being obtained that would have kept them employed for another three years at a higher rate of wages than they have been receiving, but which nevertheless they have agreed to accept, the Government should see to it that they should not be thrown out of employment at the beginning of winter because the Coughlan firm cannot obtain further contracts. (Fawkes, 110, 111.) The embargo against building for outside parties was raised three weeks after the armistice was signed, but though Mr. J. J. Coughlan forthwith made strenuous endeavours to secure such work he failed to obtain same. (Coughlan 264.)

It is pointed out that in connection with this prevention of construction of vessels for foreign account the Dominion Government took the position that it was going to build up a merchant marine and would require the capacity of all Cana-

dian shipyards, and therefore it was not possible to allow these shipyards to build for allied Governments. (Coughlan, 262.) Announcement was made in Parliament of the Government programme. (Coughlin, 292, 293, quoting Hansard under date April 4th, 1918.) In October, 1917, enquiry had been made by the Dominion Government from the Coughlan firm for prices on ship construction covering the years 1919, 1920 and 1921 (Exhibit 61) and in August, 1918, the Minister of Marine stated to Mr. Coughlan his yards would be kept going for three years. (Coughlan, 293.) Again, when the Victory Loan campaign was on in Vancouver, canvassers in the shipyards emphasized the point that generous subscriptions by the workers would mean more contracts for ships to be built here, (Creedon, 554, 555, Rouse, 140, 141, 155, 156; Tierney, 451, 452), and had official sanction for such statement. (Creedon, 555.) The loan was a success in the shipyards (*ibid*).

In view of the foregoing, your Commission is of opinion that to prevent

serious labour unrest among the shipyard workers arising from lack of employment and a feeling of unfair treatment, the Government should take prompt action in awarding further shipbuilding contracts sufficient to keep the Coughlan yards employed at full capacity, at any rate throughout next winter and the coming spring. Fortunately, as appears from press reports, Parliament during its recent session made a liberal appropriation for further shipbuilding in Canadian yards, so that funds are available if the recommendation herein made meets with approval. The evidence and exhibits are transmitted herewith.

All of which is respectfully submitted.

(Sgd.) DENIS MURPHY,
Chairman.

(Sgd.) F. W. WELSH,
Commissioner.

(Sgd.) HARRY H. WATSON,
Commissioner.

Dated at Vancouver, B.C., July 24th, 1919.

REPORT OF ROYAL COMMISSION ON POLICE MATTERS IN ONTARIO.

AS mentioned in previous issues of the LABOUR GAZETTE, members of the Toronto police force went out on strike on December 18 last, mainly in protest against the dismissal by the Toronto Police Commission of a number of policemen because, it was alleged, of their activities in connection with a policemen's union formed under a charter from the Dominion Trades and Labour Congress. On December 21 it was agreed that a Royal Commission, to be appointed by the government of the Province of Ontario, with wide powers to make investigation into police matters generally, would be requested, whereupon the men returned to duty. A Royal Commission was subsequently appointed by the Ontario Government, consisting of Chief Justice Sir William Meredith, chairman, Mr. S.

R. Parsons, Toronto, and Mr. James T. Gunn, Toronto, to inquire into "the administration of municipal police forces throughout the province (of Ontario), the constitution of police commissions, the effect of the laws and regulations relating to police, inquiring also into the number of police unions and the advisability of the formation of such unions either as separate bodies or in affiliation with other police unions, and generally in all matters relating to the good government of police forces, and particularly to inquire as to the advisability or otherwise of the Toronto police force continuing to hold its present charter. . . ." The Commission held hearings in Toronto, commencing on February 5, and in May presented a majority report signed by the chairman and

Mr. Parsons, together with a minority report signed by Mr. Gunn.

It might be stated that in order to comply with the recommendations in the majority report with respect to non-affiliation with outside bodies, the members of the Toronto police force have recently formed themselves, temporarily, into an organization known as the Toronto Policemen's Union, which will not be affiliated with the Trades and Labour Congress. This step has been taken pending a decision of the Trades and Labour Congress, before whom, it is understood, the matter will be brought at the forthcoming (September) convention of that body.

A summary follows of the more important recommendations of the Royal Commission:

Constitution of Police Commissions

The report shows that at present each board of police commissioners consists of the mayor of the municipalities, the police magistrate, and a judge of the County or District Court, and it is suggested that, judging from communications received, this mode of constituting police boards appears to give satisfaction. It had, however, been suggested that a representative of the police force, chosen by that body, should be a member of the board. This suggestion does not commend itself to the majority of the Commissioners as in their opinion "it would involve putting the member chosen in a position where, representing the members of the force, he would at the same time be in the position of employer and employee and would have a voice, perhaps the determining voice, in fixing the remuneration he and those he represented should receive, and in determining other questions in which the interests of the employer and employees were, or might be, opposed." The report states that the desired representation on these boards will be practically assured if the right is given to the members of the force to have representatives of their body called into consultation with the board before the appropriations

for the year are prepared and if they are given opportunity to make suggestions as to pay and conditions generally, and also to be called into conference with the board at any time when such a conference seems to the members of the force to be desirable.

In the minority report, the suggestion that one member of each Board of Police Commissioners should be chosen by the members of the police force is approved on the ground that it is merely an application of the Whitley scheme, which in Great Britain is being extensively applied to wage-earners.

Police Unions

With respect to police unions, the majority report states that there was no reason why the members of a police force should not be at liberty to form an association for their mutual benefit and protection, or why such an association should not affiliate with other like organizations in the province; but that it is improper that such an association should be affiliated with any labour organization or other outside body. Upon this subject the report contains the following:

"The labour man is a producer—the police constable is not; and therefore the underlying principle upon which labour unions exist, namely, the formation of a combination which will be in a position by collective action to secure for its members a just share of that which their labour assists in producing, has no application to a worker who, though he performs valuable services, produces nothing.

"There are other important differences. The police constable is a conservator of peace, sworn faithfully to discharge the duties of his office. If he is to discharge those duties properly, he must not only not show any partiality or favour to anyone, he must not place himself in a position in which there would be a conflict between duty and interest or inclination. Police constables are employed by the public. Unlike other employers whose interest when selfishly followed results in the appropriation to themselves of as much as possible of the product of labour, the public have no such interest and may be depended upon, if the working conditions or the wages of police constables are unjust or unfair, to remedy the injustice. . . .

"It appears from the proceedings of the Trades and Labour Congress, which are in evidence, that it initiated steps for the formation

of an independent labour party, and that members of unions affiliated with it are advised to become members of the party. The result of the members of the police union becoming members of such a political party would be to introduce politics into the force and would in our judgment be detrimental to its best interests.

"In our judgment the suggested advantages that would accrue from affiliation with the Trades and Labour Congress are far outweighed by the evil that would flow from their being so affiliated, and with the unrest in industrial circles which now prevails it would, in our judgment, be most undesirable that the members of the police force of Toronto should become members of the unions affiliated with the Trades and Labour Congress, and our conclusion therefore is that it is not advisable for the Toronto police force to continue 'to hold' its present charter."

With respect to the Police Protective Association of St. John, N.B., which is affiliated with the Trades and Labour Congress, the report draws attention to the fact that while the board of conciliation appointed to deal with the dispute between the City of St. John and members of its police force recommended that the Association be permitted to retain its charter, it also recommended that provision should be made "that the ritual, constitution and by-laws of the Police Protective Association shall be drafted and approved by a joint committee representing the Association, the Common Council of St. John, with an independent chairman, in order to guard against an affiliation that might in any way conflict with their duties as policemen."

Mr. Gunn in his minority report dissents from the above and summarizes his conclusions as follows: "The policeman as a wage-earner producing wealth for the community in the form of services is entitled to good living conditions, reasonable hours of labour, the opportunities to develop his spiritual, mental and physical faculties, to take his part in the development of the community, and to the protection that legislation promoted in labour interests would give him, and for these reasons, in my opinion, is entitled to be a member of a union affiliated with a lawful body such

as the Congress is, and I recommend that he be allowed to do so."

Compulsory Retirement at the End of Thirty Years' Service

A grievance of the policemen with respect to non-compulsory retirement was expressed in part as follows: "At the present time a member of the Toronto police force can remain on the strength of the force for an indefinite period. In the case of officers remaining on after the completion of thirty years, younger members of the force have to suffer as there are fewer promotions and it has been a case of waiting to fill dead men's shoes. . . . The Benefit Fund has suffered greatly from the present system of allowing men to remain after thirty years. Men who should have retired ten years ago will now be able to draw large pensions owing to the fact that several of them have received promotion after completing thirty years' service. These men have not paid into the fund in the same proportion as they will take out." The majority report recommends against the suggested compulsory retirement at the end of thirty years' service on the ground that many men in the full vigour of life would thus be retired, which would affect the efficiency of the force and would also unduly burden the pension fund. Compulsory retirement is opposed also in the minority report, but it is there recommended that a limit be fixed so far as eligibility for pensions is concerned, and it is suggested that pensions be paid at rates corresponding to the rank held at twenty-four years' service irrespective of how many additional years members may remain on the force.

Hearing of Grievances

It was stated by the men that members of the force were not allowed to approach the board of police commissioners with their grievances, and that if any outside interference was brought to bear by them in order to remedy their grievances, the men taking an active part

were disciplined. The Commission finds that the first part of this complaint is not well founded; and with respect to the second part, that the regulation prescribing that all grievances and complaints should be made to the Board by the men only through their officers was a reasonable regulation, as, if it did not exist, "there would be room for the bringing of pressure upon the Board from all sorts of sources which would be most objectionable." The Commission recommended that it should be "a cardinal rule that every member of the force who desires to complain should have the right to do so and to have his complaint brought before the Board and that his right should not be interfered with or denied to him by any superior officer because in his opinion the complaint is frivolous or unfounded."

Compensation for Accidents

With respect to compensation for injuries and death, the report states that, while police constables do not come within the provisions of the Workmen's Compensation Act, there is "no reason why municipal corporations should not pay compensation to members of their police force who are injured, or to the dependents of those who are killed, in the like circumstances and according to the same scale as employers who are under the Act are required to pay." In cases where there is a benefit or pension fund and the benefit under it is greater than the compensation under the Act, it is suggested that the beneficiary should be entitled to the former, and that the compensation which would be payable under the Act should be paid over to and form part of the Police Benefit Fund.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1919

THIRTY-TWO strikes, involving 12,607 employees, were reported as having commenced during July. There were in existence at some time or other during the month 73 strikes, involving 35,696 workpeople. The total time loss on account of industrial disputes was estimated at 561,010 working days, as compared with 1,445,021 in the previous month, and 161,702 in July, 1918. The time loss occasioned by the 32 strikes which began in July was 148,065 working days, while a loss of 412,945 is charged to the 41 strikes that commenced prior to July. Termination of the dispute was reported in the case of 23 of those which commenced prior to July. Twenty-one of the disputes commencing during July terminated during the month, leaving the following 29 strikes, affecting 17,530 workpeople, on

record July 31: coal miners, District 18; miners, Kirkland Lake and Rossland; pottery workers, St. John's; construction employees, Princeton; boilermakers, St. Catharines; metal workers, Kingston; moulders, Brantford, Hamilton and Peterborough; moulders and coremakers, St. Catharines; steam and operating engineers, Amherstburg; papermakers, Fort Frances; textile workers and bakers, Montreal; linemen, Greenwood to Allenby, B.C.; barbers, Kingston; glass workers, Thorold; miners, Cobalt; marble cutters, Montreal; plumbers, Calgary; plumbers and steamfitters, Montreal; shipbuilders, Lauzon; wire workers and furriers, Montreal; garment workers, Toronto; cigarmakers, Montreal; street railwaymen, Moose Jaw, and teamsters, Toronto.

Disputes by Industries

The following is a review of the disputes by industries in the order in which they appear in the statistical table. A brief summary is given of the more important strikes.

LUMBERING.—One strike—loggers at Comox, B.C.,—involved 300 workpeople and resulted in a loss of 1,500 working days. This strike was carried over from the previous month and was terminated during July.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—There were six strikes and lockouts in existence, involving 5,372 workpeople and resulting in a loss of 94,444 working days. Five strikes were carried over from the previous month, four of which remained unternminated. Quarry workers at Sweetcorners, N.S., resumed work early in the month, having obtained a partial increase in wages. Toward the close of the month some 2,200 miners at Cobalt stopped work and demanded a higher minimum wage, a 44-hour week and recognition of the union. The mine operators had refused to meet the officials of the Union with a view to framing an agreement and had declined to come, on the request of the Minister of Labour, to Ottawa to confer with the Union officials, and on July 23 the strike was declared on, and was in existence at the close of the month.

RAILWAY, CANAL AND HARBOUR CONSTRUCTION.—Two strikes were in existence, involving 675 workpeople and resulting in a loss of 16,650 working days. Both these strikes occurred prior to July. That of construction employees at Princeton remained unternminated, while a strike of labourers at Prince Rupert, which had been in existence since the latter part of May, terminated early in the month.

BUILDING AND CONSTRUCTION.—There were eight strikes in existence, involving 1,025 workpeople and resulting in a loss of 18,346 working days. Two of these strikes were carried over from the previous month, and were terminated. Six new strikes took place during the month,

carpenters at Montreal and Deschenes, marble cutters at Montreal and Ottawa, painters and decorators at Port Arthur and Fort William, and plumbers at Calgary. The cause in each case included wage increases and shorter hours. At the close of the month two strikes—marble cutters at Montreal and plumbers at Calgary—remained unternminated.

METALS, MACHINERY AND CONVEYANCES.—There were twenty-four strikes in existence, 23 of which involved 13,591 workpeople and resulted in a loss of 186,848 working days. Of the 17 strikes carried over from the previous month, ten were terminated during July. Seven new strikes occurred in this group during the month, the various trades affected being blacksmiths, machinists, plumbers and steamfitters, and wire workers at Montreal; copper tube workers, Lachine; and shipbuilders at Collingwood and Lauzon. Four of the new strikes were terminated during the month, leaving the strikes of plumbers and steamfitters, and wire workers at Montreal, and shipbuilders at Lauzon, still in existence at the end of the month.

WOODWORKING.—One strike—coopers at Toronto—was in existence, involving 10 workpeople and resulting in a loss of 45 working days. This strike, which was for increased wages, was settled by negotiations, the men receiving a partial increase and resuming work about the middle of the month. Information received in the Department indicated that the strike of casket workers which had been carried in the previous month's record had been terminated at the close of June.

PULP AND PAPER.—Two strikes—beaver board employees at Thorold and papermakers at Fort Francis—were carried over from the previous month's record and involved 928 workpeople and resulted in a loss of 23,905 working days. One strike remained unternminated at the end of the month.

PRINTING AND PUBLISHING.—One strike occurred in this group, that of

printers at London, Ont., who stopped work toward the close of the month, demanding that they be paid the union scale of wages generally in effect throughout the city of London on July 1. Negotiations were carried on with the result that the demand was granted and work was resumed. This strike involved 6 workpeople and resulted in a loss of 18 working days.

CLOTHING.—There were five strikes in existence, involving 3,097 workpeople and resulting in a loss of 59,265 working days. Four new strikes commenced during the month, cloak and skirt makers, furriers, and glove workers at Montreal and garment workers at Toronto. Two strikes were terminated within a week of their commencement, cloak and skirt makers and glove makers at Montreal. The one strike which commenced prior to July was also terminated, leaving the strikes of furriers at Montreal and garment workers at Toronto still in existence.

TEXTILES.—There were two strikes in existence, involving 4,620 workpeople and resulting in a loss of 99,440 working days. The textile workers' strike at Montreal, which was carried over from the previous month, remained unterminated. During July some 1,100 textile workers at Montmorency Falls went out in sympathy with the textile workers at Montreal; this strike, however, was declared off four days after its commencement, and work was resumed at the end of the month.

FOODS, LIQUORS AND TOBACCO. — There were six strikes in existence, involving 770 workpeople and resulting in a loss of 12,075 working days. Two strikes—bakers and cigarmakers at Montreal—were carried over from the previous month, the latter being terminated early in July. Four new strikes occurred during the month affecting bakers at St. Catharines, cigarmakers, egg candlers and provision clerks at Montreal. Termination of the dispute was reported in the case of three of the strikes, leaving

two strikes in this group still in existence at the close of the month.

TRANSPORTATION.—Ten strikes were in existence, involving 4,547 workpeople and resulting in a loss of 34,300 working days. Four of the strikes were carried over from the previous month and all were terminated during July. Six new strikes occurred during the month, affecting street railwaymen at Moose Jaw, Ottawa and Windsor; bakers' drivers at Ottawa; and coal drivers and teamsters at Toronto. Two of the strikes remained unsettled at the close of the month. The strikes of street railwaymen at Ottawa and teamsters at Toronto were the most important ones in this group, the former resulting in a loss of some 10,800 working days, and the latter 8,400 working days. In both cases Boards of Conciliation were appointed under the Industrial Disputes Investigation Act. In the case of the Ottawa dispute the men would not wait until the award of the Board was given, but stopped work a few days previously. At Toronto the men accepted the award of the Board and returned to work.

PUBLIC UTILITIES.—There were two strikes in existence, involving 582 workpeople and resulting in a loss of 10,374 working days. Both of these strikes commenced prior to July, but no information had been received concerning them. In the case of one strike—telephone employees at Vancouver—work was resumed about the middle of July, while the other—linemen from Greenwood to Allenby, B.C.,—remained unsettled at the end of the month.

MISCELLANEOUS.—Three strikes were in existence, involving 173 workpeople and resulting in a loss of 3,800 working days. Two strikes, both of which were carried over from the previous month, remained unsettled. The strike which occurred during the month affected some 67 barbers at Ottawa, who demanded increased wages. Negotiations were carried on for some days, which resulted in the men receiving the increase asked for and work was resumed July 18.

STRIKES AND LOCKOUTS DURING JULY, 1919

Industry or occupation.	Particulars.	No. of employees affected	Time loss in working days
STRIKES COMMENCING PRIOR TO JULY, 1919			
LUMBERING:—			
Loggers, Comox, B.C.....	Commenced May 1. For a six-hour day and other demands. Work resumed July 7.	300	1,560
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC:—			
Coal miners, in British Columbia and Alberta (District 18.)	Commenced May 24. Against a reduction in wages caused by operation of the 8-hour day. Untermiated.	2,100	56,700
Miners, Kirkland Lake, Ont.....	Commenced June 12. For increased wages, 44-hour week and recognition of the union. Untermiated.	610	16,470
Miners, Rossland, B.C.....	Lockout commenced May 20. Company objected to affiliation with One Big Union by its employees. Untermiated.	60	1,620
Pottery workers, St. John's, Que.....	Commenced November, 1913. Against a reduction in wages. Untermiated.	52	1,404
Quarry workers, Hants Co., N.S.....	Commenced May 1, 1913. For increased wages. Settled by negotiations; partial increase granted. Work resumed July 7.	350	1,750
RAILWAY, CANAL AND HARBOUR CONSTRUCTION			
Construction employees, Princeton, B.C.....	Commenced April 1. For increased wages and shorter hours. Untermiated.	600	16,200
Labourers, Prince Rupert, B.C.....	Commenced May 27. For increased wages. Settled by negotiations; partial increase granted. Work resumed July 8.	75	450
BUILDING AND CONSTRUCTION:—			
Carpenters, Sydney, N.S.....	Commenced May 5. For increased wages and shorter hours. Strike declared off July 28.	111	2,664
Electricians, Montreal, Que.....	Commenced June 16. For increased wages and shorter hours. Settled by negotiations; partial increase granted and hours reduced. Work resumed July 21.	360	6,120
METALS, MACHINERY AND CONVEYANCES:—			
Boilermakers, St. Catharines, Ont.....	Commenced April 28. For increased wages. Untermiated.....	75	2,025
Boilermakers and helpers, Montreal, Que....	Commenced June 23. For increased wages and shorter hours. Settled by negotiations; demands partially granted. Work resumed July 17	100	1,440
Machinists, brass workers and labourers, Montreal, Que.	Commenced May 14. For increased wages and shorter hours. Information received indicates this strike was terminated the latter part of June.	150	.....
Metal workers, Kingston, Ont.....	Commenced May 9. For increased wages and shorter hours. Untermiated.	700	18,900
Metal workers, Toronto, Ont.....	Commenced May 1. For increased wages, 8-hour day and other conditions. Work resumed July 23.	3,000	69,000
Metal workers, Winnipeg, Man.....	Commenced May 1. For increased wages, 8-hour day and 44-hour week. Strike terminated July 2.	1,000	2,000
Sympathetic strike, Vancouver, B.C.....	Commenced June 3. In sympathy with general strike at Winnipeg. Terminated July 3.	.....	.....
Moulders, Brantford, Ont.....	Locked out May 1. Demand for increased wages. Untermiated....	17	459

STRIKES AND LOCKOUTS DURING JULY, 1919.—*Continued.*

Industry or occupation.	Particulars.	No. of employees affected	Time loss in working days
METALS, MACHINERY AND CONVEYANCES— <i>Continued.</i>			
Moulders, Hamilton, Ont.....	Commenced May 5. For increased wages and shorter hours. Un-terminated.	150	4,050
Moulders, Peterborough, Ont.....	Commenced May 1. For increased wages and shorter hours. Un-terminated.	48	1,296
Moulders and coremakers, St. Catharines, Ont.....	Commenced May 23. For increased wages and shorter hours. Un-terminated.	100	2,700
Patternmakers, Ottawa, Ont.....	Commenced May 12. For increased wages and shorter hours. Settled by negotiations. Work resumed July 23.	7	133
Shipbuilders, Bridgeburg, Ont.....	Commenced June 26. Failure on part of company to sign agreement; also non-recognition of Union. Settled by negotiations; demands partially granted. Work resumed July 7.	225	1,125
Shipbuilders, Midland, Ont.....	Commenced June 6. For increased wages and shorter hours. Work resumed July 14.	215	2,365
Shipbuilders, Montreal, Que.....	Commenced June 3. For increased wages and shorter hours. Work resumed July 15.	3,500	42,000
Ship carpenters, Toronto, Ont.....	Commenced June 12. For increased wages and shorter hours. Settled by negotiations; demands granted. Work resumed July 28.	100	2,300
Steam and operating engineers, Amherstburg, Ont.	Commenced June 28. For increased wages. Unterminated.....	12	324
Structural iron workers, Montreal, Que.....	Commenced June 18. For increased wages and shorter hours. Settled by mediation of Dominion Fair Wages Officer. Work resumed July 7.	125	625
WOODWORKING:—			
Casket workers, Winnipeg, Man.....	Commenced May 1. For increased wages and recognition of Union. Information received indicates this strike was terminated the end of June.	60	.....
PULP AND PAPER:—			
Beaver Board employees, Thorold, Ont.....	Commenced June 18. For increased wages and shorter hours. Settled by negotiations. Work resumed July 22.	128	2,305
Papermakers, Fort Frances, Ont.....	Commenced May 12. For increased wages. Unterminated.....	800	21,600
CLOTHING:—			
Millinery and straw hat workers, Montreal, Que.	Commenced April 22. For increased wages, shorter hours and recognition of the union. Information received indicates this strike has been terminated.	245	.....
Woollen workers, Windsor, N.S.....	Commenced June 10. Against discharge of employees. Settled by arbitration. Work resumed July 21.	106	954
TEXTILES:—			
Textile workers, Montreal, Que.....	Commenced June 16. For increased wages and shorter hours. Un-terminated.	3,520	95,040
FOODS, LIQUORS AND TOBACCO:—			
Bakers, Montreal, Que.....	Commenced June 21. For increased wages and shorter hours. Un-terminated.	350	9,450
Cigarmakers, Montreal, Que.....	Commenced June 27. For increased wages. Settled by negotiations; demands granted. Work resumed July 10.	175	1,400

STRIKES AND LOOCKOUTS DURING JULY, 1919.—Continued.

Industry or occupation.	Particulars.	No. of employees affected	Time lost in working days
TRANSPORTATION:—			
Street railwaymen, Toronto, Ont.	Commenced June 22. For increased wages and shorter hours. Board of Conciliation appointed under the Industrial Disputes Investigation Act, and settlement reached. Work resumed July 4.	2,060	6,180
Seamen, Vancouver and Victoria, B.C.	Commenced June 3. For increased wages. Strikers' places filled. Strike terminated July 5.	1,000	5,000
Longshoremen, Vancouver and Victoria, B.C.	Commenced June 23. In sympathy with seamen's strike. Terminated July 5.	150	600
Ship stewards, Vancouver and Victoria, B.C.	Commenced June 3. In sympathy with seamen's strike. Terminated July 13.	120	1,560
PUBLIC UTILITIES:—			
Linemen, Greenwood to Allenby B.C.	Commenced May 28. For 8-hour day. Unterminated.	137	3,699
Telephone employees, Vancouver, B.C.	Commenced June 13. In sympathy with general strike at Vancouver. Terminated July 16.	445	6,675
MISCELLANEOUS:—			
Barbers, Kingston, Ont.	Locked out June 30. For increased wages. Unterminated.	26	702
Glass workers, Thorold.	Commenced June 18. For increased wages and shorter hours. Unterminated.	80	2,160
DISPUTES COMMENCING DURING JULY, 1919.			
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC:—			
Miners, Cobalt, Ont.	Commenced July 23. Demanded higher minimum wages, 44-hour week and recognition of the union. Unterminated.	2,200	16,500
BUILDING AND CONSTRUCTION:—			
Carpenters, Montreal, Que.	Commenced July 17. For increased wages and shorter hours. Settled by negotiations; demands not granted. Work resumed July 23.	60	300
Carpenters, labourers, etc., Deschenes, Que. .	Commenced July 8. For increased wages, closed shop and other changes. Some employees returned to work, others' places filled. Work resumed July 21.	97	1,067
Marble cutters, Ottawa, Ont.	Commenced July 25. For increased wages and 8-hour day. Settled by negotiations; demands granted. Work resumed July 29.	20	60
Marble cutters, Montreal, Que.	Commenced July 7. For increased wages and shorter hours. Unterminated.	300	6,600
Painters and decorators, Port Arthur and Fort William, Ont.	Commenced July 14. For a signed agreement from employers and a minimum wage scale. Settled through mediation of Dominion Government Fair Wages Officer. Demands granted. Work resumed July 28.	30	360
Plumbers, Calgary, Alta.	Commenced July 3. For increased wages. Unterminated.	47	1,175
METALS, MACHINERY AND CONVEYANCES:—			
Blacksmiths, Montreal, Que.	Commenced July 10. For increased wages and shorter hours. Settled by negotiations; demands partially granted. Work resumed July 16.	40	200
Copper tube workers, Lachine, Que.	Commenced July 23. For increased wages and shorter hours. Settled by negotiations; partial increase granted and hours reduced to 45 per week. Work resumed July 28.	250	1,000
Machinists, boilermakers, etc., Montreal, Que.	Commenced July 5. For increased wages and shorter hours. Settled by negotiations; partial increase granted. Work resumed July 9.	77	231
Plumbers and steamfitters, Montreal, Que. .	Commenced July 25. For increased wages, shorter hours and improved working conditions. Unterminated.	50	275
Shipbuilders, Collingwood, Ont.	Commenced July 15. Against discharge of employees. Settled by negotiations; demands not granted. Work resumed July 30.	900	11,700

STRIKES AND LOCKOUTS DURING JULY, 1919.—*Continued.*

Industry or occupation.	Particulars.	No. of employees affected	Time loss in working days
METALS, MACHINERY AND CONVEYANCES— <i>Continued.</i>			
Shipbuilders, Lauson, Que.....	Commenced July 28. For increased wages, shorter hours and better working conditions. Unterminated.	900	2,700
Wire workers, Montreal, Que.....	Commenced July 21. For increased wages and shorter hours. Unterminated.	2,000	20,000
WOODWORKING:—			
Coopers, Toronto, Ont.....	Commenced July 8. For increased wages. Settled by negotiations; partial increase granted. Work resumed July 14.	10	45
PRINTING AND PUBLISHING:—			
Printers, London, Ont.....	Commenced July 21, For a union wage scale put into effect about July 1. Settled by negotiations; demands granted. Work resumed July 24.	6	18
CLOTHING:—			
Cloak and skirt makers, Montreal, Que.....	Commenced July 2. For a minimum scale of wages and abolition of piece work. Settled by negotiations; demands partially granted. Work resumed July 7.	950	3,800
Furriers, Montreal, Que.....	Commenced July 8. For increased wages and alleged discrimination against employees. Unterminated.	16	336
Garment workers, Toronto, Ont.....	Commenced July 2. For increased wages and shorter hours. Unterminated.	2,000	54,000
Glove workers, Montreal, Que.....	Commenced July 21. For increased wages and shorter hours. Settled by negotiations; demands partially granted. Work resumed July 29	25	175
TEXTILES:—			
Textile workers, Montmorency Falls, Que...	Commenced July 28. In sympathy with textile workers' strike at Montreal. Strike called off July 31.	1,100	4,400
FOODS, LIQUORS AND TOBACCO:—			
Bakers, St. Catharines Ont.....	Commenced July 14. For increased wages. Settled by negotiations; increases granted. Work resumed July 16.	50	100
Cigarmakers, Montreal, Que.....	Commenced July 14. For increased wages. Unterminated.....	145	870
Egg candlers, Montreal, Que.....	Commenced July 2. For increased wages and shorter hours. Settled by negotiations; demands partially granted. Work resumed July 7.	15	45
Provision clerks and shippers, Montreal, Que.	Commenced July 7. For increased wages and shorter hours. Settled by replacement of strikers by other workers. Work resumed July 14	35	210
TRANSPORTATION:—			
Street railwaymen, Moose Jaw, Sask.....	Commenced July 24. For increased wages. Unterminated.....	35	245
Street railwaymen, Ottawa, Ont.....	Commenced July 1. For increased wages. Settled by negotiations; demands partially granted. Work resumed July 19.	600	10,800
Street railwaymen, Windsor, Ont.....	Commenced July 7. For increased wages and shorter hours. Settled through mediation of Ontario Railway Board; increase granted. Work resumed July 22.	86	1,290
Bakers' drivers, Ottawa, Ont.....	Commenced July 10. For a minimum wage scale, and closed shop. Settled by negotiations; demands granted. Work resumed July 12.	90	180
Coal drivers, Toronto, Ont.....	Commenced July 23. For increased wages and shorter hours. Settled by negotiations; men returned to work under same conditions. Work resumed July 31.	6	45
Teamsters, Toronto, Ont.....	Commenced July 8. For increased wages, shorter hours and other changes. Unterminated.	400	8,400
MISCELLANEOUS:—			
Barbers, Ottawa, Ont.....	Commenced July 2. For increased wages. Settled by negotiations; work resumed July 18.	67	938

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING JUNE, 1919

THE following details with regard to strikes and lockouts in the United Kingdom during June, 1919, are taken from the July issue of the *British Labour Gazette*.

NUMBER AND MAGNITUDE.—The number of trade disputes beginning in June was 127, as compared with 170 in the previous month, and 86 in June, 1918. In these new disputes about 509,000 workpeople were directly, and 14,000 indirectly, involved; and these figures, when added to the number of workpeople involved in disputes which began before June and were still in progress at the beginning of the month, give a total of about 548,000 workpeople involved in disputes in June, 1919, as compared with 105,000 in May, 1919, and 70,000 in June, 1918. In the following table the new trade disputes for June are summarized by groups of trades:

Groups of Trades	No. of disputes	No. of workpeople involved		
		Directly	Indirectly	Total
Building.....	15	4,277	.....	4,277
Coal Mining.....	16	34,542	2,643	37,185
Other Mining and Quarrying	1	170	.....	170
Engineering and Shipbuilding	11	3,612	5,170	8,782
Other Metal.....	7	2,315	4,500	6,815
Textile.....	6	450,483	.....	450,483
Clothing.....	13	2,485	.....	2,485
Transport.....	15	2,677	.....	2,677
Woodworking & Furnishing.	2	340	.....	340
Other Trades.....	34	8,078	1,500	9,578
Local Authority Services....	7	397	.....	397
Total, June, 1919.....	127	509,376	13,813	523,189
Total, May, 1919.....	170	66,900	21,791	88,691
Total¹, June, 1918.....	86	48,840	11,071	59,911

CAUSES.—Of the 127 new disputes, 83, directly involving 469,997 workpeople, arose on demands for advances in wages; 6, directly involving 1,797 workpeople, on other wages questions; 12, directly involving 4,334 workpeople, on questions affecting hours; 8, directly involving 15,653 workpeople, on details of working arrangements; 13, directly involving 7,131 workpeople, on questions respecting the employment of particular classes or persons; and 5, directly involving 10,464 workpeople, on questions of Trade Union principle.

RESULTS.—During the month settlements were effected in the case of 56 new disputes, directly involving 482,603 workpeople, and 26 old disputes, directly involving 2,180 workpeople. Of these new and old disputes, 15, directly involving 12,839 workpeople, were settled in favour of the workpeople; 15, directly involving 9,274 workpeople, in favour of the employers; and 52, directly involving 462,670 workpeople, were compromised. In the case of 34 other disputes, directly involving 18,356 workpeople, work was resumed pending negotiations.

AGGREGATE DURATION.—The number of working days lost in June by disputes which began or were settled in that month amounted to about 3,545,000. In addition, 291,000 working days were lost owing to disputes which began before June and were still in progress at the end of the month. Thus the total aggregate duration in June of all disputes, new and old, was 3,836,000 days, as compared with 673,000 days in May, 1919, and 375,000 days in June, 1918.

PRIME MINISTER'S STATEMENT ON INDUSTRIAL CONDITIONS IN CANADA

Imperative Need for a Just Spirit of Conciliation

THE following statement with respect to industrial and labour conditions in Canada was recently given to the press by the Prime Minister, Sir Robert Borden:

"As announced in the Governor-General's speech at prorogation, it is the intention of the Government to summon, within a few weeks, a representative conference for the purpose of an intimate and friendly discussion of relations between employers and employees and for consideration of the report of the Industrial Relations Commission. The provincial governments will be invited to attend and the various organizations of employers and employed will be requested to appoint representatives. It is hoped that such a conference will be productive of better understanding and a more thorough co-operation.

"Meantime, it is most important that actual world conditions should be fully realized by the Canadian people. For five years the world has been wasting the productive capacity of about fifty million men actually engaged in war-like activities. The remainder of the producing population has been to a considerable extent occupied in producing munitions and implements of destruction. Millions of men must now resume the normal activities of peace. The business of the world has been completely disorganized and a long period will probably elapse before it can be completely re-established. After the present period of inflation has passed, Canada, in common with other countries, will probably face a period of depression."

World's business disorganized

"To meet the possible imminence of such conditions, the Government has pledged the credit of the country to a

very large extent in order to provide employment for the gallant men returning to our shores from war service and for those engaged in war industries which have now ceased. Many employers of labour have undertaken work at little or no profit in order that their lines of industry might afford every possible opportunity for employment.

"Up to the present such opportunities have been fairly abundant, but this condition may not continue indefinitely. Efforts to provide employment will obviously be of little avail if the energy of the country is exhausted in lockouts or strikes occasioned by differences which ought to be composed by peaceful methods and without constant interruptions of the nation's task."

Destructive Nature of Strikes

"The industries of this country have a very direct and intimate relation to each other, and serious disturbance or stoppage of work through differences between employer and employed makes its effects felt in every allied or related industry. For example, hundreds of establishments in the metal trade have been shut down during the past two months with the inevitable result that orders for iron and steel have fallen off; and already one large steel industry in Nova Scotia has been compelled to close down, throwing out of employment hundreds of skilled workmen. In British Columbia a large smelting establishment is unable to continue its business for lack of coke, which cannot be supplied owing to strikes in the mining districts.

"No one would claim or even suggest that injustice in respect of hours or wages should not be redressed by reasonable and effective means. But lockouts and strikes are almost as destructive as war itself in the waste and loss which

they occasion and in their disturbing influence upon the industrial life of the country. They remove large numbers of men from productive employment, and create unemployment through lack of orders; they embitter relations between employers and employed; they discourage efforts to continue or extend business and to afford employment; and last but not least, they curtail production and increase the cost of necessities of life."

Opportunity lies ahead

"This country is second to none in its opportunities to recover speedily from the effects of the war, and to attain a prosperity even more marked than that

of the past; but Canada cannot expect wholly to escape trying experiences which must certainly result from the incalculable waste of the past five years with its inevitable inflation and its widespread disturbance of industrial conditions. A constant recurrence of lock-outs or strikes will make it exceedingly difficult if not impossible to pass successfully through the perilous period. The need of our country makes insistent appeal to the Canadian people in the new and untried era upon which we have now entered. Never was there greater need for steadfast self-control, wise forbearance, and a just spirit of conciliation. Upon these qualities will largely depend our success in solving the problems and surmounting the dangers that lie before us."

NATIONAL INDUSTRIAL CONFERENCE

A NATIONAL Industrial Conference between representatives of the Dominion Government and of the various Provincial Governments and representative employers and labour men will be held in Ottawa during the week beginning September 15. This conference has been summoned by the Government of Canada for the consideration of industrial relations and labour laws. Attention will also be given thereat to the labour features of the Treaty of Peace. Announcement of the intention of the Dominion Government to convene this gathering was made in the Speech from the Throne, at the closing of the last session of Parliament, as follows:

"Having regard to the necessity of avoiding industrial disturbance and with a view to ensuring more stable relations and a better understanding between employers and employed, my advisers intend to summon in the early future a representative conference for friendly and intimate discussion of such questions, and

for the consideration of the report of the Industrial Relations Commission and of the proposals therein set forth."

In its majority report, which was presented to the Government in the month of June, the Royal Commission on Industrial Relations advised that: "If it is finally decided that the enactment of any legislation necessary to give effect to our recommendations is not within the competence of the Parliament of Canada, we suggest that in order, if possible, to secure concerted action on the part of the different Provincial Legislatures, a conference should be held in the near future in the City of Ottawa. To this conference we suggest that the Premiers, or other members of the Governments of each Province, together with representative labour men and representative employers, be invited for the purpose of considering the whole question, and, if possible, arriving at a unanimous decision. We believe it is in

the interest of harmony that concerted action along this line should be taken, and we know of no better means of bringing about unanimity. At such conference the question of unifying and co-ordinating the existing legislation bearing on the relations between employer and employees, now in force in the several Provinces and in the Dominion, might be carefully considered and reviewed."

Under the terms of an order-in-council adopted on July 17, it was directed that employers and organized labour should each be entitled to select sixty representatives to appear for them at the conference, the selection to be arranged through the representative associations of employers on the one hand, and through the representative bodies of organized labour on the other hand, in such a way as to make the gathering as representative as possible of the various branches of trade and industry. It was also directed that apart from representatives of the Dominion and Provincial Governments an invitation should be extended to the members of the Royal Commission on Industrial Relations and to the members of the Labour Sub-Committee of the Cabinet, on whose recommendation the Royal Commission was established. Provision was also made for the representation of engineering and technical organizations.

The sessions of the conference will be held in the Victoria Museum building, and are expected to continue for about the space of one week. The Right Honourable Sir Robert Borden will act as

chairman. The meetings of the conference will be open to the press and to the public.

Proposed Agenda

The following is the proposed agenda:

1. Consideration of the labour features of the Treaty of Peace.
2. Consideration of the question of the desirability of unifying and co-ordinating the existing labour laws of the Dominion Parliament and of the Provincial Legislatures; and the consideration of any new labour laws which are deemed necessary.
3. Consideration of the recommendation of the Royal Commission on Industrial Relations respecting hours of labour.
4. Consideration of minimum wage laws.
5. Consideration of:
 - (a) Employees' right to organize.
 - (b) Recognition of labour unions.
 - (c) The right of employees to collective bargaining.
6. Consideration of:
 - (a) The recommendations of the Royal Commission on Industrial Relations in favour of the establishment of a bureau to promote the establishment and development of joint industrial councils.
 - (b) The further recommendations of the Royal Commission on Industrial Relations regarding the establishment of joint plant and industrial councils.
7. Consideration of the recommendations of the Royal Commission on Industrial Relations that the findings of the Commission be put into effect in all work controlled by the Government where the principles of democratic management can be applied.
8. Consideration of resolutions relating to any other features of the Report of the Royal Commission on Industrial Relations referred to on page 19 of the report.
9. Consideration of any other proposals which may be introduced bearing on the relations of employers and employees.

ANNUAL CONFERENCE OF THE BRITISH LABOUR PARTY

Direct Action and Nationalization the Main Issues before British Labour.

THE nineteenth annual conference of the British Labour Party, held at Southport during June 25-27, was attended by delegates representing 3,013,129 workers, of whom 2,960,409 were trade unionists and 52,720 were members of Socialist societies. Of the latter, however, some 80 per cent were also trade unionists. Several foreign visitors were also present, including Pierre Renaudel, and Jouhaux, Secretary of the French Confédération Générale du Travail; Van Roosbroeck, of the Belgian Labour Party; d'Arragona, Secretary of the Italian Federation of Labour; and Hjalmar Branting, of the Swedish Socialist Party. The delegates and visitors were formally welcomed by the Mayor of Southport.

The chief interest in the conference centred in a resolution brought in by the executives of the Triple Alliance, concerning the use of the weapon of the strike for political ends. This resolution, which was linked up with the question of Allied intervention in Russia, was as follows:

"This conference protests against the continued intervention by the Allies in Russia, whether by force of arms, by supply of munitions, by financing subsidies, or by commercial blockade. It calls for the immediate cessation of such intervention; it demands the removal of the censorship so that an unbiased public opinion may be formed upon the issues involved; it denounces the assistance given by the Allies to reactionary bodies in Russia as being a continuation of the war in the interests of financial capitalism, which aims at the destruction of the Russian Socialist Republic and as being a denial of the rights of peoples to self-determination, and it instructs the National Executive to consult the Parliamentary Committee of the Trades Union Congress, with the view to effective action being taken to enforce these demands by the unreserved use of their political and industrial power."

The Executive Committee, in its re-

port, took the ground that if the "British labour movement is to institute a new precedent in its industrial history by initiating a general strike for the purpose of achieving, not industrial, but political, objects, it is imperative that the trade unions, whose members are to fulfil the obligations implied in the new policy and whose finances it is presumed are to be involved, should realize the responsibilities such a strike movement would entail and should themselves determine the plan of any such new campaign."

The chairman of the conference, J. McGurk, of the Miners' Federation, in his opening speech, referring to the question of direct action, said:

"A movement is already afoot to employ the strike weapon for political purposes. This would be an innovation in this country which few responsible leaders would welcome. . . . We are either constitutionalists or we are not constitutionalists. If we are constitutionalists, if we believe in the efficacy of the political weapon (and we do, or why do we have a labour party), then it is both unwise and undemocratic because we fail to get a majority at the polls to turn round and demand that we should substitute industrial action. . . . It appears to me to be less likely that they will be ready to give their adhesion to industrial action to enforce political demands and ideas. It would, therefore, be a misfortune if the movement were to be torn asunder by efforts to force the adoption of the strike policy for political aims."

Robert Smillie, president of the United Mine Workers, the principal supporter of the resolution, asked the question: where do political questions end and industrial questions begin? He spoke as follows:

"Politicians say that the nationalization of mines is political, but does the conference condemn the miners who made up their minds they would strike if they did not get nationalization of mines? To me nationalization is a great labour question. Starved and kicked and kept in miserable houses for generations, the miners

have been building up fortunes for the privileged class. Are the organized miners not to use the power of their organization to improve their conditions by nationalization of mines? Yes, and our Executive Committee is now congratulating the miners. . . . We want to take constitutional means in order to prevent later the taking of unconstitutional means. It will be safer for the trades unions and the Labour Party to meet calmly and constitutionally than to wait until a revolution breaks out in some part of the country, which might sweep from one end of the land to the other. We of the Triple Alliance wanted the whole labour movement to have a voice in deciding the question."

Mr. Smillie was replied to by James Sexton, president of the dock labourers:

"I agree with Mr. Smillie that it is difficult, and sometimes almost impossible, to separate political from industrial questions. Is there a man or a woman in the trade union movement who would not take industrial action for the nationalization of the mines? . . . Against conscription no man is stronger than myself. But is there not an easier way? . . . Four years of good sound agitation is better than the risk of civil war. . . . You are letting loose an element now rife in the trade unions which you cannot control. I am a revolutionist of a social character, but I do not believe in letting mad dogs loose."

J. R. Clynes, M.P., president of the National Union of General Workers, in opposing direct action for political objects, said:

"I have always believed that organized labour should use without limit the trade union weapon for industrial ends. When it is a question of wages, or hours of labour, or workshop conditions, there must be no restraint upon the extremist use of the strike weapon. But I refuse to use that weapon for so clear and obvious a political purpose as that mentioned in this resolution. . . .

"Either we must believe in parliamentary government or reject it altogether. We must not say that the results are splendid when we succeed and that they are not to be recognized when we fail. We have heard a lot about the 'ruling classes' and the 'governing classes.' The class which has the power to rule in this country is the class represented by this conference. There are twenty million workmen and women on the burgess roll. Are we to say that those twenty millions are foolish enough to elect only the weakest of the labour candidates and to reject all the wise ones? In any case those who were returned represent the choice of the rank and file.

"The conference ought not to shirk its responsibility. It should not throw the responsibility back upon the executive of the different unions. We are for the moment the choice of

the rank and file. It must be noticed that the conclusion of the resolution is a definite piece of advice and will be interpreted throughout the country as a suggestion to the trade unions to use the strike weapon for political ends. We hope to see the day when, instead of there being a great crowd of capitalists and non-Socialists in the House of Commons, there will be a labour and Socialist government. What, then, would any class which opposed the action of that government be entitled to do? (A voice, 'Strike.') Does that mean that any class which had the power should have the right to terrorize a labour government by using whatever means or manoeuvres were at its command? Is that admitted? This course of action would be a blow, not at a government but a blow at democracy. It would do a greater and more permanent harm to the true interests of the working-class than to those of any other class. There would be millions of men in the street, with riot and bloodshed. Do we hope by creating disturbance in this country to secure peace in the world abroad? The more turmoil there is here the more, surely, will continue the state of distraction which exists in other lands. It is a socialistic principle to educate people to the acceptance of our principles, and I am prepared to preach those principles until they are applied.

"We are stronger now than the rich. We do not want our people distracted by this movement, but educated. For thirty years I have been a Socialist. I remain one. I was taught by Keir Hardie. I am willing to go on until those principles prevail, not by blood and tears, but by parliamentary power."

Frank Hodges, of the South Wales Miners, speaking in support of the resolution, stated that it meant that the Parliamentary Committee would be invited to call a Trades Union Congress and put such a resolution in the agenda:

"It is not suggested that the Trades Union Congress can make a declaration as to an immediate strike. The effective action may be such action as each union must determine according to its constitution, but the conference could make a recommendation to the unions leaving them individually to discover the way of carrying it into effect.

"We have got beyond the discussion of whether we are to supplement political action with industrial action. If I understand the position, the parliamentary party would welcome that kind of industrial support which would add to its authority in the House of Commons. The miners' strike found its way on to the floor of the House of Commons. Do the opponents of the resolution believe that at no time is it right for the trade union movement to go to the aid of the political Labour Party?

"The two wings of the movement ought to

be in harmony. The parliamentary party must not only represent geographical areas. It must represent the strength that has accumulated in the trade union movement. . . .

"This country can move through to the social revolution differently from any other country, but if you deny it the right to move through constitutional channels, provided by the Labour Party and trade union movement, you bring into being those elements of social chaos and disaster which may not be the best for the country in the long run."

Finally, on the third day of the conference, the resolution on direct action to force certain policies on the Government was passed by a card vote of 1,893,000 to 935,000. In passing such a resolution calling on the trade unions to prepare to bring direct action to bear on a political issue, the British Labour Party broke the precedents of 30 years in the political labour movement in Great Britain. In speaking of the significance of the vote, Philip Snowden stated that it meant "less an approval of the use of industrial action to attain political objects than an intense disapproval of the foreign policy of the Allies. The abstract question of using the industrial weapon for political purposes was not really under discussion. If that had been the issue the vote probably would not have been so decisive."

Before action can be taken on the resolution, it will mean a series of steps through the Labour Party Executive, Parliamentary Committee of the Trades Union Congress, delegate meeting of the Triple Alliance, the Trades Union Congress itself, and, finally, through the rank and file vote of each union.

It is of interest to note that during July it was decided at a joint meeting of executives of the Triple Alliance to submit a referendum to the members for authority to carry out the policy of direct action. Later, however, dispatches state that the executives have decided to postpone the balloting and to summon a full delegate conference to reconsider the entire question. It is stated that the recent change in the Government's policy toward Russia and regarding conscription and also the Government's decision no longer to intervene for the set-

tlement of industrial disputes, and, second, the apparent waning in the enthusiasm for direct action, is responsible for the decision.

The second resolution in point of importance, with respect to Nationalization of Mines and Minerals, was passed unanimously as follows:

"This conference congratulates the Miners' Federation of Great Britain on having secured a unanimous recommendation of the Royal Commission in favour of state ownership of minerals, and a majority recommendation in favour of state ownership of the mines, and recognition of the right of the workers to participation in the control of industry. It is of opinion that in order to strengthen the hands of the Parliamentary Labour Party in seeking to give immediate legislative effect to these proposals the matter ought to be made the subject of joint action on the part of the Executive Committee of the Miners' Federation of Great Britain, the Parliamentary Committee of the Trades Union Congress, and the National Executive of the Labour Party."

A resolution on the International marks the return to "states rights" of the Independent Labour Party and other minority socialist societies inside the federal system of the Labour Party. It appeals for the restoration to socialist societies of the privilege of distinct delegations in international meetings. The resolution was as follows:

"That this conference expresses its pleasure that the international conference at Berne has been an unanswerable condemnation in particular of those governments who opposed and finally prevented the proposed meeting at Stockholm.

"The conference further declares that steps should be taken at once to reconstruct the International on a permanent basis so that it may become a real and effective power in securing the spread and authority of socialism in all nations; to this end it is necessary that every section of the Socialist and labour movements should be duly represented at all international conferences, and that all national committees representative of the International should be composed of all sections of the movement so as to safeguard the rights of minorities and secure democratic expression of opinion and policy."

Resolutions were carried with respect to education. A resolution was brought in for a maximum working week of forty hours; but Mr. Smillie spoke to

an amendment calling for a six-hour day, which was carried.

The officers elected for the present year are as follows: Chairman, W. H. Hutchinson, of the Amalgamated So-

ciety of Engineers; secretary, Arthur Henderson; treasurer, Ramsey MacDonald. The Executive Committee is composed of representatives of all elements within the Labour Party.

ANNUAL CONVENTION OF THE CANADIAN MANUFACTURERS' ASSOCIATION

THE Canadian Manufacturers' Association held its forty-eighth annual convention at Toronto on June 10-12. The retiring president, Mr. W. J. Bulman, of Winnipeg, prefaced his address with a brief allusion to the general strike in Winnipeg, saying: "We are not opposed any one of us to the labour union; we are not opposed to collective bargaining; but we are opposed to one big union, and we are opposed to sympathetic strikes in public utilities." He urged the appointment of a tariff commission and the deportation of undesirable aliens, and approved the policy of the government in placing restrictions on immigration and in passing legislation in aid of scientific research and technical education. The report of the general manager outlined the progress made by the Association during the year. There were in existence 35 trade sections of the Association, of which 17 were active, four were inactive, and the remaining 14 carried on their work almost independently of the Association. A Trade Sections Department had been created to promote their organization and development and to keep them in contact with the Association. New branches of the union were formed at Sherbrooke, Brantford, Niagara Falls, and Victoria, and during the year there was a net gain in membership of 141, bringing the total membership up to 3,530. The executive committee, in its report, stated that much attention had been given by it to the problems connected with industrial relations and that the War Labour

Policy, formulated by the late Minister of Labour, had been favourably considered and recommended for approval. In February last the various branches were asked to encourage the formation of joint standing committees of employers and employees in the manufacturing towns and cities throughout Canada. Action was taken in many localities, and the committee stated that there was no doubt that many difficulties were solved and many grievances settled by common discussion. During the year the Executive Council on the recommendation of the committee had endorsed, among others, the following proposals: The removal of war-time restrictions from business; the establishment of a central bureau for scientific research; the provision of facilities to encourage technical education and industrial training; the proposed legislation of the Dominion Government to encourage the building of small houses; the programme of the Canadian Engineering Standards Association; the establishment of Government employment offices; the continuation of daylight saving legislation; and the proposal of the Canadian Association of Stationary Engineers to secure a higher standard of technical efficiency for stationary engineers.

A resolution was passed in which the Association cordially welcomed the appointment of the Royal Commission on Industrial Relations, and pledged its co-operation and support to the Dominion government in its efforts to secure a more complete knowledge of industrial

conditions and better relations between employers and employees. In another resolution the Association recorded its opinion that all persons attempting to undermine the existing form of government should be summarily punished, and if aliens should be immediately deported. The Association asked the Dominion government to enact legislation to prevent strikes among civic employees and at the same time to make provision for the redress of grievances and the hearing of complaints. Referring to the labour clauses in the Peace Treaty, another resolution expressed the view that legislation that would place Canadian industry at a disadvantage in international competition should not be enacted until such legislation becomes effective in the chief industrial countries of the world. The gratitude of the Association was expressed to the Dominion government for passing the Technical Education Act, and the Association urged upon the provinces the necessity for availing themselves of the facilities provided by the Act with the least possible delay.

A number of amendments were made to the by-laws, the chief changes being the formation of five divisions of the Association corresponding with the geographical divisions of the country, with a vice-president for each division; the abolition of the advisory committee and the creation of three new standing committees on publishing, industrial relations, and commercial intelligence respectively.

Among the speakers at the convention were Mr. C. B. Nicholson, M.P., chairman of the Select Committee on the High Cost of Living, Mr. Lloyd Harris, chairman of the Canadian Trade Mission in London, Mr. W. C. Good, of the United Farmers of Ontario, and Mr. M. A. Brown, mayor of Medicine Hat and president of the Alberta Industrial Development Association. Mr. Nicholson spoke on the Causes of Labour Unrest

in Canada. He attributed the unrest to three primary causes; first, the nervous strain through which the whole world has passed as the result of four years of war; second, the economic pressure which bears perhaps heavier on the working-man than on any other class; and, third, the irresponsible agitator. As a measure to relieve the economic pressure due to the high cost of living he declared it was the duty of the manufacturers to make the system of distributing goods as economical as possible and to cut out artificial obstructions. He declared that there was a place for organized labour, and laid the responsibility for the power of labour agitators to a large degree upon many employers in Canada who refused to recognize the good they themselves could get out of organized labour properly constituted and the right of workmen to organize for their mutual benefit. Mr. Lloyd Harris spoke of the openings for Canadian trade in Europe and told what steps the manufacturers should take in order to acquire it. Mr. Brown spoke on the Industrial Development in the West and mentioned some of the great natural resources of Western Canada that have not yet been developed. He expressed the determination of the people of Alberta to establish manufacturing industries to work up their own raw materials. Mr. W. C. Good discussed the question of industrial relations from the viewpoint of the farmer, who, he said, was both capitalist and labourer. He advocated the development of a system of industrial democracy in order to remove the conflict between capital and labour and a radical change in Federal taxation with a view to reducing the cost of production.

The following officers were elected for the ensuing year: President, Mr. T. P. Howard, Montreal; vice-president, Mr. J. S. Mackinnon, Toronto; second vice-president, Mr. W. S. Fisher, Sackville, N.B.; Treasurer, Mr. J. F. Ellis, Toronto.

NEW LABOUR ORGANIZATIONS IN CANADA

Labour Bodies Formed During First Half of 1919

THE activity which was noted in the Eighth Annual Report on Labour Organization in Canada, covering the year 1918, in respect to the formation of labour bodies in the Dominion, has continued during the present year. During the first half of the year information has come to hand of the formation of seven federations, six trades and labour councils and 165 local branch unions, of which number 28 local branch unions organized in the early part of the year are included in the Eighth Annual Report. Of the seven new federations two are located in the province of Nova Scotia and five in Ontario, four of the latter being metal trades councils. The six new trades and labour councils are divided equally between the provinces of Nova Scotia, Quebec and Ontario. All of the nine provinces are represented in the list of new branch unions formed

in 1919, the number in each being as follows: Ontario, 89; Quebec, 26; British Columbia, 12; Manitoba, 9; Saskatchewan, 8; Nova Scotia, 7; Alberta, 7; New Brunswick, 6; and Prince Edward Island, 1. For the same period information has been received of the dissolution of five local branch unions—three in Ontario and one each in New Brunswick and Alberta. Allowing for the loss of these five, there has been an increase of 160 local branch unions so far this year, which, added to 2,274, the number reported at the close of the year 1918, brings the total to 2,434 branch unions in the Dominion.

The following is the list of new labour bodies not included in the 1918 report, arranged according to provinces, the name and address of the president and secretary, where obtainable, being given:

Federations of Trade Unions

NOVA SCOTIA.

Nova Scotia Provincial Federation of Labour.—Pres., C. C. Dane, New Glasgow, N.S.; Sec., Joseph Sexton, Glace Bay, N.S.

Halifax Marine Trades and Labour Federation.—Chairman, J. E. Morash, Lemarchant St., Halifax, N.S.; Sec., Chas. A. Greig, 278 Agricola St., Halifax, N.S.

ONTARIO.

Hamilton Metal Trades Council.—Pres., Alex. Boyd, Hamilton, Ont.; Sec., Walter Taylor, 23 Highland Ave., Hamilton, Ont.

Kingston Metal Trades Council.—Pres., J. Findlay, 37 Wellington St., Kingston, Ont.; Sec., W. Halliday, P. O. Box 111, Kingston, Ont.

London Metal Trades Council.—Pres., A. Spalding, 684 Queen's Ave., London, Ont.; Sec., W. Tite, 59 Mount Pleasant Ave., London, Ont.

Ottawa Building Trades Council.—Pres., J. Cameron, 265 Parkdale Ave., Ottawa, Ont.; J. O. Jackson, 333 Powell Ave., Ottawa, Ont.

Ottawa Metal Trades Council.—Pres., E. R. Patterson, 111 Bell St., Ottawa, Ont.; Sec., J. Gordon Wilson, 253 Nepean St., Ottawa, Ont.

Trades and Labour Councils

NOVA SCOTIA.

Amherst Trades and Labour Council.—Pres., George Shepard, 17 Terris St., Amherst, N.S.; Sec., Ervin Crawford, 5 Robie St., Amherst, N.S.

North Cape Breton District Trades and Labour Council.—Pres., Angus McPhee, Sydney

Mines, N.S.; Sec., James Forgan, Box 15, Sydney Mines, N.S.

QUEBEC.

Hull Trades and Labour Council.—Pres., C. Paradis, 78 Vaudreuil St., Hull, Que.; Sec., G. E. Dompierre, 81 St. Hyacinthe St., Hull, Que.

Sherbrooke Central Trades and Labour Council.—Pres., Geo. Hayle, 82 Laurier Ave., Sherbrooke, Que.; Sec., C. H. Dumont, Peel St., Sherbrooke, Que.

ONTARIO.

Bridgeburg Trades and Labour Council.—

Pres., J. Bell, Bridgeburg, Ont.; Sec., F. Ameslney, Box 335, Bridgeburg, Ont.

Carleton Place Trades and Labour Council.—Pres., Harris Bennett, Carleton Place, Ont.; Sec., J. H. Misener, Carleton Place, Ont.

Trade Unions

NOVA SCOTIA.

Amherst

Textile Workers of America, United.—Pres., Wm. Trewin, Amherst, N.S.; Sec., Miss Winifred Paterson, Amherst, N.S.

Dartmouth

Iron, Steel and Tin Workers, Victory Lodge, No. 3, Amal. Assn. of.—Sec., William Keeler, Gritten Avenue, Dartmouth, N.S.

Halifax

Barbers' International Union, Journeymen.—Sec., Roy Sutherland, c/o Carroll Bros., Halifax, N.S.

Porters, Order of, Sleeping Car, Lodge No. 1.—Pres., George A. Fraser, 43 Maynard St., Halifax, N.S.; Sec., O. N. Skinner, 7 King's Place, Halifax, N.S.

Teamsters, Chauffeurs, Stablemen and Helpers, Inter. Bro. of.—Pres., M. Gammon, A.O.H. Hall, Gerrish St., Halifax, N.S.; Sec., J. Morarity, A.O.H. Hall, Gerrish St., Halifax, N.S.

Sydney

Railway Clerks, Bro. of.—Pres., Joseph Sexton, P. O. Box 721, Glace Bay, N.S.; Sec., Wm. K. McDonald, P. O. Box 121, Glace Bay, N.S.

Trenton

Boilermakers, Iron Shipbuilders and Helpers, Inter. Bro. of.—Sec., W. V. Smith, Trenton, N.S.

NEW BRUNSWICK.

Moncton

Civic Employees, No. 51.—Sec., W. A. McWilliam, 135 Gordon St., Moncton, N.B.

St. John

Electrical Workers, No. 395, Inter. Bro. of.—Sec., A. P. Sinders, 186 Rockland Road, St. John, N.B.

Fire Fighters, No. 195, Inter. Ass'n. of.—Sec., Charles Perrie, No. 3 Engine House, St. John, N.B.

Machinists, No. 1292, Inter. Ass'n. of.—Sec.,

R. R. Brown, 170 Waterloo Street, St. John, N.B.

Metal Workers Inter. Alliance, No. 633, Amal. Sheet.—Sec., James Gallagher, 27 Dock St., St. John, N.B.

Federal Labour Union, No. 16575, Civic Employees, A. F. of L.—Pres., Fred. Nice, 278 Prince St., West, St. John, N.B.; Sec., B. Logan, 15 Albert St., St. John, N.B.

PRINCE EDWARD ISLAND.

Charlottetown

Electrical Workers, Inter. Bro. of.—Pres., W. H. Kelly, 29 Dorchester St., Charlottetown, P.E.I.; Vice-Pres., Reginald Cox, 147 Elm Ave., Charlottetown, P.E.I.; Sec., C. H. Hobkins, 87 Sydney St., Charlottetown, P.E.I.

QUEBEC.

Aylmer

Ho'd Carriers, Building and Common Labourers, No. 198, Inter.—Pres., Thomas Longpré, Aylmer, Que.; Sec., Alexander Madire, Aylmer, Que.

Montreal

Aqueduct Workers, Federal Charter No. 15467, A. F. of L.—Sec., Alf. Archambeault, 395 Seigneurs St., Montreal, Que.

Bakery and Confectionery Workers' International Union, No. 371.—Sec., E. Rivet, 75 Delinelle St., Montreal, Que.

Teamsters, Chauffeurs, Stablemen and Helpers, Inter. Bro. of, No. 476.—Sec., Alphonse Dupré, 2969 St. Denis St., Montreal, Que.

Letter Carriers, No. 71, Nat. Ass'n. of.—Sec., A. Gauthier, 420 Ste. Emilie St., Montreal, Que.

Locomotive Engineers, Inter. Bro. of.—Sec., S. E. White, Apt. 5, 740 Bloomfield Ave., Outremont, Montreal, Que.

Cloth Hat and Cap Makers of North America, No. 48, United.—Sec., M. Casselman, 992 Cadieux St., Montreal, Que.

Railway Clerks, Freight Handlers, and Station Employees, No. 1191, Bro. of.—Pres., William Shore, 1136 B. Wellington St., Verdun, Montreal, Que.; Sec., Francis Foley, 386 St. Antoine St., Montreal, Que.

Railway Clerks, Freight Handlers and Station Employees, No. 1086, Bro. of.—

Railway Clerks, Freight Handlers and Station Employees, No. 1237, Bro. of, (Steamship Checkers).—Pres., J. M. Howell, 229 Lagauchetiere St., West, Montreal, Que.; Sec., J. A. Beliveau, 394 Dorchester St., Montreal, Que.

Rubber Workers, Federal Charter No. 15461, A. F. of L.—Sec., L. E. Charbonneau, 978 De Montigny St., East, Montreal, Que.

Sugar Refinery Workers, Federal Charter No. 16572.—Sec., E. Labre, 159 Chateauguay St., Montreal, Que.

Syndicat Ouvrier, Carrossiers de Montréal.—Pres., D. Pilon, 411 Gilford St., Montreal, Que.; Sec., H. T. Lachapelle, 3566 St. Denis St., Montreal, Que.

Textile Workers of America, No. 2003, United.—Sec., Jos. Heneault, 118a St. Augustin St., Montreal, Que.

Window Cleaners' Protective Union, No. 16504.—Pres., S. Juzienko, 991 Ethel St., Montreal, Que.; Sec., D. Kurica, 979 Ethel St., Montreal, Que.

Painters and Decorators, No. 1135, (Glass Workers and Glaziers), Bro. of.—Pres., Chas. G. Black, 32 Arcade St., Montreal, Que.; Sec., Septimus Danby, 1225 St. Valier St., Montreal, Que.

Quebec

Railroad Employees, No. 69, Can. Bro. of.—Sec., J. Boyer, 140½ Grant Street, Quebec, Que.

L'Union Nationale Catholique des Journaliers de Québec.—Sec., A. Forgues, 23 St. Bonaventure St., Quebec, Que.

Shawinigan Falls

Steam and Operating Engineers, No. 744, Inter. Union of.—Sec., W. Gunville, City Hall, Shawinigan Falls, Que.

Sherbrooke

Jewelry Workers' Union, No. 50, Inter.—Sec., Gedeon Rouleau, 18 Ball St., Sherbrooke, Que.

St. Hyacinthe

Carpenters, National Catholic Union of.—Pres., J. E. Lefebvre, St. Hyacinthe, Que.; Sec., J. Trempe, rue Ste. Marguerite, (près Ste. Marie), St. Hyacinthe, Que.

Three Rivers

Boilermakers, Iron Shipbuilders and Helpers, No. 654, Inter. Bro. of.—Pres., Alex. Tessier, Pont St. Maurice, Que.; Sec., Thomas Drouin, 91 St. Prosper St., Three Rivers, Que.

Charretiers, Syndicat, C. O. C. (Carters).—Pres., Dosithe Raymond, Synd. Mixtes, St. Olivier and Volontaire Sts., Three Rivers, Que.; Sec., Alfred Carle, 73 Plaisante St., Three Rivers, Que.

ONTARIO.

Brampton

Boot and Shoe Workers Union.—Sec., Robert Nelson, Elliott St., Brampton, Ont.

Brantford

Plumbers and Steamfitters, No. 186, United Ass'n. of.—Sec., J. H. Ashton, 148 Dalhousie St., Brantford, Ont.

Railroad Employees, No. 108, Can. Bro. of.—Pres., H. L. Felton, 176 Marlboro St., Brantford, Ont.; Sec., Miss S. G. Dunn, 118 Clarence St., Brantford, Ont.

Federal Labour Union, No. 16492.—Pres., Fred. E. Williams, Brantford, Ont.

Bridgeburg

Machinists, No. 1263, Inter. Ass'n. of, (Frontier Lodge).—Pres., E. Walton, General Delivery, Amigari, Ont.; Sec., W. Geo. Slowleigh, Box 26, Amigari, Ont.

Carleton Place

Stove Mounters' Inter. Union, No. 78.—Pres., Fred. Wilson, Carleton Place, Ont.; Sec., J. N. Bennett, Box 500, Carleton Place, Ont.

Textile Workers of America, United.—Pres., Norman Anderson, Carleton Place, Ont.; Sec., Emmet Welsh, Box 103, Carleton Place, Ont.

Collingwood

Plumbers and Steamfitters, No. 586, United Ass'n. of.—Pres., Frank Cook, Collingwood, Ont.; Sec., G. A. Giles, Collingwood, Ont.

Galt

Federal Labour Union, No. 16852.—Pres., H. Wray, 33 Bruce St., Galt, Ont.; Sec., A. Drew, 43 Chalmers St., Galt, Ont.

Hamilton

Bakers' Union, No. 2, National, C. F. of L.—Pres., James Bishop, 24 Ashley St., Hamilton, Ont.; Sec., W. Britton, 83 Sherman Ave., N., Hamilton, Ont.

Machinists, No. 1260, Inter. Ass'n. of.—Pres., A. H. Ram, 316 Hunter St., W., Hamilton, Ont.; Sec., J. T. Hinks, 171½ Florence St., Hamilton, Ont.

Street and Electric Railway Employees of America, No. 876, Amal. Ass'n. of.—Pres., John W. Kipling, 143 Balsam Ave., Hamilton, Ont.;

Sec., Lloyd C. Myers, 49 Arthur Ave., N., Hamilton, Ont.

Meat Cutters and Butcher Workmen, Amal., No. 63.—Pres., R. H. Mathews, 257 Rosslyn Ave., Hamilton, Ont.; Sec., E. Blank, 28 Madison Ave., Hamilton, Ont.

Bread and Cake Wagon Drivers, No. 704.—Pres., Wm. Hinton, Hamilton, Ont.; Sec., Gerald Cook, 87 Ashley St., Hamilton, Ont.

Hespeler

Painters, Decorators and Paperhangers of America, No. 677, Bro. of.—Pres., John Woolham, General Delivery, Hespeler, Ont.; Sec., Robt. Hartrick, General Delivery, Hespeler, Ont.

Kingston

Retail Clerks' Inter. Ass'n., No. 382.—Pres., Wm. H. Hall, 321 Earl St., Kingston, Ont.; Sec., J. M. Anderson, Bonfield, Ont.

Kitchener

Luggage Workers' Association.—Pres., A. Schipping, 65 Edward St., Kitchener, Ont.; Sec., W. Malcolm, 87 Samuel St., Kitchener, Ont.

London

Bakery and Confectionery Workers' Inter. Union, No. 270.—Pres., Frances Lawson, 111 Wellington Rd., London, Ont.; Sec., William Taylor, 486 Piccadilly St., London, Ont.

Stationary Firemen and Oilers, No. 503, Inter. Bro. of.—Pres., C. W. Few, 172 Simcoe St., London, Ont.; Sec., J. Ramsay, 10 Dundas St., West, London, Ont.

Federal Labour Union, No. 16523, (A. F. of L.)—Pres., Fred. Booth, 189 William St., London, Ont.; Sec., Wm. Edlington, 271 William St., London, Ont.

Meaford

Painters, Decorators and Paperhangers, No. 1020, Bro. of.—Pres., Bert Brown, General Delivery, Meaford, Ont.; Sec., Samuel Redmonds, Box 441, Meaford, Ont.

Midland

Plumbers and Steamfitters, No. 761, United Ass'n. of.—Pres., Edward Yourth, General Delivery, Midland, Ont.; Sec., R. H. Warner, 7th St., Midland, Ont.

Seamen's Union, (Great Lakes) International.—Pres., Alexander Gray, Victoria Harbour, Midland, Ont.; Sec., Thomas Westworth, King St., Midland, Ont.

Steam and Operating Engineers, No. 737, Inter. Union of.—Pres., Chas. Major, Midland, Ont.; Sec., J. E. Stewart, Box 827, Midland, Ont.

Mount Dennis

Carpenters and Joiners, No. 2201, United Bro. of.—Pres., L. Gagon, 30 Lambton Ave., Mt. Dennis, Ont.; Sec., R. A. Fursey, 23 Frijamie Ave., Mt. Dennis, Ont.

Niagara Falls

Hod Carriers, Building and Common Labourers, No. 91, Inter.—Pres., Rocco Domemio, 123 Stanley St., Niagara Falls, Ont.; Sec., Quaranto Salvatore, 74 Peer St., Niagara Falls, Ont.

Machinists, No. 1296, Inter. Ass'n. of.—Pres., A. S. Warren, 90½ Queen St., Niagara Falls, Ont.; Sec., A. S. Dulin, 72 Prospect St., Niagara Falls, Ont.

Orillia

Moulders' Union of N. A., No. 438, Inter.—Pres., R. L. Taylor, 80 Frederick St., Orillia, Ont.; Sec., Howard W. Black, Box 611, Orillia, Ont.

Federal Labour Union, No. 16457.—Pres., Frank W. Foster, Orillia, Ont.; Sec., William Childerhose, Orillia, Ont.

Oshawa

Carpenters and Joiners, United Bro. of.—Sec., S. Carnell, Oshawa, Ont.

Ottawa

Carpenters and Joiners, No. 646, United Bro. of.—Pres., A. Beauregard, 105 Sherbrooke St., Ottawa, Ont.; Sec., Edw. Sarault, 15 Anderson St., Ottawa, Ont.

Hotel and Restaurant Employees' Inter. Alliance, (Culinary Alliance, No. 419).—Pres., Victor Lieuhart, Ottawa, Ont.; Sec., David Routhier, Ottawa, Ont.

Railway Clerks, Freight Handlers and Station Employees, No. 1161, Bro. of.—Pres., P. E. St. Pierre, 74 Henderson Ave., Ottawa, Ont.; Sec., J. P. Grierson, 117 Cartier St., Ottawa, Ont.

Railroad Employees, No. 110, Can. Bro. of.—Pres., John Gray, 41 Craig St., Ottawa, Ont.; Sec., Jas. E. McGuire, 373 Cooper St., Ottawa, Ont.

Railroad Employees, No. 111, Can. Bro. of.—Pres., C. F. Allen, 676 King Edward Ave., Ottawa, Ont.; Sec., G. Needham, 82 Sweetland Ave., Ottawa, Ont.

Retail Clerks' Inter. Protective Ass'n., No. 353.—Pres., Thomas Marcell, 211 Bolton St., Ottawa, Ont.; Sec., O. Paquette, 113½ Clarence St., Ottawa, Ont.

Teamsters, Chauffeurs, Stablemen and Helpers, No. 496, Inter. Bro. of.—Pres., Dave Lanaronde, 260 Chelsea Rd., Hull, Que.; Sec., Daniel McCann, 361 Arlington Ave., Ottawa, Ont.

Bakery Drivers' Union, No. —, (I. B. of T. D.).—Pres., R. H. Plant, 141 Creighton St.,

Ottawa, Ont.: Sec., Joseph Gillesie, 255 Percy St., Ottawa, Ont.

Roofers, Composition, Damp and Waterproof Workers, No. 44, Inter. Bro. of.—Pres., Phil. Daily, 102 LeBreton St., Ottawa, Ont.; Sec., G. A. St. Louis, 81 James St., Hull, Que.

Pembroke

Bricklayers, 'Masons and Plasterers' Inter. Union, No. 11.—Pres., B. H. Kaden, Pembroke, Ont.; Sec., A. J. Mohns, Box 692, Pembroke, Ont.

Penetanguishene

Federal Labour Union, (A. F. of L.)—Pres., John Dunsmore, Penetanguishene, Ont.; Sec., J. F. Dupuis, Penetanguishene, Ont.

Peterborough

Fire Fighters, No. 169, Inter. Ass'n. of.—Sec., E. G. Johnston, 264 McDonald St., Peterborough, Ont.

Metal Polishers, Inter. Union of, No. 130.—Pres., Vincent Clancy, 664 Downie St., Peterborough, Ont.; Sec., Harry Connelly, 199 Rink St., Peterborough, Ont.

Railroad Employees, No. 109, Can. Bro. of.—Pres., T. Guerin, 323 Simcoe St., Peterborough, Ont.; Sec., E. R. Taylor, 580 Bolivar St., Peterborough, Ont.

Bakers' Union, Local No. 231.—Pres., Edward Wise, Cedar St., Peterborough, Ont.; Rec. Sec., Charles Stevens, 228 London St., Peterborough, Ont.

Preston

Federal Labour Union, No. 16516.—Pres., Wm. Mickers, Preston, Ont.; Sec., J. Hertel, Preston, Ont.

Renfrew

Carpenters and Joiners, No. 2138, United Bro. of.—Pres., Albert Labonte, Renfrew, Ont.; Sec., Robert Ireton, Renfrew, Ont.

Labourers' Union.—Pres., J. Green, Renfrew, Ont.; Sec., A. White, Renfrew, Ont.

Hod Carriers, Building and Common Labourers' Union, Inter. No. 232.—Pres., Wm. J. Hanlan, Renfrew, Ont.; Sec., Angus Brown, Renfrew, Ont.

Sarnia

Steam and Operating Engineers, No. 695, Inter. Union of.—Pres., Wm. Barratt, Point Edward, Ont.; Sec., E. A. Steward, 96 Lydia St., Sarnia, Ont.

Sault Ste. Marie

Steam and Operating Engineers, No. 697, Inter. Union of.—Pres., W. A. Brown, 314 Albert St., Sault Ste. Marie, Ont.; Sec., Wm. Cal-

vert, 129 Wellington St., E., Sault Ste. Marie, Ont.

Southampton

Painters, Decorators and Paperhangers, No. 1132, Bro. of.—Pres., Orin Schumacher, General Delivery, Southampton, Ont.; Sec., Emerson D. Belcher, General Delivery, Southampton, Ont.

St. Thomas

Railway Clerks, Freight Handlers and Station Employees, No. 370, Bro. of.—Pres., St. Clair H. Liddell, 200 Centre St., St. Thomas, Ont.; Sec., N. O. Dennee, 53 Forest Ave., St. Thomas, Ont.

Steam and Operating Engineers, No. 692, Inter. Union of.—Pres., A. V. Querry, 35 Chester St., St. Thomas, Ont.; Sec., Wm. H. Goodey, 19 Wawa St., St. Thomas, Ont.

Sudbury

Plumbers and Steamfitters, No. 369, United Ass'n. of.—Pres., J. H. Simpson, Sudbury, Ont.; Sec., H. E. Roseborough, Box 35, Sudbury, Ont.

Toronto

Bread and Cake Salesmen's Ass'n., (C. F. of L.)—Pres., Chas. Devine, 113 Cumberland St., Toronto, Ont.

Hotel and Restaurant Employees' Inter. Alliance and Bartenders' Inter. League, (Domestic Workers' Alliance), No. 599.—Pres., Miss M. Walley, 233 Fairview Ave., Toronto, Ont.; Sec., Miss Davies, 23 Norway Ave., Toronto, Ont.

Machinists, No. 1252, (Seaside), Inter. Ass'n. of.—Pres., S. L. Tracy, 12 Coady Ave., Toronto, Ont.; Sec., Wm. Barron, 29 Chester Ave., Toronto, Ont.

Meat Cutters and Butcher Workmen of N. A., No. 188, Amal.—Pres., A. Graham, 100 Laughton Ave., Toronto, Ont.; Sec., J. P. Quinn, 228 Vaughan Rd., Toronto, Ont.

Painters, Decorators and Paperhangers, No. 765, (Implement), Bro. of.—Pres., Sid. Corner, 65 Armstrong St., Toronto, Ont.; Sec., Jas. A. Smith, 258 Shaw St., Toronto, Ont.

Painters, Decorators and Paperhangers, No. 958, (Glass Workers and Glaziers), Bro. of.—Pres., Robt. Chesson, 41 Chester Ave., Toronto, Ont.; Sec., John Franklin, 283 Jones Ave., Toronto, Ont.

Piano, Organ and Phonograph Workers' Union, No. 1, C. F. of L.—Pres., John Lee, 93 Brooklyn Ave., Toronto, Ont.; Sec., J. P. Thackery, 154 Beaconsfield Ave., Toronto, Ont.

Railway Clerks, Freight Handlers and Station Employees, No. 493, Bro. of.—Pres., W. McKeown, 64 Hickson St., Toronto, Ont.; Sec., Jas. E. Miller, 472 Euclid Ave., Toronto, Ont.

Stenographers, Typewriters, Bookkeepers and Assistants' Union, No. 16431.—Pres., J. E.

Fowle, Sons of England Hall, Richmond and Berti Sts., Toronto, Ont.; Sec., Miss H. Gold, Sons of England Hall, Richmond and Berti Sts., Toronto, Ont.

Teamsters, Chauffeurs, Stablemen and Helpers of America, Inter. Bro. of.—Pres., Ed. Hopkins, 184½ Lippincott St., Toronto, Ont.; Sec., F. Scott, 78 Melville Ave., Toronto, Ont.

Trenton

Railroad Employees, No. 112, Can. Bro. of.—Pres., Thomas Burnet, Box 937, Trenton, Ont.; Sec., Fred. Hatchard, Box 613, Trenton, Ont.

Whitby

Federal Labour Union, (A. F. of L.)—Pres., John F. McCarroll, Port Whitby, Ont.; Sec., John Coyne, Whitby, Ont.

Wiaraton

Federal Labour Union, (A. F. of L.)—Pres., A. J. Carty, Wiaraton, Ont.; Sec., T. C. Beamish, Wiaraton, Ont.

Woodstock

Carpenters and Joiners, No. 2184, United Bro. of.—Sec., A. Robbins, Woodstock, Ont.

Painters, Decorators and Paperhangers, No. 1133, Bro. of.—Sec., Roy Cunningham, Woodstock, Ont.

Windsor

Fire Fighters, No. 159, Inter. Ass'n. of.—Pres., O. Bezaire, No. 1 Fire Hall, Windsor, Ont.; Sec., Earnest E. Réaume, No. 2 Fire Hall, Windsor, Ont.

MANITOBA.

Brandon

Brewery, Flour, Cereal and Soft Drink Workers, No. 271, Inter. Union of the United.—Pres., C. R. Taylor, 623 Franklin St., Brandon, Man.; Sec., M. J. Scott, 131 Park St., Brandon, Man.

Railway Clerks, Freight Handlers and Station Employees, No. 1113, Bro. of.—Pres., Geo. F. Hine, 935 2nd Street, Brandon, Man.; Sec., Neil Shaw, 532 1st St., Brandon, Man.

Railway Clerks, Freight Handlers and Station Employees, (Warehousemen), Bro. of.—Sec., M. O. Jiggins, 659 Park St., Brandon, Man.

Federal Labour Union.—Sec., T. Ryder, 650 4th St., Brandon, Man.

Winnipeg

Brewery, Flour, Cereal and Soft Drink Workers, No. 220, Inter. Union of the United.—Pres., G. Hamilton, 301 Union Ave., Elmwood, Winnipeg, Man.; Sec., Philip Heuchert, 199 Hespeler Ave., Elmwood, Winnipeg, Man.

Jewelry Workers' Union, International.—Pres., J. Spence, 297 College St., St. James, Winnipeg, Man.; Sec., D. Martin, 734 Lipton St., Winnipeg, Man.

SASKATCHEWAN.

Moose Jaw

Brewery, Flour, Cereal and Soft Drink Workers, No. 71, Inter. Union of the United.—Pres., Jas. Murray, Box 1312, Moose Jaw, Sask.; Sec., Harold Pounder, 834 Sixth Ave., N.W., Moose Jaw, Sask.

Western Interior Association.—Pres., Alexander Hamilton, 598 Fifth Ave., N.W., Moose Jaw, Sask.; Sec., T. S. Price, 1159 Alder Ave., Moose Jaw, Sask.

Meat Cutters and Butcher Workmen, Amal.—Pres., Jas. McAndrews, 445 Iroquois St., West, Moose Jaw, Sask.; Sec., John Fawcett, Skipton Road, Moose Jaw, Sask.

Regina

Fire Fighters, No. 181, Inter. Ass'n. of.—Pres., W. W. McInnis, No. 1 Fire Hall, Regina, Sask.; Sec., C. G. Marshall, No. 1 Fire Hall, Regina, Sask.

Saskatoon

Hotel and Restaurant Employees' Inter. Alliance, No. 691.—Pres., Charles Wright, 211 Willoughby Sumner Blk., Saskatoon, Sask.; Sec., Miss Belle Collwell.

Machinists, No. 1256, Inter. Ass'n. of.—Pres., J. H. Russell, 231 Ave. J., North, Saskatoon, Sask.; Sec., J. H. Hansen, 303 Connaught Bld., Saskatoon, Sask.

Railway Clerks, Freight Handlers and Station Employees, No. 1180, Bro. of.—Pres., Wm. Riley, 311 Ave. N., So., Saskatoon, Sask.; Sec., Harold Latham, 1129 Ave 1, No., Saskatoon, Sask.

ALBERTA.

Calgary

Alberta Provincial Police Association, Division "C."—Sec., C. L. Hayward, 809 14th Ave., W., Calgary, Alta.

Electrical Workers, No. 119a, (Telephone Operators), Inter. Bro. of.—Pres., Miss Olive Briers, 409 9a St., N.W., Calgary, Alta.; Sec., Miss Catherine Cameron, 2333 5th Ave., N.W., Calgary, Alta.

Edmonton

Policemen's Union.—Sec., J. P. Meehan, 8743 92nd St., Edmonton, Alta.

Dairy Workers' Federal Labour Union, No. 75.—Pres., C. Hall, Edmonton City Dairy, Edmonton, Alta.; Sec., S. Hays, Woodland Dairy, Edmonton, Alta.

Medicine Hat

Brewery, Flour, Cereal and Soft Drink Workers' Inter. Alliance, No. 219.—Pres., Wm. Reid, P. O. Box 298, Medicine Hat, Alta.; Sec., H. Wilson, 383 10th St., Medicine Hat, Alta.

BRITISH COLUMBIA.**Vancouver**

Boilermakers, Iron Shipbuilders and Helpers, No. 194, Inter. Bro. of.—Pres., M. A. McEachern; Sec., A. Fraser, 215 Labour Temple, Vancouver, B.C.

Bridge and Pile Drivers, No. 156, Inter. Ass'n. of.—Pres., T. Enright; Sec., W. Eastman, P. O. Box 320, Vancouver, B.C.

Machinists' Union, No. 1, (Independent).—Bus. Agent, J. Waine, 440 Pender St., West, Vancouver, B.C.

Millmen's Union, No. 1.—Bus. Agent, ———, Room 208, Labour Temple, Vancouver, B.C.

Railway Clerks, Freight Handlers and Station Employees, Cascade Lodge, No. 1236, Bro. of.—Pres., T. Bradbury, 268 Dufferin St., E.,

Vancouver, B.C.; Sec., C. B. Selley, 1585 36th Ave., East, Vancouver, B.C.

Railroad Employees, No. 79, Can. Bro. of.—Pres., Tom Cox, 3732 5th Ave., W., Vancouver, B.C.; Sec., H. Ford, 1124 Robson St., Vancouver, B.C.

Victoria

Canadian Merchant Service Guild, No. 250.—Vice-Pres., W. H. Whiteley; Act. Sec., T. H. Brown, 1186 Yates St., Victoria, B.C.

Brewery, Flour, Cereal and Soft Drink Workers, No. 38-62, Inter. Union of the United.—Sec., A. Boggett, Marigold P. O., Victoria, B.C.

Civil Servants' Ass'n. of British Columbia, (Victoria Branch), Prov.—Pres., A. B. McNeill, 1466 Gladstone Ave., Victoria, B.C.; Sec., George Pilmer, 3238 Dublin St., Victoria, B.C.

Plasterers and Cement Finishers, Operative, No. 450, Inter. Ass'n. of.—Pres., Lawrence Hutchison, 55 Hampton Rd., Victoria, B.C.; Sec., C. Shaw, 756 Middleton St., Victoria, B.C.

Victoria Policemen's Federal Union, No. 24.—Pres., Thos. Hall, Police Station, Victoria, B.C.; Sec., Arthur Bishop, 542 Langford St., Victoria, B.C.

REPORT OF THE EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS' PERIOD FROM JUNE 21 TO JULY 19

THE report of the Employment Service of Canada from March 1 to June 21, contained in the last issue of the LABOUR GAZETTE, showed a record of continued progress in placements due to the extension of the Service during that period and greater efficiency in the operation of the Service. From June 21 to July 19 the weekly returns showed marked increases in the number of placements, but not in the same degree of uniformity as during the earlier periods. Eight offices in British Columbia from which reports had not been received regularly have been made to function more effectively during this period. Increased efficiency in all the offices, and in these offices especially, accounts largely for the better showing made by the Service during the period ending July 19. The general improvement in the labour situation in Canada has had some effect also in the improvement shown by the Service.

The following table summarizes the work of the Service from March 1 to July 19. Placements include only those applicants who have been referred to positions which they have been successful in obtaining. Casual placements refer to those applicants for whom employment for less than one week has been found. The number of placements has increased from 1,603 during the week ending March 8 to over 6,000 per week, as shown by the figures for the last four weeks' period. During the four weeks' period, June 21 to July 19, the number of placements reported have been: for the week ending June 28, 5,714; July 5, 5,336; July 12, 6,666; July 19, 6,377.

The following tables present in detail the work of the various offices for the four weeks' period ending July 19. At the beginning of the period there were 11,680 registered applicants unplaced as compared with 9,420 unplaced appli-

cants at the beginning of the preceding four weeks' period. At the same time there were 9,520 unfilled vacancies as compared with 6,052 unfilled vacancies at the beginning of the preceding period. At the beginning of the period (June 21 to July 19) there were thus 2,160 more applicants unplaced than there were vacancies unfilled, while at the beginning of the preceding period (May 31 to June 21) there were 3,368 more applicants unplaced than there were vacancies unfilled, showing that while the number of vacancies increased there was a smaller increase in the number of applicants. During the period ending July 19 there were 31,868 applicants registered as compared with 32,134 vacancies notified. The excess of vacancies over applications during the period ending July 19 was, therefore, 2,666,

whereas the excess of vacancies over applications for the period ending June 21 was 174, indicating a slight improvement in the labour situation. Placements for the full period were 24,055, whereas for the period ending June 21 the placements were 18,992.

The casual placements during the period ending July 19 were 2,564 as compared with 1,716 for the period ending June 21.

A drop in the number of placements took place for the week ending July 5, due presumably to the holiday period of that week and its effect. The drop is not great, but becomes magnified in comparison with the placements in the following week, which were greater than for any week during the operation of the Service. It probably accounts, also, to some extent, for the increase for the

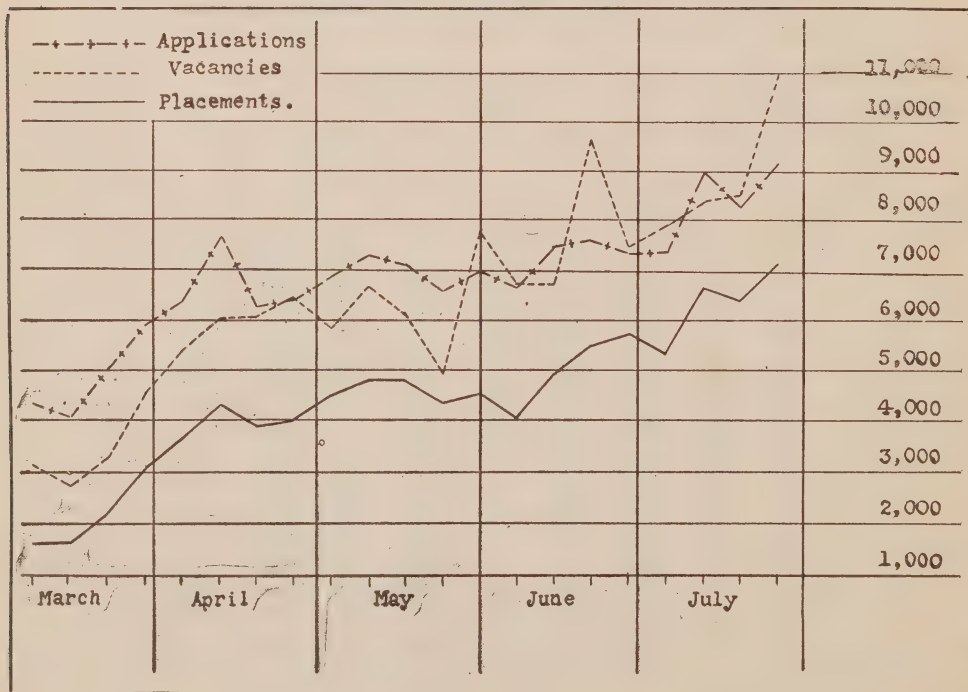
HISTORICAL SUMMARY OF PLACEMENTS

Week ended	REGULAR PLACEMENTS									Casual place- ments Canada	
	Maritime provinces	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia	CANADA			
								Men	Women		Total
March 8.....	13	94	670	88	236	271	231	1,330	273	1,603	210
“ 15.....	33	101	647	96	285	196	303	1,380	281	1,661	249
“ 22.....	52	106	1,016	85	260	327	348	1,900	294	2,194	242
“ 29.....	105	79	1,169	295	448	532	443	2,666	405	3,071	327
April 5.....	145	128	1,332	371	559	493	621	3,315	334	3,649	277
“ 12.....	226	101	1,467	457	587	719	754	3,896	415	4,311	370
“ 19.....	282	108	1,290	440	542	620	626	3,571	337	3,908	320
“ 26.....	228	164	1,474	456	530	596	561	3,712	297	4,009	447
May 3.....	280	319	1,661	406	478	715	639	4,193	305	4,498	546
“ 10.....	360	410	1,833	360	505	776	549	4,413	380	4,793	591
“ 17.....	445	436	1,735	326	510	813	514	4,438	341	4,779	407
“ 24.....	372	407	1,581	235	538	792	431	4,086	270	4,356	409
“ 31.....	353	386	2,159	245	416	463	500	4,221	301	4,522	463
June 7.....	371	321	1,715	214	578	507	359	3,791	274	4,065	374
“ 14.....	381	499	1,875	385	695	570	495	4,578	322	4,900	406
“ 21.....	516	477	2,293	425	638	546	610	5,055	450	5,505	473
“ 28.....	493	401	2,062	791	740	565	662	5,181	533	5,714	539
July 5.....	556	391	1,674	861	673	535	646	4,882	454	5,336	551
“ 12.....	503	438	2,211	1,150	699	640	1,025	6,205	461	6,666	959
“ 19.....	485	436	2,250	1,150	670	613	773	5,754	623	6,377	515
Total.....	6,199	5,802	32,114	8,836	10,587	11,289	11,090	78,567	7,350	85,917	8,675

week ending July 12. The increase is more marked in Ontario, Manitoba and British Columbia than in the other provinces. The placement of men after the Winnipeg strike accounts very largely for the increase in Manitoba, while the improvement of conditions generally in Ontario and British Columbia and the recovery from the slump due to the holiday interruption accounts for the increases there. The total number of placements during the four weeks' period was 24,055, while for the preceding four weeks' period the total placements amounted to 18,992.

The accompanying chart shows in summary the work of the offices from week to week for the whole period of the Service. The chart indicates that on June 21 there was a great increase in the number of vacancies reported as compared with any preceding week. The

number of vacancies exceeds the number of applications received by over 2,000. The provincial figures show this increase to have taken place largely in Manitoba and Ontario. In Manitoba the increase in vacancies reported during the week ending June 21 amounted to 1,960 over those reported for the week ending June 14. This seems to have been a direct result of the strike situation. The increase in Ontario was due to improvement in business generally and was reported from a large number of industries. Since March 28, vacancies, applications and placements have maintained a fairly constant ratio. Since the middle of June more vacancies have been reported than during earlier periods, and have, with the exception of the two weeks ending June 14 and July 12, exceeded the number of applications.



REPORT OF EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS ENDED JULY 19.

Office.	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Regular Placements reported during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Charlottetown.....	133		168		7		127		186		116	
Prince Edward Island	133		168		7		127		186		116	
Amherst.....	53	1	60				25		27		24	
Halifax.....	284	16	513	47	15	56	395	69	289	37	287	
New Glasgow.....	65	2	82		16	2	81	1	92		72	
Sydney.....	17	2	177	1	481	1	108		156		155	
Yarmouth.....	24		52	11	16	5	46	11	45	11	43	
Sydney Mines.....			13				1		1			
Glace Bay.....	20		63				65		65		65	
Nova Scotia	463	21	960	59	528	64	721	81	675	48	646	
Bathurst.....	64		267		9		563		280		275	
Campbellton.....	24		133		12		155		156		134	
Fredericton.....	88		249	7	49	18	255	32	226	5	188	2
Moncton.....	87	3	436	5	73	4	440	8	367	5	365	4
Newcastle.....	106		46				36		36		34	
St. John.....	211	4	476	6	7		269	2	258	2	233	2
New Brunswick	580	7	1,607	18	150	22	1,718	42	1,323	12	1,229	8
Hull.....	87		126	2			135	1	35	1	65	1
Lachine.....	70		104						99		80	
Montreal:—												
8 St. James St.	442	45	874	44	116	101	705	186	508	37	424	25
Windsor St.	1,132		1,265						1,116		584	
Quebec.....	349	1	535		50	30	461		502		327	
Sherbrooke.....	93	6	129	17	64	18	55	30	121	11	111	11
Three Rivers.....	131		145	5	19		38	2	59	3	37	1
Quebec	2,304	52	3,178	68	249	149	1,394	219	2,440	52	1,628	38
Belleville.....			76				102		76		76	
Brantford.....	8		176		15	8	163		152		147	
Brockville.....	9		126	4	26		150	4	129	4	127	4
Chatham.....	0		391		148		385		385		385	
Cobalt.....	7		160	3	26	2	188	4	161	2	158	
Fort William.....	96		383	2	38	3	523	7	342		206	
Galt.....	2		71		9		94		72		71	
Guelph.....	107		257	10	185		249	11	111	6	174	9
Hamilton.....	121	105	416	134	142	141	512	179	447	132	327	55
Kingston.....	22		246		19		237		113		208	
Kitchener.....	3		59		31		35		59		54	
Lindsay.....	22		41		29		24		34		36	
London.....	34	24	187	104	157	91	224	127	181	75	162	57
Niagara Falls.....	3		89		9		123		89		89	
North Bay.....		1	103	1	4		143		104		104	
Orillia.....	50	3	32		4	27	48	2	36	2	36	
Oshawa.....			94		4		159		92		92	
Ottawa.....	266	29	905	44	37	13	1,289	46	879	30	681	20
Owen Sound.....	5		52	12	8	1	60	12	56	12	48	12
Pembroke.....	28	1	95	5	13	8	125	4	106	6	92	2
Perth.....	4		26		5		32		28		24	
Peterborough.....	91	1	257	3	16	3	200	40	227	3	194	3
Port Arthur.....	39		329	1	30		446	1	268	1	237	1
St. Catharines.....	50	1	315	14	27	15	304	78	318	12	296	12
St. Thomas.....	15		224	2	21		228		224		199	

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS ENDED JULY 19.—Continued.

Office.	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Regular Placements reported during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Sarnia.....	8		95		9		99		100		98	
Sault Ste. Marie.....	6	2	239	3	8		289	5	238	5	238	5
Stratford.....	10		76		129		153		97		73	
Sudbury.....	88	1	373	3	5	2	572	5	363	4	318	
Timmins.....	6		82				81		81		81	
Toronto:												
45 King W.....	1,548	416	2,360	830	931	690	1,991	1,095	1,554	787	1,339	560
172 Front W.....	910		344		649		876		305		322	
1254 Bloor W.....	159		247				206		213		169	
Welland.....	24	2	104	6	39	9	94	11	97	8	91	8
Windsor.....	64	15	494	46	92	11	435	25	488	37	476	21
Ontario.....	3,805	599	9,524	1,227	2,865	1,025	10,839	1,656	8,225	1,126	7,428	769
Brandon.....	51	5	197	13	67	37	202	33	200	11	138	9
Dauphin.....	13		61	1	25		90	1	59		59	
Deloraine.....	2		34	2	5		59	6	37	2	31	2
Portage la Prairie.....	37	4	258	22	31	13	330	57	356	28	275	20
Winnipeg (4 offices).....	718	74	2,911	549	2,258	374	3,675	1,108	3,471	495	2,923	495
Manitoba.....	821	83	3,461	583	2,386	424	4,356	1,205	4,123	536	3,426	526
Estevan.....	7		67		10		76		74		69	
North Battleford.....	24		33		5		52		38		38	
Moose Jaw.....	140	6	421	15	121	34	395	31	383	12	345	10
Prince Albert.....	47		89		76	6	67	2	76		79	
Regina.....	162	1	783	56	181	243	793	83	752	55	754	55
Saskatoon.....	450	1	1,227	70	235	157	1,422	153	1,178	91	1,153	75
Swift Current.....	44	2	179	11	4	10	173	11	121	6	124	6
Weyburn.....	7		37		20	6	42	9	32		32	
Yorkton.....	16		44		23		63		48		42	
Saskatchewan.....	897	10	2,880	152	675	456	3,883	289	2,702	164	2,636	146
Calgary.....	123	14	1,184	178	3	80	1,005	137	1,073	150	965	40
Edmonton.....	66	4	1,649	181	67	89	948	276	935	118	858	144
Lethbridge.....	58	7	227	13			211	8	211	8	211	8
Medicine Hat.....	14		114	11	1		101	11	99	7	96	6
Red Deer.....			28				27		28		25	
Alberta.....	261	25	3,202	383	71	169	2,292	432	2,346	293	2,155	198
Cranbrook.....			68				87		34		54	
Fernie.....	6		39	2			23	4	23	2	23	2
Kamloops.....	45		123	12	48		271	2	183	11	202	8
Nanaimo.....			123				41		45		45	
Nelson.....	18		91		57		85		75		60	
New Westminster.....	131		141	3	15		79	2	94	2	94	2
Prince Rupert.....	74		255		14		361		245		251	
Vancouver:—												
140 Cordova t.....	283		1,483		23		1,471		1,342		1,251	
Homer & Dunsmuir.....	704	30	1,220	155	78	12	566	151	605	139	523	139
Victoria.....	115	179	286	106		33	184	258	191	196	184	196
Vernon.....	34		85	16			94	1	73	1	71	1
British-Columbia.....	1,410	209	4,104	294	235	45	3,262	418	2,910	351	2,758	348
	10,674	1,006	29,084	2,784	7,166	2,354	27,792	4,342	24,930	2,572	22,022	2,033
Grand Total for Canada.....	11,680		31,868		9,520		32,134		27,502		24,055	

UNEMPLOYMENT IN THE TRADE UNIONS AT THE CLOSE OF JUNE, 1919

THE present article on unemployment among the members of local trade unions, which is the eighteenth report on the subject, deals with unemployment as at the end of June, 1919, and is based on returns received from 1,117 labour organizations with a total membership of 151,344, or nearly 74 per cent of the entire trade union membership of the country. Trade unionists out of work on account of trade disputes or disability were not included. For all occupations represented, 2.57 per cent of the members were unemployed as compared with 3.83 per cent in May, 1919, .50 per cent in June, 1918, 1.25 per cent in June, 1917, and 2.1 per cent in June, 1916. The improvement over the preceding month is due to greater activity in practically all the industrial groups, but particularly in the building and construction, miscellaneous, and mining, quarrying and refining of ores groups.

Employment in the manufacturing and mechanical industries, as reported by 286 unions having a combined membership of 42,108, was brisker in June than in May, 3.16 per cent of the members being idle as compared with 4.05 per cent in the preceding month. Comparing these figures with the month of June, 1918, 1917 and 1916, conditions were not as good. In the first comparison, the improvement is chiefly attributable to a greater volume of employment in the metals, machinery and conveyances, and the food, tobacco and liquor groups. The percentage of unemployment in the metals, machinery and conveyances was greater for June, 1919, than for the preceding Junes, while in the food, tobacco and liquors group the same was the case with the exception of June, 1916, when there was 4.9 per cent out of work. Textiles, carpets and cordage was less active in all comparisons, while clothing and laundering was brisker than in May, but showed a decline in comparison with June, 1918, and June, 1916. In pulp, paper and fibre

there was a falling off from previous years, though the change in percentage in comparison with May was trifling. The printing, publishing and paper goods and the woodwork and furniture industries were less active in all comparisons. Employment in the leather, boots, shoes and rubber group appeared slacker than in May, 1919, June, 1918, and June, 1916, while the glass bottle blowing industry showed considerably less activity in all comparisons.

Reports from 475 organizations of transportation workers, having a total membership of 62,169, indicate that 1.84 per cent of the members were out of work as compared with 2.21 per cent in May, .42 per cent in June, 1918, .51 per cent in June, 1917, and .5 per cent in June, 1916. Steam railway employees, whose returns constitute about 69 per cent of the entire group membership reporting, were less active than in the preceding month, and also than in June, 1918, June, 1917, and June, 1916. Street and electric railway employees showed a slight increase in unemployment in all comparisons. Navigation workers were better engaged than in May, while teamsters and chauffeurs were slacker, but both groups were less active in comparison with the month of June in previous years.

In the mining, quarrying and refining of ores group, reports were received from 31 unions having an aggregate membership of 11,633. There was greater activity among the miners as compared with May and also with June, 1916, while in the other comparisons, conditions were slacker.

The percentage unemployed in the building and construction trades, as reported by 174 unions with 20,909 members, was 4.71, as compared with percentages of 8.68 in May, 1.57 in June, 1918, 3.12 in June, 1917, and 8.6 in June, 1916. Bricklayers, masons and plasterers, carpenters and joiners, and tile layers, lathers and roofers were bet-

ter engaged than in May, but less active in the other comparisons. Painters, decorators and paperhangers were more active than in May, 1919, and in June, 1916. Electrical workers reported a decrease in unemployment in comparison with May and with June, 1917, but an increase in comparison with June, 1918, and June, 1916. Granite and stone-cutters were less active in all comparisons, as were also bridge and structural iron workers. The percentage of unemployment in the plumbers and steam-fitters group was 5.34, as compared with 4.99 per cent in May, .31 per cent in June, 1918, 1.59 per cent in June, 1917, and 5.6 per cent in June, 1916. Steam shovel and dredgemen were much better engaged than in May, while hod carriers

and building labourers reported no members out of work.

In the public employment group as reported by 56 unions, there were no members out of work as compared with .02 per cent in June, 1918, and .04 per cent in June, 1917, and with no members unemployed in May, 1919, and June, 1916.

Employment in the group of miscellaneous trades, as indicated by returns from 94 unions with 9,229 members, was brisker than in May, but less active in comparison with June, 1918, June, 1917, and June, 1916. Retail clerks, musicians and theatre employees, and stationary engineers and firemen were better engaged than in the previous month, but were less active in the other compari-

TABLE 1.

Occupation	June 1919	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Manufacturing and Mechanical Industries	3.16	4.05	3.17	4.18	4.29	3.32	2.89	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1	3.1
Metals, machinery and conveyances.....	4.69	7.27	4.26	5.51	5.54	3.21	3.53	1.24	.14	.28	.76	1.5	.11	.29	.71	0	0	0
Food, tobacco & liquors	1.90	3.82	4.06	6.79	8.90	8.24	8.63	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	4.9	.8
Textiles, carpets and cordage.....	1.54	.32	2.04	3.99	12.99	11.50	1.41	0	.05	.05	0	0	0	0	0	.5	0	0
Clothing.....	.32	.73	0	2.27	.26	3.22	3.42	0	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6	3.3
Pulp paper and fibre.....	1.61	1.17	.76	3.29	.96	2.23	.43	1.75	0	0	.34	0	0	0	0	0	0	0
Printing, publishing and paper goods.....	1.64	.46	.59	.59	.70	.69	.86	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8	3.7
Woodwork & furniture..	4.08	0	1.07	2.21	2.78	10.57	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0	5.9	3.7
Leather, boots, shoes and rubbers.....	.19	.13	8.63	4.22	4.00	1.19	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.3	1.0	0	0
Glass bottle blowing....	9.89	5.96	7.93	10.03	9.44	0	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0	0
Transportation	1.84	2.21	3.48	4.75	4.56	2.02	1.48	.38	.42	1.22	.70	.55	.51	1.26	1.6	.6	.5	3.00
Steam railways.....	1.98	1.62	2.40	2.87	2.74	1.78	.35	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5	2.4
Street and electric railways.....	.53	.15	.20	.38	3.42	.33	.06	0	0	.38	.17	.44	.13	1.09	.2	0	.3	2.3
Navigation.....	2.93	10.29	9.60	17.73	18.17	6.73	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3	12.2
Teaming and driving....	2.28	.82	4.66	2.63	3.69	2.98	2.57	.27	.05	.08	0	0	0	0	0	0	0	0
Mining, quarrying and refining of ores	.58	2.84	2.69	1.87	3.79	1.42	1.24	.35	.18	.40	2.09	.22	.32	.80	.65	.7	1.2	5.9
Building and Construction	4.71	8.68	12.05	16.45	16.44	16.29	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6	28.3
Public employment	0	0	.01	.07	.48	.33	.47	1.00	.02	0	.17	.04	.04	.47	.1	.1	0	0
Fishing	0	4.10	0	0	17.54	50.50	0	0	0	0	0	0	0	0	0	0	0	23.0
Miscellaneous	3.99	7.26	4.80	4.74	4.07	2.84	2.29	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1	8.4
All occupations	2.57	3.83	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.4	2.1	8.7

sons. Hotel and restaurant employees and unclassified workers were not as well engaged in any of the comparisons. Barbers were more active than in May and June, 1918, but less active as compared with June, 1917, and June, 1916.

The percentages reported idle in the different groups of industries are indicated in the preceding table.

The following table summarizes returns by provinces. Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan and British Columbia all reported smaller percentages of unemployment than in May, the improvement being especially marked in British Columbia, while Alberta reported a larger percentage out of work, in this comparison.

TABLE II.

Province	June 1919	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Nova Scotia and Prince Edward Island.....	2.68	4.66	2.41	2.41	5.68	1.25	2.01	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49	.36
New Brunswick.....	2.43	3.38	2.46	2.93	2.58	.84	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8	.7
Quebec.....	3.79	5.15	4.21	6.93	6.70	4.07	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8	9.9
Ontario.....	1.87	2.60	4.25	6.65	5.48	4.64	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7	8.1
Manitoba.....	1.19	1.47	1.65	1.20	2.82	3.62	1.31	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2	3.2
Saskatchewan.....	2.51	2.86	3.95	5.31	4.57	5.73	2.15	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6	7.0
Alberta.....	1.68	1.43	2.26	3.56	4.16	1.97	2.07	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03	4.3
British Columbia.....	3.32	6.52	9.65	8.05	7.97	5.20	3.81	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3	14.3
Canada	2.57	3.83	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1	8.7

The percentages reported idle in some of the larger industrial centres are indicated in the table which follows:

TABLE III.

City	June 1919	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Halifax.....	3.56	1.90	2.69	7.36	4.10	4.40	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0	4.03	0
St. John.....	4.95	6.48	2.01	2.04	2.62	1.94	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09	2.92
Montreal.....	3.10	6.30	4.95	6.77	10.31	6.21	2.77	.58	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6	10.6
Toronto.....	1.61	1.88	6.34	8.96	6.74	6.36	4.61	.11	.13	.81	3.81	1.68	1.74	1.06	1.32	.63	1.8	10.6
Winnipeg.....	1.35	.95	1.75	1.08	2.32	3.55	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9	2.6
Regina.....	.93	3.17	5.28	11.13	5.41	8.66	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38	14.31
Edmonton.....	1.90	2.80	3.20	4.99	5.20	2.57	1.54	.67	.23	.51	.41	.55	1.68	1.11	3.32	4.27	1.78	8.43
Vancouver.....	3.35	4.65	6.01	8.73	6.31	5.59	3.65	1.42	1.05	1.94	3.28	2.99	2.67	4.75	4.95	4.56	8.1	18.0

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON JUNE 30, 1919.

OCCUPATIONS	Nova Scotia & Prince E'd I'd				New Brunswick				Quebec				Ontario			
	No. re- porting		Unem- ployed		No. re- porting		Unem- ployed		No. re- porting		Unem- ployed		No. re- porting		Unem- ployed	
	Unions	Members- ship	Members	Per cent	Unions	Members- ship	Members	Per cent	Unions	Members- ship	Members	Per cent	Unions	Members- ship	Members	Per cent
1-Manufacturing and Mechanical Industries	9	4020	229	5.70	11	1409	17	1.21	55	12011	668	5.56	140	16501	200	1.21
2-(a) METALS, MACHINERY & CONVEYANCES.	6	3616	228	6.31	6	893	1	.11	19	3290	479	14.56	76	9221	140	1.61
3- Moulders.	2	92	0										18	2295	42	
4- Blacksmiths.					2	189	0		4	486	17		7	519	3	
5- Boilermakers & Iron shipbuilders.					2	194	0		2	531	348		8	1036	13	
6- Patternmakers.									1	190	19		2	46	1	
7- Metal polishers, buffers, and platers.													5	224	5	
8- Machinists.	1	242	15		2	510	1		10	1848	85		32	4379	57	
9- Sheet metal workers and tinmiths.	3	3282	213						2	235	10		4	722	27	
10-(b) FOOD, TOBACCO AND LIQUORS					1	16	0	0	1	74	18	24.32	11	1098	5	.46
11- Meat cutters and butchers.													1	300	0	
12- Bakers and confectioners.									1	74	18		2	67	0	
13- Cigar and tobacco workers.					1	16	0						6	621	5	
14- Brewery workers.													2	110	0	
15-(c) TEXTILES, CARPETS, & CORDAGE.	1	285	0	0					1	2818	46	1.71			0	0
16-(d) CLOTHING & LAUNDERING.									4	848	18	1.19	13	454	0	0
17- Tailors.									1	28	10		6	131	0	
18- Garment workers.									1	350	0		6	183	0	
19- Hat, Glove and Fur workers.									2	462	0		1	150	0	
20-(e) PULP, PAPER & FIBRE.					2	394	12	3.05	14	2228	54	2.43	4	905	0	0
21-(f) PRINTING, PUBLISHING & PAPER GOODS.	2	119	1	.84	2	106	4	3.77	11	1845	33	1.79	23	3400	43	1.26
22- Compositors.	2	119			1	82	4		5	984	27		9	2062	28	
23- Pressmen and Assistants.					1	24	0		1	330	0		6	750	10	
24- Bookbinders.									2	365	0		1	31	0	
25- Stereotypers and electrotypers.									1	40	3		2	105	0	
26- Engravers and lithographers.									2	126	3		4	386	5	
27- Others.													1	66	0	
28-(g) WOODWORK AND FURNITURE.									1	19	8	42.11	4	177	0	0
29-(g) LEATHER, BOOTS, SHOES AND RUBBERS.									3	830	0	0	7	1134	4	.35
30-(h) GLASS BOTTLE BLOWING.									1	77	18	23.38	1	76	0	0
31-(k) OIL REFL. ING.																
32-Transportation	32	2500	9	.36	25	3358	104	3.10	63	16502	396	2.40	196	22229	346	1.56
33-(a) STEAM RAILWAYS.	27	2138	9	.42	21	2738	55	2.01	54	8653	342	3.95	188	18076	306	1.69
34- Conductors.					1	65	0		5	302	0		25	1050	1	
35- Locomotive engineers.	5	167	0		3	250	0		9	613	4		28	1739	0	
36- Locomotive firemen.	3	191	0		2	176	16		2	224	7		16	1238	141	
37- Carmen.	3	148	1		2	544	5		7	3663	282		29	3031	28	
38- Trainmen.	3	370	3		5	726	31		7	1227	26		26	4629	107	
39- Telegraphers (local unions).	2	100	2						1	21	0		2	111	0	
40- Telegraphers.																
41- Road maintenance men.	6	687	0		6	417	0		14	1950	13		35	3995	3	
42- Railway employees (N.E.S.).	5	479	3		2	560	3		9	653	10		19	2283	25	
43-(b) STREET & ELECTRIC RAILWAY EMPLOYEES	1	170	0	0	1	187	0	0	2	3377	0	0	9	3638	0	0
44-(c) NAVIGATION.	2	132	0	0	2	158	34	21.52	6	4122	54	1.31	6	515	41	7.96
45- Marine engineers.	1	92	0		1	78	4		3	192	4		3	144	4	
46- Longshoremen.	1	40	0						2	3170	50		3	371	37	
47- Others.					1	80	30		1	760	0					
48-(d) TEAMSTERS AND CHAUFFEURS.	2	60	0	0	1	275	15	5.45	1	350	0	0				
49-Mining, Quarrying and Refining of Ores.	17	6505	35	.54	1	178	0	0	1	610	0	0	4	2339	1	.51
50- Miners.	17	6505	35		1	178	0		1	610	0		4	2339	12	
51-Building and Construction	8	1203	48	3.99	7	165	4	2.42	23	3552	314	8.84	101	12291	436	3.55
52- Bricklayers, masons, & plasterers.	2	244	33						1	22	10		27	2018	152	
53- Carpenters and joiners.	1	264	0						15	2372	282		40	5691	157	
54- Electrical workers.	1	100	0		1	22	3		1	13	0		7	1248	25	
55- Granite and stone cutters.									1	70	10		4	99	10	
56- Painters, decorators & paper hangers.	2	353	0		2	58	0		3	232	2		6	812	30	
57- Plumbers and steamfitters.	2	242	15		4	85	1		1	243	10		10	735	34	
58- Tile layers, lathers and roofers.													3	60	18	
59- Bridge and structural iron workers.													2	43	10	
60- Steam shovel and dredgemen.									1	600	0		1	185	0	
61- Hod carriers and building labourers.													1	1400	0	
62-Public Employment.	1	9	0	0	1	40	0	0	9	2121	0	0	25	1117	0	0
63- Civic employment.									6	1990	0		6	682	0	
64- Letter carriers and postal employees.	1	9	0		1	40	0		3	131	0		19	435	0	
65-Fishing.													1	41	0	0
66-Miscellaneous	3	984	87	8.84					11	2287	28	1.24	49	3598	90	2.50
67- Retail clerks.									1	300	0		1	117	0	0
68- Hotel and restaurant employees.									1	77	5		2	442	20	
69- Barbers.									1	495	0		13	335	1	
70- Musicians and theatre employees.									2	77	16		16	1921	60	
71- Stationary engineers and firemen.									4	518	5		11	459	9	
72- Others.	3	984	87						2	800	2		6	294	0	
All Occupations	70	15221	408	2.68	45	5150	125	2.43	162	37063	1406	3.79	515	58116	1084	1.87

†Commercial and railway—organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada									
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed							
Unions	Member-ship	Members	Per cent	Unions	Member-ship	Members	Per cent	Unions	Member-ship	Members	Per cent	Unions	Member-ship	Members	Per cent	Unions	Member-ship	Members	Per cent					April 1916	
																			May, 1919	June, 1919	June, 1918	June, 1917			
10	2937	46	1.57	10	410	2	.49	19	1371	23	1.68	32	3449	144	4.18	286	42108	1329	4.05	3.16	.42	1.79	1.1		
4	2265	25	1.10	2	99	0		7	734	14	1.91	12	1762	132	7.49	132	21880	1027	7.27	4.69	.14	.11	.6		
								1	32	5		1	113	60		22	2532	107	15.39	4.23	.82	0	1.9		
1	1700	23		1	82	0			1	72	0		2	38	4		16	1304	24	3.42	1.84	0	0	.7	
1	50	2							3	873	20		3	873	20		17	4416	404	4.72	9.15	.04	.68	1.3	
2	515	0		1	17	0			1	43	0		1	43	0		5	329	22	8.70	6.69	0	.27	1.23	
																	5	224	5	.88	2.23	0	0	.98	
1	174	0	0					4	562	9		4	592	48		56	8665	215	4.88	2.48	0	0	.5		
								1	68	0		1	103	0		11	4410	250	11.66	5.67	.27	0	.39		
1	174	0						3	114	0	0	4	159	8	5.03	21	1635	31	3.82	1.90	1.78	1.50	4.9		
																1	300	0	8.71	0	7.30	0	0	-1	
								1	10	0		1	135	8		4	276	26	2.93	9.42	3.64	0	34.92	-12	
1	174	0						2	104	0		2	17	0		9	654	5	2.81	.76	.26	17.43	4.1	-13	
																7	405	0	0	0	.49	.95	6.4	-14	
								1	160	0	0	3	157	0	0	21	1621	10	.73	.32	.18	4.95	.6	-15	
												2	126	0		9	285	10	0	3.51	1.30	6.03	0	-17	
								1	160	0		1	31	0		9	724	0	.79	0	1.54	6.43	9	-18	
																3	612	0	0	0	.75	0	0	-19	
5	498	21	4.22	8	311	2	.64	6	334	9	2.69	2	563	0	0	22	4088	66	1.17	1.81	0	0	0	-20	
2	138	0		5	239	2		3	263	6		6	419	1		66	7149	117	.46	1.04	.72	.79	.8	-21	
1	290	20		2	59	0		1	44	3		1	35	2		31	4168	69	.37	1.66	.70	.88	9	-22	
2	70	1		1	13	0		1	21	0		2	82	1		14	1380	15	.93	1.09	.46	.91	0	-23	
																7	789	21	.17	2.66	1.43	.56	0	-24	
																5	164	3	0	1.83	1.03	1.11	0	-25	
																8	582	9	.88	1.55	0	0	0	-26	
																1	66	0	0	0	0	0	1.26	-27	
																6	196	8	0	4.08	2.20	.62	5.9	-28	
								2	29	0	0	1	106	0	0	11	2070	4	.13	.19	0	6.28	0	-29	
																4	182	18	5.96	9.89	0	3.58	0	-30	
																1	166	0	0	0	0	0	0	-31	
38	4570	21	.46	39	2912	87	2.89	36	3329	44	1.32	47	6769	135	1.99	475	62169	1142	2.21	1.84	.42	.51	.5	-32	
36	3450	21	.61	35	2589	74	2.86	34	2999	40	1.33	35	2235	3	1.13	422	42878	849	1.62	1.98	.21	.35	.5	-33	
4	273	0		4	252	0		4	314	3		5	275	0		48	2531	4	.14	.16	.08	.24	.7	-34	
5	368	0		5	304	1		3	168	0		6	304	2		64	3913	7	.42	.18	.13	1.33	1.4	-35	
6	445	6		7	288	9		5	421	14		3	196	1		44	3179	194	3.87	6.10	.12	.27	.3	-36	
2	73	0		5	205	0		5	392	0		5	185	0		58	8241	316	.76	3.83	.09	.12	.04	-37	
2	111	15		5	571	54		4	507	10		4	395	0		56	8536	246	4.37	2.88	.23	.35	2	-38	
1	86	0														6	318	2	0	.63	0	1.55	0	-39	
																(3)	4263	1	0	.02	0	1.17	.9	-40	
14	1915	0		7	710	0		9	973	13		10	804	0		101	11451	29	.30	.25	.62	.01	.8	-41	
2	179	0		2	259	10		4	224	0		2	76	0		45	4709	51	.37	1.08	0	.15	0	-42	
1	1100	0		2	199	9	4.52	1	196	0	0	4	2198	50	2.27	21	11065	59	.15	.53	0	.18	.3	-43	
												6	2201	80	3.63	22	7128	209	10.29	2.93	2.12	1.79	2.3	-44	
												1	326	40		9	832	52	5.16	6.25	.83	0	1.4	-45	
												2	235	0		8	3816	87	10.81	2.28	5.96	2.31	3.43	-46	
												3	1640	40		5	2480	70	34.09	2.82	.32	0	2.8	-47	
1	20	0		2	124	4	3.23	1	134	4	2.99	2	135	2	1.48	10	1098	25	.82	2.28	.05	0	0	-48	
								3	977	0	0	5	1024	20	1.95	31	11633	67	2.84	.58	.18	.32	1.2	-49	
								3	977	0		5	1024	20		31	11633	67	2.75	.58	.25	.34	1.3	-50	
1	35	0		10	476	3	.63	11	814	54	6.63	13	2373	126	5.31	174	20909	985	8.68	4.71	1.57	3.21	8.6	-51	
				1	33	0		4	107	9		35	2424	204	9.32	35	2424	204	9.32	8.42	3.26	8.03	17.2	-52	
1	35	0		3	173	0		1	448	32		64	10311	481	8.60	64	10311	481	8.60	4.66	1.68	2.45	2.8	-53	
				2	201	0		1	19	0		15	1940	28	2.49	15	1940	28	2.49	1.44	1.41	2.24	9	-54	
				1	5	0		1	42	14		7	216	34	9.72	7	216	34	9.72	15.74	.54	1.18	14.3	-55	
				1	32	0		1	40	0		16	1653	40	2.71	16	1653	40	2.71	2.42	0	1.39	8.5	-56	
				2	32	3		3	64	4		23	1536	82	4.99	23	1536	82	4.99	5.34	.31	1.59	5.6	-57	
												2	26	8		5	86	26	42.03	30.23	0	1.15	20.4	-58	
								1	136	9		2	328	70		4	371	80	0	21.56	0	0	16.2	-59	
												1	51	1		4	972	10	16.34	1.03	1.17	3.89	0	-60	
2	140	0		6	308	0		6	505	0	0	6	1015	0	0	1	1400	0	15.85	0	0	1.78	.6	-61	
1	110	0		2	140	0		4	419	0		4	559	0		56	5255	0	0	0	.02	.04	0	-62	
1	30	0		4	168	0		2	86	0		23	3900	0		23	3900	0	0	0	.03	0	0	-63	
												2	456	0		33	1355	0	0	0	0	.05	0	-64	
4	191	27	14.14	7	199	16	8.04	3	218	0	0	17	1772	120	6.77	94	9229	368	7.26	3.99	.49	.99	3.1	-65	
												3	213	5		5	630	5	2.28	.80	.55	0	0	-67	
2	145	0		1	24	0		1	17	0		6	585	60		6	1104	85	6.23	7.70	1.54	1.69	4.48	-68	
1	35	27		4	91	6		2	201	0		5	239	0		23	1255	1	.26	.08	.23	0	0	-69	
1	11	0		1	42	2		3	363	14		3	363	14		28	2688	123	19.05	4.58	.38	.49	3.7	-70	
				1	42	8							3	372	41		20	1432	57	4.62	3.98	1.08	1.99	1.4	-71

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES, JULY, 1919

REPORTS from fifteen cities showing the number of workers temporarily engaged and the wages paid these employees during the first pay-roll period of two weeks in July showed an increase of slightly over 17 per cent in the number of workers and of over 12 per cent in the wages paid, as compared with the previous month. It should be stated, however, that this increase was largely due to the fact that owing to the Winnipeg strike there was practically no municipal employment in that city during June. In July 10,614 persons were temporarily employed in the two weeks and the pay-rolls amounted to \$417,522.51, as compared with 9,059 employees and an aggregate pay-roll of \$371,733.22 in June. In comparison with the same period in 1918, increases of nearly 36 per cent in the number of workers and of over 44 per cent in the wages paid are indicated, there being 7,813 employees with a total pay-roll of

\$288,464.97 in the first two weeks in July, 1918.

St. John, Montreal, Ottawa, Toronto, Hamilton, London, Brandon, Regina, Moose Jaw, Saskatoon and Edmonton all reported increases in the number of employees, both as compared with June, 1919, and with July, 1918. Calgary and Vancouver showed declines in comparison with June, and increases as compared with July, 1918, while Victoria recorded an increase over the preceding month, but a decline as compared with the corresponding period of last year. As to wages, St. John, Montreal, Ottawa, Toronto, Hamilton, Brandon, Regina, Saskatoon, Edmonton and Victoria showed increases both as compared with June, 1919, and with July, 1918, while London, Moose Jaw, Calgary and Vancouver reported declines as compared with the preceding month and increases as compared with the corresponding month in 1918.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK), AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY CITY CORPORATIONS—JULY, 1919, COMPARED WITH JUNE, 1919, AND WITH JULY, 1918.

City.	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	June, 1919	July, 1919	July, 1918	June, 1919	July, 1919	July, 1918
St. John.....	412	432	389	\$12,065.36	\$13,969.95	\$11,037.49
Montreal.....	2,655	2,796	2,363	92,591.04	95,636.46	84,675.49
Ottawa.....	656	741	385	23,601.94	28,450.57	15,908.24
Toronto.....	1,586	1,870	1,109	59,524.59	70,855.83	32,985.12
Hamilton.....	704	736	462	31,394.82	33,064.44	18,840.90
London.....	372	415	266	16,320.89	16,038.32	8,906.24
Winnipeg.....	.....	861	596	.....	39,216.43	24,493.36
Brandon.....	18	99	69	493.86	3,295.71	2,110.57
Regina.....	460	529	431	19,228.75	22,438.52	19,760.60
Moosejaw.....	104	115	108	5,779.95	5,441.40	5,074.91
Saskatoon.....	317	338	234	13,376.00	16,733.98	10,154.59
Calgary.....	504	437	330	21,646.90	21,619.65	13,189.00
Edmonton.....	452	498	338	17,840.65	20,440.35	14,015.25
Vancouver.....	593	510	475	48,634.03	19,298.72	17,346.25
Victoria.....	226	237	258	9,234.44	11,022.18	9,966.96
Total.....	9,059	10,614	7,813	\$371,733.22	\$417,522.51	\$288,464.97

EMPLOYMENT IN THE BUILDING TRADES DURING JUNE, 1919, AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in thirty-five cities, showed a decrease during June as compared with the preceding month, the total value of building permits falling from \$7,005,425 in May to \$6,470,215 in June, a decrease of \$535,210, or 7.6 per cent. All the provinces except New Brunswick, Ontario and Alberta, reported decreases in this comparison. As compared with the corresponding month in 1918, there was an increase of 74.4 per cent, the value for June, 1918, being

\$3,709,915. In this comparison Manitoba was the only province recording a decline.

Of the larger cities, Edmonton alone reported increases as compared with May, 1919, and June, 1918, while Montreal, Toronto and Vancouver showed gains over June of last year. Winnipeg alone recorded decreases in both cases. Of the smaller centres, Moncton, Fort William, Ottawa, Windsor and Regina all showed increases in both comparisons.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City.	May, 1919	June, 1919	June, 1918	June, 1919, compared with May, 1919		June, 1919, compared with June, 1918.	
				Increase (+)	Decrease (-)	Increase (+)	Decrease (-)
				Amount	Per Cent	Amount	Per Cent
Nova Scotia.....	\$ 542,644	\$ 288,520	\$ 259,479	— \$ 254,124	— 46.83	+ \$ 29,041	+ 11.19
Halifax.....	403,190	224,290	200,086	— 178,900	— 44.37	+	12.10
Sydney.....	139,454	64,230	59,393	— 75,224	— 53.94	+	8.14
New Brunswick.....	161,291	190,670	24,155	+ 29,379	+ 18.21	+ 166,515	+ 689.36
Moncton.....	117,091	180,870	21,905	+	63,779	+	158,965
St. John.....	44,200	9,800	2,250	—	34,400	+	7,550
Quebec.....	1,589,863	1,128,615	478,546	— 461,248	— 29.01	+ 650,069	+ 135.84
Montreal-Maisonneuve.....	1,269,435	731,417	297,560	— 538,018	— 42.38	+	433,857
Quebec.....	182,463	177,993	48,300	— 4,470	— 2.45	+	129,693
Sherbrooke.....	36,025	21,800	46,120	— 14,225	— 39.49	—	24,320
Three Rivers.....	41,615	85,965	76,200	+	44,350	+	9,765
Westmount.....	60,325	111,440	10,366	+	51,115	+	101,074
Ontario.....	3,375,083	3,689,860	1,925,129	+ 314,777	+ 9.34	+ 1,764,731	+ 91.67
Brantford.....	239,785	34,630	55,235	— 205,155	— 85.56	—	20,605
Fort William.....	186,900	275,200	158,500	+	88,300	+	116,700
Guelph.....	176,630	103,744	8,993	— 72,886	— 41.26	+	94,751
Hamilton.....	315,210	266,830	273,028	— 48,380	— 15.35	—	6,198
Kingston.....	40,380	72,770	32,230	+	32,390	+	40,540
Kitchener.....	66,125	145,950	5,040	+	79,825	+	140,910
London.....	129,575	163,615	58,200	+	34,040	+	108,415
Ottawa.....	388,927	856,400	102,805	+	467,473	+	753,595
Peterborough.....	9,330	6,760	100,040	— 2,570	— 27.55	—	93,280
Port Arthur.....	32,360	5,398	6,359	— 26,962	— 83.32	—	961
Stratford.....	53,800	28,716	9,760	— 25,084	— 46.62	—	18,956
St. Catharines.....	82,682	57,915	61,375	— 24,767	— 29.95	—	3,460
St. Thomas.....	18,355	13,670	6,320	— 4,685	— 25.52	—	7,350
Toronto.....	1,455,734	1,379,087	1,006,064	— 76,647	— 5.27	+	373,023
Windsor.....	179,290	279,175	41,180	+	99,885	+	237,995
Manitoba.....	74,772	26,740	440,760	— 48,032	— 64.24	— 414,020	— 93.93
Brandon.....	372	3,840	8,360	+	3,468	+	4,520
Winnipeg.....	74,400	22,900	432,400	— 51,500	— 69.22	—	409,500
Saskatchewan.....	401,560	362,050	317,465	— 39,510	— 9.84	+ 44,585	+ 14.04
Moosejaw.....	126,770	37,625	68,675	— 89,145	— 70.32	—	31,050
Regina.....	178,800	192,200	72,280	+	13,400	+	119,920
Saskatoon.....	95,990	132,225	176,510	+	36,235	+	44,285
Alberta.....	526,500	687,285	190,775	+ 160,785	+ 30.54	+ 496,510	+ 260.26
Calgary.....	472,000	381,000	133,600	+	91,000	+	247,400
Edmonton.....	54,500	306,285	57,175	+	251,785	+	249,110
British Columbia.....	333,712	96,475	73,606	— 237,237	— 71.09	+ 22,869	+ 31.07
New Westminster.....	11,175	8,575	3,750	— 2,600	— 23.27	+	4,825
Vancouver.....	202,690	62,921	59,300	— 139,769	— 68.96	+	3,621
Victoria.....	119,847	24,979	10,556	— 94,868	— 79.16	+	14,423
Total—35 cities.....	7,005,425	6,470,215	3,709,915	— 535,210	— 7.64	+ 2,760,300	+ 74.40

EMPLOYMENT AND WAGES IN THE DAIRY FACTORIES IN CANADA DURING 1917

Census of Industry, 1917 Series

THE statistical report for the year 1917, with respect to creameries, cheese and condensed milk factories, compiled by the Dominion Bureau of Statistics in collaboration with the Dominion and Provincial Departments of Agriculture, has been recently issued.

As stated in the report, the total value of the capital invested in 1917 in the dairy factories of Canada, including items for land and building machinery, tools, fuel and miscellaneous supplies, and cash and operating accounts, amounted to \$19,628,001.

In July, the month of greatest activity, the total number of dairy factory employees was 10,391, comprising 1,632 officers receiving salaries and 8,759*

wage earners. In January, the month of least activity, the number of wage earners was somewhat less than one-half the above number. The total salaries and wages paid throughout the year amounted to \$5,447,346, comprising \$647,874 paid in salaries, \$3,753,784 paid in wages, and in the province of Quebec \$1,045,688 in both salaries and wages.

The table below, which is derived from the report, gives by provinces the number of establishments in operation, the capital invested, the number of employees in the month of greatest activity, the wages and salaries paid throughout the year, other expenses, and the value of the product.

*Includes salaried workers in the Province of Quebec.

Provinces	Establishments		Capital invested		Employees on salaries		Employees on wages		Total employees and salaries and wages paid		Other expenses	Total value of product
	No.	\$	No.	\$	No.	\$	No.	\$	No.	\$	\$	\$
Nova Scotia.....	27	264,912	15	10,892	82	41,891	97	52,783	1,047,152	1,171,376		
Prince Edward Island	40	167,159	36	7,511	95	29,241	131	36,752	673,212	762,334		
New Brunswick.....	41	118,232	24	9,164	75	32,620	99	41,784	507,536	589,235		
Quebec.....	1,976	5,585,538					3,037	1,045,688	26,594,540	28,358,876		
Ontario.....	1,135	8,395,483	1,186	277,638	3,698	2,309,068	4,884	2,586,706	41,577,329	48,720,706		
Manitoba.....	64	1,630,339	95	98,287	545	431,554	640	529,841	3,551,653	4,124,190		
Saskatchewan.....	31	859,975	39	41,798	252	183,650	291	225,448	1,634,637	2,375,399		
Alberta.....	73	1,538,965	173	131,342	674	506,161	847	637,503	3,751,979	5,247,343		
British Columbia....	31	1,067,398	64	71,242	256	219,599	320	290,841	1,702,876	2,529,867		
Canada.....	3,418	19,628,001	*1,632	*647,874	*5,677	*3,753,784	10,346	5,447,346	81,040,914	93,879,326		

*Quebec not included.

CHANGES IN WAGES AND HOURS OF LABOUR DURING THE SECOND QUARTER OF 1919

DURING the second quarter of 1919, 156 changes in wages and hours, affecting about 108,600 workers, were noted by the Department, as compared with 63 changes affecting about 48,398 workers in the previous quarter and 60 changes affecting about 26,500 people in the corresponding quarter of 1918. Of these 156 changes, 58 were changes in wages and hours, 62 in wages, and 36 in hours only. All changes in hours were decreases, 54 of which made provision for a working day of 8 hours or less. It may be noted that reductions in hours without decrease in pay are not classified as wage changes. All wage changes were increases. The following paragraphs summarize these changes:

BUILDING AND CONSTRUCTION.

Forty-two changes were noted in this group, affecting about 12,750 workers; 23 of these were changes in wages and hours and 20 were changes in wages only.

COMMERCIAL, MERCANTILE AND CLERICAL.

Three changes were noted affecting about 7,775 clerks in retail stores.

DOMESTIC AND PERSONAL SERVICE.

Three changes were noted, involving 624 barbers in Montreal, Galt and Hamilton.

LABOURING, GENERAL.

Nine changes were noted, affecting 4,570 workers. All were straight increases in wages.

LUMBERING AND FORESTRY.

Four changes were noted, affecting 875 workers. In 3 of these, the hours were reduced from 10 to 9 per day with no reduction in wages. The other change was a wage increase.

MANUFACTURING AND MECHANICAL INDUSTRIES.

In this group as a whole 68 changes

were noted, affecting about 63,796 workers. Twenty-eight of the changes were in wages and hours, 16 in wages, and 24 in hours only. The following paragraphs give the details by sub-groups:

(a) *Brick, Cement, China, Pottery and Glass.*—Two changes, affecting 60 workers.

(b) *Chemicals, including Oils, Soap, Grease and Rubber.*—Two changes were noted, affecting 7,400 workers.

(c) *Food, Drink and Tobacco.*—Eleven changes were noted, affecting 5,868 workers. Seven of these changes were in wages and hours, 6 in hours, and 1 in wages only.

(d) *Leather, including Boots, Shoes, Saddlery, etc.*—Four changes were noted affecting about 4,260 workers, of which 3,900 were boot and shoe workers in Ontario.

(e) *Iron, Steel, and other Metal Working.*—Fourteen changes were noted, affecting about 6,252 workers. In 6 cases hours only were changed, in 1 case wages only, and in 7 cases both wages and hours were changed.

(f) *Paper, Pulp, Book-binding and Printing.*—Six changes were noted, affecting about 3,232 workers.

(g) *Textiles, Cloth, Cottons, etc.*—Twenty changes were noted, involving 16,085 workers. In two cases the Manitoba Minimum Wage Board fixed a minimum weekly wage and the number of working hours per week.

(h) *Vehicles for Land and Water Transportation.*—Five changes were noted, involving 8,925 workers, 5,925 of which were shipbuilders in different parts of Canada, all of whom received increases in wages.

(i) *Woodworking, Furniture, etc.*—Four changes were noted, involving about 11,714 workers.

PROFESSIONAL AND TECHNICAL.

One change only in this group, affect-

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1919

Class of employees affected	Firm, or establishment, and locality	Approximate number of employees affected	Date from which change took effect	Particulars of change
BUILDING & CONSTRUCTION—				
Bricklayers and masons.....	Fredericton, N.B.....	14	April 16	Wages increased from 60c to 70c per hour. Hours reduced from 9 to 8 per day.
Bricklayers, masons & plasterers	St. John, N.B.....	48	April 1	Wage increase of 20c an hour. New rate \$38.40 per week. Old rate \$28.80 per week.
Bricklayers, masons & plasterers	Brantford, Ont.....	65	May 1	Wages increased from 65c to 75c per hour.
Bricklayers.....	Hamilton, Ont.....	400	May 1	Wages increased from 70c to 75c per hour.
Bricklayers and masons.....	London, Ont.....	56	April 23 (Retroactive from April 1)	Wages increased from 60c to 65c per hour.
Bricklayers and masons.....	Niagara Falls, Ont.....	135	May 1	Wages increased from 70c to 75c per hour.
Bricklayers and masons.....	Stratford, Ont.....	17	May 1	Wages increased to 70c per hour. Hours reduced to 44 per week.
Bricklayers and masons.....	Simmons Co., Moosejaw, Sask.	6	June 1	Wages increased to \$1.00 per hour.
Bricklayers and masons.....	Regina, Sask.....	45	May 5	Wages increased from 85c to \$1.00 per hour. Hours reduced to 44 per week.
Building and construction workers.	Halifax, N.S.....	3,000	June 12	Wage increases averaging 24 per cent
Building and construction workers.	Ottawa, Ont.....	2,500	May 9	Wage increases of approximately 20 per cent. 8-hour day for all except labourers and steam engineers, who may work 9 hours.
Building and construction workers.	Winnipeg, Man.....	1,200	June 30	Wage increases ranging from 5c to 15c per hour.
Carpenters and joiners.....	Employing contractors, St. John, N.B.	60	May 1	Wages increased from 45c to 60c per hour.
Carpenters.....	Brantford, Ont.....	94	May 1	Wages increased from 50c to 60c per hour.
Carpenters.....	Six firms, Guelph, Ont..	35	May 7	Wages increased from 45c to 55c per hour. Hours per day reduced from 9 to 8.
Carpenters and joiners.....	Hamilton, Ont.....	300	May 1	Wages increased from 60c to 65c per hour. Hours per week reduced to 44.
Carpenters.....	Fifteen employers, Kingston, Ont.	80	May 30	Wages increased from 60c to 70c per hour.
Carpenters.....	London, Ont.....	185	May 1	Wages increased from 40c to 55c per hour. Hours per week reduced from 49 to 44.
Carpenters.....	Niagara Falls, Ont.....	200	May 1	Wages increased from 60c to 70c per hour.
Carpenters and joiners.....	Toronto, Ont.....	1,800	June 9	Wages increased from 65c to 70c per hour.

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1919.—(Continued.)

Class of employees affected	Firm, or establishment, and locality	Approximate number of employees affected	Date from which change took effect	Particulars of change
BUILDING & CONSTRUCTION—				
<i>—Continued.</i>				
Carpenters and joiners.....	Windsor, Ont.....	87	May 1	Wages increased from 60c to 70c per hour. Hours per week reduced from 54 to 48.
Carpenters and joiners.....	Regina, Sask.....	120	May 19	Wages increased from 65c to 80c per hour. Hours per day reduced from 10 to 8.
Electrical workers.....	Seven firms, London, Ont	32	June 3	Wages increased from 45c to 60c per hour. Hours per week reduced from 49 to 44.
Electrical workers.....	Ottawa, Ont.....	212	May 2	Increases ranging up to 30 per cent. Hours reduced to 8 per day.
Painters, glaziers and paper-hangers.	Employing painters, St. John, N.B.	50	April 1	Wage increase of 40c per week, making weekly rate \$21.60. Hours per week reduced from 48 to 44.
Painters.....	Montreal, Que.....	413	May 29	Wages increased from 45c to 50c per hour. Hours per week reduced from 54 to 50.
Painters and glaziers.....	Hamilton, Ont.....	120	May 1	Wages increased from 45c to 52½c per hour. Hours per week reduced to 44.
Painters and paperhangers....	London, Ont.....	125	April 1	Wages increased from \$19.20 to \$21.60 per week.
Painters.....	Niagara Falls, Ont.....	15	May 1	Wages increased from 50c to 60c per hour.
Painters.....	Toronto, Ont.....	400	May 21	Wages increased from 55c to 65c per hour.
Painters.....	Welland, Ont.....	9	June 16	Wages increased from 55c to 60c per hour. Hours per day reduced from 9 to 8.
Painters.....	Regina, Sask.....	30	April 26	Wages increased from 55c to 67½c per hour. Hours per week reduced from 54 to 44.
Painters.....	Vancouver, B.C.....	75	May 18	Wages increased from 68¾c to 75c per hour.
Plasterers.....	Regina, Sask.....	36	May 10	Wages increased from 75c to 90c per hour. Hours per day reduced from 9 to 8—44 hours per week.
Plumbers and steamfitters....	Hagen & Co., Bayer & Co., Sydney, N.S.	9	May 28	Wages increased from 52½c to 65c per hour.
Plumbers and steamfitters....	Hamilton, Ont.....	115	May 1	Wages increased from 56¼c to 60c per hour. Hours per week reduced to 44.
Plumbers.....	Stratford, Ont.....	17	May 6	Minimum wage increased to 60c per hour. 8-hour day granted for first 8 months of year.
Plumbers.....	Toronto, Ont.....	400	June 25	Minimum rate increased from 65c to 75c per hour.
Plumbers.....	Moosejaw, Sask.....	14	June 3	Wages increased from 70c to 80c per hour. Hours per day reduced from 10 to 8.
Plumbers and steamfitters....	Regina, Sask.....	23	May 1	Wages increased from 70c to 80c per hour.

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1919.—(Continued.)

Class of employees affected	Firm, or establishment, and locality	Approximate number of employees affected	Date from which change took effect	Particulars of change
BUILDING & CONSTRUCTION— —Continued.				
Stonecutters.....	Hamilton, Ont.....	20	May 1	Wages increased from 60c to 70c per hour. Hours per week reduced to 44.
Stonecutters.....	Ottawa, Ont.....	188	April 1	Wages increased to 75c per hour. Hours per week reduced to 44.
COMMERCIAL, MERCANTILE AND CLERICAL:—				
Clerks.....	Retail stores, Ottawa, Ont.	7,500	May 1	Stores to close at 6 p.m. all the year round, making an average of 8 hours per full day.
Clerks.....	Richard Hall & Son, Peterborough, Ont.	75	June 2	Store closes at 5 p.m. instead of 6 p.m.
Clerks.....	Glasgow House, Regina, Sask.	200	April 5	Store to close Saturday at 6 p.m. making hours 4 less per week. No reduction in wages.
DOMESTIC & PERSONAL SERVICE:				
Barbers.....	Montreal, Que.....	490	June 7	Wages increased from \$12 per week with 50 per cent of receipts over \$20, to \$17 with 50 per cent over \$25.00.
Barbers.....	Galt, Ont.....	14	April 1	Minimum wage increased to \$18 per week with 50 per cent of the receipts over \$24.00.
Barbers.....	Hamilton, Ont.....	120	May 12	Wage increased from \$15.00 per week with 50 per cent of receipts over \$21.00, to \$20.00 per week with 50 per cent of receipts over \$28.00. Shops to be closed at 7 p.m. for five nights and 10 p.m. on Saturday night.
LABOURING, GENERAL:—				
Carters.....	Four firms, Montreal, Que.	4,000	April 30	Old rate, \$12-\$15 per week. New rate, \$18-\$20 per week with overtime after 6.30 p.m.
Garbage collectors.....	Windsor, Ont.....	12	June 5	Wages increased from \$3.25 to \$4.00 per day.
Labourers (Civic).....	Hamilton, Ont.....	250	May 17	Increase of 5c per hour. Hours per day reduced from 9 to 8.
Labourers (Civic).....	Perth, Ont.....	25	May 23	Wages increased from 30c to 35c per hour.
Labourers.....	Peterborough, Ont.....	40	June 3	Wage increase of 35c per day.
Labourers (Civic).....	St. Thomas, Ont.....	8	April 11	Wage increase of 5c per hour. Old rate 30c-35c per hour. New rate 35c-40c per hour.
Milk drivers.....	Two firms, Montreal, Que.	110	May 16	Increase of \$2.00 per week with 3 per cent on all cash collections.
Teamsters.....	Five firms, Ottawa, Ont.	50	June 16	Wages increased from \$73.00 per month to \$75.00.

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1919.—(Continued.)

Class of employees affected	Firm, or establishment, and locality	Approximate number of employees affected	Date from which change took effect	Particulars of change
LABOURING, GENERAL.—Cont.				
Window cleaners.....	Nine firms, Montreal, Que.	75	May 8	Wages increased from 18c-26c, 60 hours per week, to 20c-30c, 45 hours per week.
LUMBERING AND FORESTRY:—				
Lumber workers.....	Fraser Co's, Ltd., Victoria Mill, Fredericton, N.B.	122	May 15	Hours per day reduced from 10 to 9 with no reduction in wages.
Lumber workers.....	York and Sunbury Milling Co., Fredericton, N.B.	80	May 12	Hours per day reduced from 10 to 9 with no reduction in wages.
Lumber workers.....	Babbitt Lumber Co., St. Mary's, N.B.	28	May 28	Hours per day reduced from 10 to 9 with no reduction in wages.
Deal pilers.....	Four firms, St. John, N.B.	645	April 14	Wages increased from \$3.20 to \$3.60 per per day.
MANUFACTURING & MECHANICAL INDUSTRIES:—				
(a) <i>Brick, Cement, Pottery and Glass—</i>				
Glass cutters.....	The Geo. Phillips Co., Montreal, Que.	30	June 23	Increase in wages of approximately 5 per cent.
Glass cutters, bevellers, etc..	Hobbs Mfg. Co., London, Ont.	30	May 3	Hours reduced from 10 per day and 5 on Saturday to 9 per day and 4½ on Saturday.
(b) <i>Chemicals, including Explosives, Oils, Soaps, Grease and Rubber:—</i>				
Rubber workers.....	The Consolidated Rubber Co., Montreal, Que.	1,400	June 18	Hours per week reduced from 55 to 50.
Refinery workers.....	Imperial Oil Co., Toronto, Ont.	6,000	May 1	Wage increases up to 15 per cent to men on a monthly salary basis.
(c) <i>Food, Drink and Tobacco—</i>				
Bakers.....	Brantford, Ont.....	35	May 13	Various wage increases and a six-day week instead of a seven-day week.
Bakers.....	Hamilton, Ont.....	96	May 1	Wages to foremen increased from \$25.00 to \$26.00. Assistant increased from \$24.00 to \$25.00. Hours per week reduced to 55.
Bakers.....	Twenty-one firms, Toronto, Ont.	600	May 1	Wage increase ranging from \$3 to \$5 per week. Hours per week reduced from 54 to 50.
Brewery workers.....	Kuntz Brewery, Waterloo, Ont.	60	April 7	Increases ranging from \$1.50 to \$3.00 per week. 8-hour shifts for foremen.
Cigarmakers.....	The Vallens Co., Windsor Ont.	110	June 17	Increase from \$1 to \$4 per 1,000 cigars.
Meat packers.....	Wm. Davies Co., Montreal Abattoir Co.; Swift Canadian Co., Montreal, Que.	700	June 18	Partial increase in wages. Hours per week reduced from 54 to 48.

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1919.—(Continued.)

Class of employees affected	Firm, or establishment, and locality	Approximate number of employees affected	Date from which change took effect	Particulars of change
MANUFACTURING & MECHANICAL INDUSTRIES:—Continued.				
<i>(c) Food, Drink and Tobacco:—</i>				
<i>(Continued)</i>				
Meat packers.....	Six firms, Toronto, Ont.	3,092	May 12	Wage increase of 6c per hour. Hours per day reduced to 8.
Meat packers.....	P. Burns & Co., Calgary, Alta.	500	April 28	Hours per day reduced from 10 to 8 with no reduction in pay.
Sugar refiners.....	Canada Sugar Refinery Co., Ltd., Montreal, Que.	350	May 8	Minimum wage increased from 25c to 32c per hour.
Starch workers.....	Canada Starch Co., Montreal, Que.	250	June 1	Wages increased 5c per hour.
Stock yard workers.....	Union Stock Yards of Toronto, Ltd.	75	June 26	Wages increased from 35c per hour to 40c per hour day-work. Night rate of 42c an hour. Hours per day reduced from 12 to 10.
<i>(d) Leather, including Boots, Shoes, Saddlery, etc:—</i>				
Boot and shoe workers.....	Ontario Manufacturing Association.	3,500	June 1	Hours per week reduced from 55 to 49½ with no reduction in wages.
Boot and shoe workers.....	Regal Shoe Co., The Adams Shoe Co., The Minister Myles Shoe Co.	400	May 1 June 1 for one firm	Hours per week reduced from 49½ to 46½ with no reduction in wages.
Leather workers.....	Getty and Scott, Ltd., Galt, Ont.	327	May 1	Hours reduced to 9 per day, 5½ days per week.
Trunk and bag workers.....	L. McBrine Co., Ltd., Kitchener, Ont.	33	April 26	Hours per day reduced from 10 to 9. No reduction in wages. An increase of from 5 per cent to 7½ per cent in piece work rates.
<i>(e) Iron, Steel, and Other Metal Working, including Manufacturing Electrical Apparatus:—</i>				
Jewelry workers.....	Geo. H. Lees Co., Ltd., Hamilton, Ont.	40	April 18	Hours per week reduced from 46½ to 44 with no reduction in wages.
Machinists and helpers.....	Dominion Brass and Iron Bedstead Co., Montreal, Que.	18	April 14	Wages increased 5 per cent. Hours per week reduced from 55 to 49.
Metal workers.....	Canadian Car & Foundry Co., Ltd., Montreal, Que.	4,000	May 12	Wages increased 45 per cent. Hours per week reduced from 54 to 45.
Metal workers.....	Denis Wire and Iron Workers, London, Ont.	50	April 1	Hours reduced from 10 per day and 5 on Saturday to 9 and 4½. No reduction in wages.
Metal workers.....	Beach Foundry Co., Ottawa, Ont.	30	May 28	Hours per week reduced from 55 to 50. Labourers' wages increased 3c per hour.
Metal workers.....	Polson Iron Works, Toronto, Ont.	400	June 6	Hours per day reduced from 9 to 8.

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1919.—(Continued.)

Class of employees affected	Firm, or establishment, and locality	Approximate number of employees affected	Date from which change took effect	Particulars of change
MANUFACTURING & MECHANICAL INDUSTRIES:—Continued.				
<i>(e) Iron, Steel, and Other Metal Working, including Manufacturing Electrical Apparatus.—(Continued)</i>				
Metal workers.....	Dominion Forge and Stamping Co., Walkerville, Ont.	450	May 8	Wages increased 10c per hour.
Metal workers.....	Winnipeg, Man.....	1,000	June 30	Hours per week reduced from 55 to 50 with no reduction in wages.
Metal workers.....	Calgary Iron Works, Union Iron Works, Riverside Iron Works, Well & Toal Iron Works, Calgary, Alta.	103	May 19	Wages increased from 70c to 85c per hour. Hours per week reduced from 50 to 44.
Moulders.....	Amherst Foundry Co., Amherst, N.S.	18	April 30	Wages increased from \$4 per day to \$5. Rates for piece work also increased.
Moulders.....	Sherbrooke, Que.....	12	June 26	Hours per day reduced from 10 to 9 with no reduction in wages.
Moulders.....	Hamilton Stone and Heater Co., Hamilton, Ont.	20	April 1	Wages increased to \$5.50 for a 9-hour day.
Moulders.....	Beach Foundry Co., Ottawa, Ont.	11	April 9	Wages increased from \$4.75 to \$5.40 per day. Hours per day reduced from 10 to 9.
Sheet metal workers.....	Thirteen firms, Ottawa, Ont.	100	June 23	Minimum wage increase from 50c to 62½c. Hours per week reduced from 50 to 44.
<i>(f) Paper, Pulp, Bookbinding and Printing:—</i>				
Book and job printers.....	Toronto, Ont.....	600	May 30	Wages increase of \$8.00 per week.
Printers.....	Three firms, Windsor, Ont.	21	April 15	Wages increased from \$19.00-\$21.00 per week to \$28.00-\$34.00
Paper makers.....	J. R. Booth, Ottawa, Ont.	75	May 12	Wage increases averaging 15 per cent. A minimum of \$4.00 and a maximum of \$6.50 for an 8-hour day.
Paper mill workers.....	Sault Ste. Marie, Espanola, and Sturgeon Falls.	1,550	May 11	General increase in wages and 8-hour day adopted where it was not already in force.
Paper mill workers.....	Powell River Pulp and Paper Co., Powell River, B.C.	600	May 31	Wages increased 5c per hour.
Pulp and paper workers.....	E. B. Eddy Co., Hull, Que.	386	April 21	Hours per day reduced from 10 to 8

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1919.—(Continued.)

Class of employees affected	Firm, or establishment, and locality	Approximate number of employees affected	Date from which change took effect	Particulars of change
MANUFACTURING & MECHANICAL INDUSTRIES:—Continued.				
(g) <i>Textiles, Cloth and Cottons, including Clothing, Cloth Workers, Tailoring, etc.</i> —				
Cap makers.....	Montreal, Que.....	168	May 2	Wages increased \$2.00 per week. Hours per week reduced from 49 to 44.
Cap makers.....	Toronto, Ont.....	450	June 18	Minimum wage increased from \$20.00 to \$25.00 per week. Hours per week reduced from 49 to 44.
Clothing workers.....	E. G. Hachborn & Co., Toronto, Ont.	125	April 21	Hours per week reduced to 40. A five-day week.
Clothing workers.....	House of Hobberlin, Toronto, Ont.	500	June 1	Hours per week reduced from 44 to 40. No reduction in wages.
Cotton workers.....	Cosmos Cotton Co., Yarmouth, N.S.	480	June 2	Hours per week reduced from 55 to 50. No reduction in wages.
Cotton workers.....	Canadian Cottons, Marysville, N.B.	545	May 19	Hours per week reduced from 57 to 50 with no reduction in pay.
Cotton workers.....	Canadian Cottons, Milltown, N.B.	550	May 19	General increase in wages granted and 8-hour day adopted. New rates range from 45c to 75c per hour.
Cotton workers.....	Cornwall, Ont.....	1,050	May 19	Hours per week reduced from 57 to 50 with no reduction in wages.
Dressmakers.....	Dress making establishments, Manitoba.	300	June 1	Minimum wage of \$12.00 per week for experienced female employees. Hours shall not be more than 8½ in any day, except Saturday, which may be 11½.
Fur workers.....	Furrier establishments, Manitoba.	15	June 1	Minimum wage of \$12.00 per week for experienced female employees. Hours shall not be more than 9 in one day or 48 in a week.
Garment workers.....	Royal Silk Dress and Waist Co., Montreal, Que.	132	May 15	Hours per week reduced from 46½ to 44.
Garment workers.....	C. Turnbull Co., Galt, Ont.	250	April 7	Hours per day reduced from 10 to 9 with no reduction in wages.
Garment workers.....	Hamilton, Ont.....	3,000	May 1	Hours per week reduced from 48 to 44 with no reduction in wages.
Glove cutters and makers...	The Hudson Bay Knitting Co., Montreal, Que.	300	June 9	Wages increased 15 per cent. Hours per week reduced from 49 to 44.
Glove cutters and makers...	The Acme Glove Co., Montreal, Que.	400	June 9	Wages increased 15 per cent. Hours per week reduced from 49 to 44.
Textile workers.....	Dominion Textile Co., Montreal, Que.	6,500	May 26	Wages increased 10 per cent to all operatives.

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1919.—(Continued.)

Class of employees affected	Firm, or establishment, and locality	Approximate number of employees affected	Date from which change took effect	Particulars of change
MANUFACTURING & MECHANICAL INDUSTRIES:—Continued.				
(g) Textiles, Cloth and Cottons, including Clothing, Cloth Workers, Tailoring, etc.—(Continued.)				
Textile workers.....	R. Forbes Co., Hespeler, Ont.	1,000	April 7	Hours per week reduced from 55½ to 50. No reduction in wages.
Wadding mill employees.....	Dominion Wadding Co., Montreal, Que.	30	May 15	Wages increased 2¼c per hour.
Winders.....	The Chipman Halton Co. Hamilton, Ont.	20	May 19	Wages increased 5 per cent.
Woollen mill employees.....	Geo. Pattinson & Co., Preston, Ont.	270	April 1	Hours per week reduced from 53 to 50 with no reduction in wages.
(h) Vehicles for Land and Water Transportation:—				
Automobile factory employees	Ford Motor Co., Ford, Ont., Winnipeg, Calgary, Saskatoon, St. John, Toronto, London and Vancouver.	3,000	May 12	Wages increased from 62½c to 75c per hour making the minimum \$6.00 per day.
Shipbuilders.....	Allis-Chalmers Company, Bridgeburg, Ont.	225	June 23	Wages increased between 10 per cent and 12 per cent. Hours per week reduced from 52½ to 48.
Shipbuilders.....	Collingwood Shipbuilding Co., Collingwood, Ont.	1,000	May 14	General increase in wages granted. New rates range from 45c to 75c per hour. Hours reduced to 8 per day.
Shipbuilders.....	British-American Shipbuilding Co., Welland, Ont.	500	June 16	Wages increased 10 per cent. Hours per week reduced to 44.
Shipbuilders.....	Vancouver, Victoria and New Westminster.	4,200	June 1	Wages increased 2¾c per hour.
(i) Woodworking, Furniture, Box Making, etc.—				
Broom and whisk makers...	Hamilton, Ont.....	14	May 1	Wages per hour increased from 56¼c to 60c.
Furniture workers.....	Furniture Manufacturers' Association, Ontario.	11,000	May 1	Hours per week reduced from 59 to 54.
Furniture workers.....	The Canada Furniture Manufacturers. Seven cities of Ontario.	500	June 2	Wages increased 10 per cent.
Sawmill employees.....	J. R. Booth, Ottawa, Ont.	200	May 8	Wages increased 5c per hour. Hours per day reduced from 10 to 9.

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1919.—(Continued.)

Class of employees affected	Firm, or Establishment, and locality	Approximate number of employees affected	Date from which change took effect	Particulars of change
PROFESSIONAL AND TECHNICAL:—				
Teachers.....	Central Catholic School Commission, Montreal, Que.	575	May 1	Minimum salary for men increased to \$1,800; for women, \$900. Maximum annual increase for teachers with 4 years' experience, \$100.
QUARRYING AND MINING:—				
Miners (surface men)	Alberta and British Columbia.	2,544	April 1	Hours per day reduced from 9 to 8 with no reduction in wages.
Miners.....	Vancouver Island, B.C.	3,560	April 1	Wages increased 2½c per hour.
Miners and smeltermen	Granby Consolidated Mining and Smelting Co., Anyox, B.C.	1,200	May 21	Wages increased 50c per day for miners and 25c per day for smeltermen and others.
Miners.....	North American Collieries, Ltd., Coalhurst, Alta., and Edmonton.	107	April 16	Various wage increases ranging from \$1.32 to \$4.12 per day.
Miners.....	Bienfait, Sask.....	25	May 1	Wages increased from 27½c to 40c per hour.
Miners.....	Inverness Ry. and Coal Co., Inverness, N.S.	683	May 1	Hours per day for underground employees reduced from 10 to 8. Surface employees from 10 to 8½.
Miners.....	Canadian Collieries, Ltd., Victoria, B.C.	1,014	May 1	Wages increased 3½c per day.
Coke oven employees.....	The Koppers Co., Sault Ste. Marie, Ont.	80	June 1	Wages increased from 37½c to 41½c per hour. Hours per day reduced from 10 to 9.
RAILWAY, STEAM AND ELECTRIC (OPERATION):—				
Motormen, linemen, etc.....	Moncton, N.B.	12	June 19	Average increase in wages of 10 per cent. Hours per day reduced from 10 to 9.
Street and electric railway employees.	Brantford, Ont.....	40	May 1	Wages increased to the following: 37½c for 1st year men. 39c for 2nd year men. 41c for 3rd year men.
Conductors and motormen.....	London Street Railway Co., London, Ont.	175	May 1	Wages increased 3c per hour. New scale. 33c to 1st year men. 36c to 2nd year men. 38c to 3rd year men.
Trackmen, machinists, etc.....	London Street Railway Co., London, Ont.	50	May 1	Wages increased. Old rate, 20c to 42c per hour. New rate, 23c to 45c per hour.

CHANGES IN WAGES AND HOURS DURING APRIL, MAY AND JUNE, 1919.—(Continued.)

Class of employees affected	Firm, or establishment, and locality	Approximate number of employees affected	Date from which change took effect	Particulars of change
SHIPPING AND LONGSHORE WORK:				
Coal shovelers.....	Fort William Coal Dock, C. P. R. Coal Dock, Fort William, Ont., C. N. R. Coal Dock, Port Arthur, Ont.	400	June 26	Minimum wage increased to 50c per hour. Maximum wage increased to 66½c per hour. Hours per day reduced from 10 to 8.
Steamship checkers.....	Various steamship lines, Port of Montreal, Que.	500	June 10 (Retro-active to May 30)	Wages of checkers increased from 40c to 50c per hour for day work and from 45c to 55c for night work. Coopers, 39c to 49c day work, 44c to 54c night work. Shedmen 30c to 40c day work and 35c to 45c night work.
MISCELLANEOUS OCCUPATIONS:				
Civic employees.....	Galt, Ont.....	80	May 26	Wages increased as follows: Those receiving maximum 36c increased to 45c per hour. Those paid less than 36c per hour to be paid on a sliding scale from 35c to 40c per hour.
Civic employees.....	Hamilton, Ont.....	400	June 1	Hours per day reduced from 9 to 8 with no reduction in wages.
Civic employees.....	Toronto, Ont.....	2,500	April 1	8-hour day adopted.
Civic employees.....	Lethbridge, Alta.....	100	June 16 (Retro-active to April 1)	Wage increase averaging 14 per cent.
Express employees.....	Canadian Express Co. at various points.	1,250	April 18	8-hour day adopted.
Express employees.....	American Express Co., Hamilton, Ont.	20	May 1	Wages increased \$15.00 a month.
City electric light employees...	Fort William, Ont.....	14	May 15	General increase in wages.
Factory and shop employees...	All shops and factories, Brockville, Ont.	700	May 1	Hours per day reduced from 10 to 9.
Hydro-Electric employees.....	Hydro - Electric Power Commission, Niagara Falls, Ont.	2,000	May 28	Hours per day reduced from 10 to 8. Also various wage increases.
Power house employees, etc...	Dominion Power and Transmission Co., Hamilton, Ont.	112	April 1	Linemen: old rate, 32½c to 37½c; new rate, 50c to 55c. Operators at sub-stations increased from \$85.00 to \$105.00 per month. Helpers in Power sections increased from \$65 to \$75.
Sign painters.....	Asch, Ltd., Montreal, Que.	22	April 22	Wages increased from 60c to 75c per hour. Hours per day reduced from 9 to 8.
Telephone operators.....	Fort William, Ont.....	47	May 15	General increase in wages.

ing 575 teachers in Montreal, Que.

QUARRYING AND MINING.

Eight changes were noted in this group, involving 9,213 miners; there being one change in wages and hours, five changes in wages, and two changes in hours only.

RAILWAY, STEAM AND ELECTRIC OPERATION.

Four changes were noted, affecting 277 workers. All were changes in wages,

and in one case hours also were changed.

SHIPPING AND LONGSHORE WORK.

Two changes only were noted, involving 900 workers.

MISCELLANEOUS OCCUPATIONS.

The 12 changes noted in this group involved about 7,245 workers. There was one change in wages and hours, 6 changes in wages, and 4 changes in hours only.

RECENT INDUSTRIAL AGREEMENTS

THE following is a summary of the more important industrial agreements recently received by the Department. While the conclusion of every industrial agreement implies the acceptance, to a greater or less degree, of the principle of collective bargaining, it should not be overlooked that in a number of cases the agreement was reached only after the employees had been on strike. The agreements are arranged by industrial groups.

Building and Construction

QUEBEC, QUE.—PAVING CUTTERS' UNION, BRANCH No. 142 AND BEDARD, LABELLE COMPANY AND JAS. BRODIE & SON. Agreement in force during 1918 has been continued for 1919. Eight hours constitute a day's work at the minimum rate of 50 cents per hour.

MONTREAL, QUE.—UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, MARINE TRADES AND LABOUR FEDERATION, AND THE MONTREAL TRANSPORTATION COMPANY, LIMITED, Agreement dates from May 31, 1919, to April 30, 1920, retroactive from April 15.

Forty-eight hours shall constitute a week's work, eight hours and a half for the first five days, from 7.30 a.m. to 5 p.m., and five hours on Saturday, from 7.30 a.m. to 12.30 a.m. Double time for all overtime and for Sundays and statutory holidays.

The minimum rates of wages are as follows: Per hour—blacksmith, 75 cents; blacksmiths' helpers, 52½ cents; carpenters, 70 cents; caulkers, wood, 70 cents; joiners, 70 cents; machine men, wood, 70 cents; carpenters' helpers, 50 cents; electrical workers, 70 cents; electrical workers' helpers, 50 cents; painters, 65 cents; millwrights, 70 cents; plumbers and steamfitters, 70 cents; plumbers and steamfitters' helpers, 47½ cents; iron workers, 75 cents; iron workers' helpers, 50 cents; labourers, 45 cents; air tool men, 60 cents.

OTTAWA, ONT.—THE INTERNATIONAL BROTHERHOOD OF PAINTERS, DECORATORS AND PAPER HANGERS, LOCAL No. 200, AND THE MASTERS PAINTERS' ASSOCIATION. Agreement dates from April 15, 1919, to April 15, 1920.

Eight hours shall constitute a day's work, from 8 a.m. to 5 p.m.

The minimum scale of wages shall be 50 cents per hour. Time and one-half shall be paid for work from quitting time till 12 p.m., and double time from 12 p.m. and on Sundays.

PETERBOROUGH, ONT. — INTERNATIONAL UNION OF STEAM AND OPERATING ENGINEERS, LOCAL No. 690, AND VARIOUS EMPLOYERS. Agreement dates from May 1, 1919, to May 1, 1920.

Forty-eight hours shall constitute a week's work; 8 hours a day between 8 a.m. and 5 p.m. Overtime at rate of

time and one-half up to midnight, double time after midnight and on Sundays. Where engineers must raise steam in the morning they shall be allowed 1 hour straight time, making 9 hours for the day.

On any job where there are more shifts than one, and the relieving engineer has not been ordered out, the engineer ordered to work the following shift, or any part thereof, shall be paid for the same at time and one-half, but if the relief engineer fails to report for work through causes over which the employer has no control, then the member on duty at the time shall continue to finish the next shift at the rate of single time.

The wages shall be 65 cents per hour for the following classes of work—compressor, siphon, pump, stone crusher, concrete mixer, elevator and pulsometer, and for all motor and boiler work regardless of motive power; and 75 cents per hour for pile driver, locomotive, derrick, locomotive crane, travelling crane, road roller, clam shell, back filler and cable machine work, irrespective of motive power.

On June 15, it was further agreed that operating engineers should receive 60 cents per day for an eight-hour day.

ST. CATHARINES, ONT.—UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCALS No. 38 AND 2632, AND THE MASTER CARPENTERS. Agreement in effect from July 1, 1919, to April 30, 1920. The minimum wage paid to journeymen carpenters shall be 70 cents per hour; foreman shall receive not less than 75 cents. Forty-four hours shall constitute a full week, 8 a.m. to 12 noon, 1 p.m. to 5 p.m., and to 12 o'clock on Saturday. Double time shall be paid for all overtime.

SAULT STE. MARIE, ONT.—JOURNEYMEN PLUMBERS AND STEAMFITTERS, LOCAL No. 414, AND THE MASTER STEAMFITTERS AND PLUMBERS. Agreement in effect from May 1, 1919, to April 30, 1920, provides that nine hours, from 7 a.m. to 5 p.m., shall constitute a day's work for five days; on Saturday five

hours shall constitute the day. From May 1 to October 31, eight hours shall constitute the day, from 8 a.m. to 5 p.m.; four hours on Saturday.

All overtime shall be paid at the rate of time and one-half, with double time from midnight till 7 a.m. and on Sundays and legal holidays.

The agreement specifies a minimum wage of 60 cents per hour for nine hours, and a maximum wage of 70 cents per hour.

CALGARY, ALTA. — BROTHERHOOD OF PAINTERS, DECORATORS AND PAPER-HANGERS, LOCAL No. 583, AND THE MASTER PAINTERS. Agreement which expires March 1, 1920, states that a day's work shall consist of nine hours, between 7.30 a.m. and 5.30 p.m., but that an eight-hour day is to prevail from Nov. 1 to March 1 of each year, commencing at 8 a.m. and ending at 5 p.m., 12 noon on Saturday.

The minimum rate of wages shall be 62½ cents an hour to March 1, 1919, and 65 cents an hour to March 1, 1920. Time and one-half shall be paid from the regular quitting time until midnight, and after that double time, except where a job continues for three or more nights, in which case time and one-half shall be paid throughout job. Work on Sundays and legal holidays is to be paid at double time. New rates for piece-work are provided.

CALGARY, ALTA.—CARPENTERS' DISTRICT COUNCIL AND THE CONTRACTORS' ASSOCIATION. Agreement which expires December 31, 1919, renewed July 1, 1919, and to run till July 1, 1920, raises the minimum wage for carpenters 5 cents an hour, making the new rate 75 cents an hour.

Hours for day shift to be eight hours, and for night shift seven hours with eight hours' pay.

CALGARY, ALTA. — JOURNEYMEN PLUMBERS AND STEAMFITTERS, LOCAL No. 496, AND THE MASTER PLUMBERS' ASSOCIATION. Agreement renewed July 1, 1919, and to remain in force till June 30, 1920, and for another year unless notice given on April 1, 1920.

The minimum rate of wages shall be:
Per hour—journeymen, 90 cents; steam-fitters' helpers, first year, 50 cents; second year, 52½ cents; third year, 55 cents; fourth year, 57½ cents; improvers, after three months, 75 per cent of going wages.

EDMONTON, ALTA.—UNITED ASSOCIATION OF PLUMBERS AND STEAM-FITTERS, LOCAL No. 488, AND THE MASTER PLUMBERS' ASSOCIATION. Agreement in force from June 21, 1919, to April 30, 1920. Eight hours shall constitute a day's work, from 8 a.m. to 5 p.m. for five days, and four hours Saturday, from 8 a.m. to 12 noon. Out-of-town work to be optional 8 to 10 hours per day.

The minimum rate of wages to be 80 cents per hour from June 21, 1919, to September 1, 1919, and 85 cents per hour thereafter until April 30, 1920. Overtime at rate of time and one-half from regular quitting time until midnight, and double time after midnight, also on Sundays and legal holidays.

Domestic and Personal

OTTAWA, ONT.—JOURNEYMEN BARBERS' UNION, LOCAL No. 704, AND VARIOUS EMPLOYERS. Agreement in effect from July 2, 1919, to July 2, 1921. No work shall be done before eight o'clock in the morning, and closing time shall be in compliance with the civic closing by-law. Barber shops may remain open from 8 a.m. till noon on holidays falling on a Saturday, with the exception of Christmas and New Year's Day when shops shall be closed all day.

The following minimum wages shall be paid: Per week—\$20 and fifty per cent of all takings over \$31; if off work for one-half day in the week, \$18.50 and fifty per cent of all takings over \$27.50; if off work for one whole day in the week, \$16.65 and fifty per cent of all takings over \$25; if more than one day's work lost, 65 per cent of all takings.

Labouring, General

MONTREAL, QUE. — INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUF-

FEURS, STABLEMEN AND HELPERS, AND VARIOUS EMPLOYERS. Agreement in effect from April 23, 1919, until further notice.

The hours shall be from 7 a.m. to 6 p.m., with one hour for dinner, and from 6 p.m. to 6.30 p.m. *pro rata*, with time and one-half after 6.30 and double time on Sundays.

The following schedule of weekly wages shall be in force: chauffeurs driving White, McLaughlin and Reo trucks, \$22; chauffeurs driving Ford trucks, \$19; drivers operating 2-horse vehicles, \$22; drivers operating 1-horse vehicles, \$19; furniture helpers, \$18; drivers of double teams, \$20 per week of six days; drivers of single teams, \$18 per week of six days.

Brick, Cement, Pottery, China and Glass

WALLACEBURG, ONT. — GLASS BOTTLE BLOWERS' ASSOCIATION, BRANCH No. 70, AND VARIOUS EMPLOYERS. *Machine agreement.* Agreement effective to the end of 1919; provides that day turn shall be worked for six days per week, and night turn for five nights. Work shall cease at 12 o'clock noon on Saturdays during May—September. Nine hours shall constitute a day's work except on Saturday, when eight hours shall be the rule.

For wide-mouth machine work, journeymen operators and gatherers shall be paid \$5.78 per day, but when an apprentice is employed as gatherer, the operator shall receive \$6.60 per day, or where but one person is employed on a machine where cut-offs are used, he shall receive at the rate of \$6.60 per day. For narrow-mouth machine work, operators shall receive, per day, on a three-man machine, \$4.95; on a two-man machine, \$5.78; on a one-man machine, \$6.60.

Apprentices shall be required to serve three consecutive years to the firm at 10 per cent less than net list price, said net list price being 25 per cent less than operators' net list price, or day work at the rate of \$4.95 per day, less 10 per cent, this 10 per cent to be the property of the firm.

Agreement also provides rates for piece work of various kinds.

No machines shall be operated during the two weeks beginning August 1, 1919.

Tank agreement. Agreement effective to the end of 1919, provides that eight and one-half hours shall constitute a day's work, commencing to blow at 7 a.m., fifteen minutes for tempo, and one hour for dinner; fifteen minutes for tempo at 3 p.m., and stop work at 5 p.m. except on Saturdays, when there shall be no afternoon tempo, and work shall stop at 4 p.m. The night shift is to work eight and one-half hours also, and no Saturday night work. During the months from May to September, inclusive, work shall cease at 12 noon on Saturdays. No glass shall be blown during the month of August, 1919.

Agreement provides specified rates of wages for piecework.

Foods, Liquors and Tobacco

MONTREAL, QUE.—MONTREAL CULINARY ASSOCIATION, LOCAL No. 440, AND THE WINDSOR HOTEL COMPANY. Agreement in force from March 17, 1919, to May 1, 1920. The company agrees to pay chefs the scale of wages in accordance with a list to be submitted to them.

All regular employees shall work nine hours each day, said hours to be arranged by the head chef. Overtime shall be paid at the rate of time and a quarter.

All employees shall receive one full day off in each week, with pay.

HAMILTON, ONT.—HAMILTON BAKERS' UNION No. 2, CANADIAN FEDERATION OF LABOUR, AND THE MASTER BAKERS. Agreement in force from May 1, 1919, to May 1, 1920. Fifty hours shall constitute a week's work. Overtime paid straight time as per wages given.

Wages: Per week—all second men, \$26.00; all round table hands, \$25.00. All helpers shall be given a living wage at the discretion of the master baker or foreman.

LONDON, ONT. — INTERNATIONAL UNION OF UNITED BREWERY, FLOUR,

CEREAL AND SOFT DRINK WORKERS, LOCAL No. 381, AND VARIOUS BREWERY PROPRIETORS. Agreement in effect from May 1, 1919, to May 1, 1920, provides that fifty hours shall constitute a week's work, nine hours for the first five days and five hours on Saturday, for all except engineers, watchmen or maltsters and kettlemen, whose hours shall be the same as heretofore. All over fifty hours per week shall be paid at the rate of time and one-half; nevertheless any work done over the specified hours on any day shall be paid for at the rate of time and one-half. Work done on holidays to be paid at the rate of time and one-half.

The following are the minimum rates of wages: Per week—1st cellarmen, kettlemen and wash-housemen, \$16.50; all other cellarmen, \$15.50; coopers, \$17.50; chauffeurs, \$16.50; drivers, \$16.00; drivers' helpers, \$15.00; bottlers, machine operators, \$16.00; all other bottlers, \$15.00; 1st engineers, \$21.50; night engineers and firemen, \$17.50; experienced maltsters (7 days per week), \$17.50; other maltsters, \$16.50; labourers, \$15.00. An increase of \$1.00 per week shall be granted to all men who do not receive \$1.00 increase through the adoption of above wage schedule. Present higher rate of wages shall not be reduced. Minimum rate, \$15.00 per week. When beer of 4 per cent proof spirits, or better, is allowed, all men to receive an additional \$1.00 per week. Three months after said beer is allowed, all men to receive an additional 50 cents per week.

CALGARY, ALTA. — BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION, LOCAL No. 197, AND THEIR EMPLOYERS. Agreement effective from June 1, 1919, to June 1, 1920, provides the following wage schedule: Per week—foremen in all shops, \$35.00; doughmen (machine shops), \$32.00; ovenmen in all shops, \$32.00; bakers and confectioners, \$28.00. Jobbers to be paid eighty cents per hour. When engaged by the week a jobber shall be

paid at usual rate for such work as he may be called upon to do.

Eight hours shall constitute a day's work for large shops and nine for small. Time for starting shall be any time between the hours of 7 a.m. and 10 a.m., and no early man shall be asked to start before 3 a.m. Should occasion arise when a special time is wanted, such as an earlier start in the morning, request must be made to the union's secretary in writing. Overtime shall be rated at time and a half according to scale of wages. The rate of pay on holidays has been submitted to arbitration and has not yet been settled.

VANCOUVER, B. C.—BAKERY AND CONFECTIONERY WORKERS INTERNATIONAL UNION, LOCAL No. 179, AND THE EMPLOYING BAKERS. Agreement from May 1, 1919, to May 1, 1920, provides the following minimum wage scale: Per day—foremen, \$5.50; dough-mixers and ovenmen, \$5.00; bench hands, \$4.50; helpers, \$4.00; jobbers, \$1.00 per day over the regular rate, over four consecutive days the regular rate shall be paid; apprentices, first year, \$16.00; second year, \$17.00; third year, \$24.00. Jobbers to be paid on completing jobbing period. When a jobber is called he shall be paid a full day's pay, even though he work less than eight hours.

A day's work to consist of eight hours. All hours less than eight worked in any one day shall be deducted as straight time, but in any event a full 48-hour week shall be paid, except deduction of day's pay for full holidays. The working day shall be between the hours of 6 a.m. and 9 p.m. All work between 9 p.m. and 6 a.m. to be paid at the rate of time and one-half. Only in cases of emergency shall regular men, helpers or apprentices be allowed to work overtime.

Apprentices shall be not under sixteen or over twenty years of age at the beginning of the apprentice period, except in the case of returned soldiers, to whom the union agrees to give every facility to become apprentices at suitable wages to be determined in each case.

Metals, Machinery and Conveyances

MONTREAL, QUE. — INTERNATIONAL MOULDERS' UNION, LOCAL No. 21, AND VARIOUS EMPLOYERS.—Agreement in effect from Sept. 1, 1918, to Aug. 31, 1919, and continuing in force for another year unless thirty days' notice given by either party before expiration.

The minimum day wage for moulders and core-makers is to be \$6.00, for a day of nine hours. Overtime to be paid at the rate of time and one-half, with Sundays and legal holidays double time.

MONTREAL, QUE. — BROTHERHOOD RAILWAY CARMEN OF AMERICA, AND CANADIAN CAR AND FOUNDRY COMPANY. Revised list of classifications added to the original agreement July 18, 1919.

In the Dominion works the rates of pay range from 25 cents to 70 cents per hour and in the Turcot from 25 cents to 87½ cents per hour.

Printing and Publishing

MONTREAL, QUE. — TYPOGRAPHICAL UNION, JACQUES-CARTIER No. 145, AND THE MASTER PRINTERS AND BOOK-BINDERS. Agreement renewed from July 1, 1919, to June 30, 1921, provides forty-eight hours per week for day work, with hours for night work reduced to forty-five, as compared to forty-eight in the previous agreement. Wages are increased from \$24 per week, old day rate, to new day rate of \$32. Night rate is set at \$35.

Agreement provides the following pay for apprentices: Per week—first and second years, at the discretion of the employer; third year, first six months, \$11; second six months, \$12; fourth year, first six months, \$14; second six months, \$17; fifth year, first six months, \$20; second six months, \$23. Apprentices working on the morning papers get \$1.00 more.

TORONTO, ONT. — TYPOGRAPHICAL UNION, No. 91, AND VARIOUS EMPLOYERS. Agreement which expired June 1, 1919, has been renewed until May 31, 1921, with no changes other than granting an increase of \$8 per week, making the new

rate \$32 per week. Scale of wages for apprentices also has been raised, the new rate being: Per week—third year, first six months, \$12; second six months, \$13; fourth year, first six months, \$16; second six months, \$17; fifth year, first six months, \$19; second six months, \$22.

Forty-eight hours shall constitute a full week's work.

LONDON, ONT. — INTERNATIONAL TYPOGRAPHICAL UNION No. 133, AND THE CATHOLIC RECORD. Agreement in effect from July 1, 1919, to October 31, 1920.

The minimum scale of wages for newspaper and job printing shall be: Per week—day work, \$30; night work, \$32.

Apprentices shall be paid according to the following minimum scale: Per week—first year, \$7; second year, \$8.50; first six months of third year, \$10; second six months of third year, \$12.50; first six months of fourth year, \$15; second six months of fourth year, \$17.50; fifth year, \$20. Apprentices shall not be less than sixteen years of age at the beginning of their apprenticeship, and at the end of the second year, if they prove competent, must be admitted as apprentice members of the union.

A week's work on newspapers shall consist of five days of eight hours and one day of four, or six nights of seven hours. The hours for day work shall be between 7 a.m. and 6 p.m.; for night work between 7 p.m. and 6 a.m. Job departments to work forty-eight hours per week between the hours of 7 a.m. and 6 p.m.

Time over regular hours shall be paid at the rate of time and one-half. Sundays and holidays at double time. No employee will be permitted to work more than three hours' overtime in any one day or any one night. Any employee who may be called back to perform extra work shall receive not less than five hours' pay, at the rate of time and one-half.

IROQUOIS FALLS, ONT. — INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, LOCAL No. 109, AND VARIOUS

EMPLOYERS. Agreement now in force provides the following wage schedule: Per hour—machine tenders, machine No. 1, \$1.10; No. 2, \$1.03; Nos. 3 and 4, 94½ cents; back tenders, machine No. 1, 99 cents; No. 2, 88 cents; Nos. 3 and 4, 77 cents; 3rd hand, machine No. 1, 67 cents; No. 2, 65 cents; Nos. 3 and 4, 63 cents; 4th hand, machines Nos. 1, 2, 3 and 4, 51 cents; 5th hand, machines Nos. 1, 2, 3 and 4, 50 cents; beater engineers, machine No. 1, 74½ cents; oilers, machines Nos. 1, 2, 3 and 4, 50 cents; boss machine tenders, machines Nos. 1, 2, 3 and 4, \$1.40; broke beater, machines Nos. 1, 2, 3 and 4, 49 cents; spare hand, machines Nos. 1, 2, 3 and 4, 64½ cents.

WINNIPEG, MAN. — PRINTING PRESSMEN'S AND ASSISTANTS' UNION, No. 87, AND VARIOUS EMPLOYERS. Agreement amended August 23, 1918, provides the following scale of wages: Per week—Gordon pressmen in charge of one or two presses, \$18; three or more presses, \$24; experienced cylinder feeders, \$18; Osterlind or Kelly pressmen, \$24; cylinder pressmen, \$28 to \$29. Cylinder feeders not competent to feed to either gauge or close register must start at \$14. Apprentices, first six months, \$7; second six months, \$8; second year, first six months, \$9; second six months, \$10; third year, first six months, \$11; second six months, \$12; fourth year, \$14; fifth year, \$16.50.

Textiles, Cloths, and Cottons

MONTREAL, QUE.—CLOAK AND SKIRT MAKERS' UNION, AND THE CLOAK AND SKIRT MANUFACTURERS' PROTECTIVE ASSOCIATION. Agreement in effect from July 1, 1919, to May 31, 1920. Forty-four hours shall constitute a week's work. No overtime shall be permitted in any shop where the full quota of workers is not employed, or as long as there are workers out of employment who could fill up the shop to capacity. Overtime shall be paid at the rate of time and one-half.

The minimum scale of wages shall be: Per week—cloak and suit cutter, \$35; trimmer, \$30; assistant cutter, \$20; sam-

ple operator, \$32; jacket and cloak operator, \$44; female skirt operator, \$20; tailors, \$27; baisters, \$22; cloak and jacket finisher, \$24; presser, \$38; under-presser, \$34; skirt presser, \$32; tape-presser, \$25; button and hook-and-eye sewer, \$16.

Vehicles, for Land and Water

THREE RIVERS, QUE. — THE MARINE TRADES AND LABOUR FEDERATION AND THE THREE RIVERS SHIPYARDS COMPANY. Agreement effective from June 1, 1919, and to remain in effect for ten months and from year to year subject to thirty days' notice prior to April 1, by either party to this agreement.

Eight hours shall constitute a day's work, from 8 a.m. to noon, and 1 p.m. to 5 p.m. Night shifts shall be mutually agreed upon by the management and the local federation committee, 48 hours to constitute a week's work and regular time rate to apply. Time and one-half shall be paid for overtime, and double time for Sundays and holidays. When employees on the day or night shift are required to change from one to the other, and are required to work two shifts or part of two shifts in any twenty-four hours, the second shift shall be paid for at overtime rates. Employees called out to work after the close of the regular work day shall be paid not less than five hours, unless they are notified to return to work before leaving the premises. In such cases their time shall start not later than one hour after the close of the regular work day.

When reduction of expenses becomes necessary in any department, the hours of labour in that department shall first be reduced to not less than six hours day or night. Further reduction to be made by laying off men.

Bonus or piece work will not be extended in any shipyard to any trade or section of trade, where it is not now in effect.

The minimum rates of pay shall be as follows: Per hour — blacksmiths, 55 cents; blacksmiths' helpers, 45 cents; carpenters and joiners, 55 cents; elec-

tricians, 55 cents; electricians' helpers, 43 and 38 cents; labourers, 40 and 38 cents; machinists, 75 and 55 cents; machinists' helpers, 43 and 40 cents; machinists' apprentices, 25 cents; painters, 45 cents; pipe fitters, 55 and 48 cents; rivetters, 45 and 43 cents; rivetters' helpers, 38 cents; riggers, 43 and 40 and 38 cents; stationary fireman, 43 cents.

Quarrying and Mining

WENTWORTH, ONT.—THE AVONDALE AND WENTWORTH BRANCH OF THE QUARRY WORKERS' INTERNATIONAL UNION, AND THE WENTWORTH GYPSUM COMPANY. Agreement to hold good from June 28, 1919, to June 28, 1922, and to run from year to year unless a month's notice of change is given prior to said date. In June, 1920, and June, 1921, the rate of wages shall in each case be adjusted so as to bear the same proportion to the cost of living figures to be published for these months by the Department of Labour as \$2.75 bears to \$21.61.

Nine hours shall constitute a day's work for the first five days of the week, from 7 a.m. to 11.30 a.m., and 12.15 p.m. to 4.45 p.m., and eight and a half hours on Saturday, from 7 a.m. to 11.30 a.m., and from 12.15 a.m. to 4.15 p.m.

The minimum wage shall be \$2.75 per day, and the following schedule for the various employments shall prevail: Per day—breakers, loaders, drillers, auger turners, stagemen, sledgemen and dumpmen, \$2.75; blowers, \$3.00; sub-bosses, \$3.25; assistant foremen, \$3.25; locomotive engineers, \$3.75; locomotive firemen, \$2.75; train conductors, \$2.75; train brakemen, \$2.75; wharf foremen, \$3.25; wharf dumpmen, \$2.75; stevedores, \$3.00; men loading cars with plaster by hand, \$2.75; car builders, \$3.25; carpenters, \$3.00; boss carpenters, \$3.75; general blacksmiths, \$3.75; quarry blacksmiths, \$3.25; blacksmiths' helpers, \$2.75; night watchmen, \$2.75; railroad foremen, \$3.00; railroad men, \$2.75; pumpers and stationary engineers, \$2.75; steam shovel engineers, \$3.75; steam shovel cranemen, \$3.00; steam shovel

firemen, \$2.75; steam shovel sidemen, \$2.75; head machinists, \$3.75; machinery repairmen, \$3.00; cable engineers, \$3.75; signalmen, \$2.75; ship dumpers, \$2.75; nozzle men, washing works, \$2.75; horses and carts, except those under steam shovel, \$3.75; under steam shovel, \$4.00; hauling cars, \$3.75; steam drill men, \$2.75; men driving water carts, \$3.75.

Horses and carts to be supplied by the union except when no union horses and carts are available.

WINDSOR, ONT.—THE SWEETS CORNER BRANCH OF THE QUARRY WORKERS' INTERNATIONAL UNION, AND THE WINDSOR GYPSUM COMPANY.—Agreement effective from July, 1919, to July, 1920, or longer if no notice given before year is completed specifying changes desired. In July, 1920, and July, 1921, the rates of wages shall be in each case adjusted so as to bear the same proportion to the cost of living figures to be published for these months by the Department of Labour as \$2.75 bears to \$21.61.

Nine hours shall constitute a day's work and eight and a half on Saturday in the following hours, 7 a.m. to 11.30 a.m. and 12.15 p.m. to 4.45 p.m., or 4.15 p.m. on Saturdays.

The minimum wage shall be \$2.75 per day with the following additions: Per day—breakers, loaders, gypsum drillers, stagement and dumpmen, \$2.75; blowers, \$3.00; auger turners, \$2.90; wharf foremen, \$3.25; stevedores and wharf dumpmen, \$3.00; men loading cars with plaster by hand, \$2.75; car builders and carpenters, \$3.00; railroad foremen, \$3.00; railroad men, \$2.75; horses and carts, \$3.75. All horses and carts to be supplied by the union except when no union horses and carts are available. Time and a half shall be paid for all overtime excepting Sundays and holidays, for which double time shall be the rate.

Shipping and 'Longshore Work

MONTREAL, QUE. — STEAMSHIP CHECKERS' UNION, AND VARIOUS STEAMSHIP COMPANIES. Agreement, in effect from May 31, 1919, until further notice,

stipulates that the working hours shall be from 7 a.m. to 12 a.m. and from 1 p.m. to 6 p.m. for day work; and from 7 p.m. to 11 p.m. and from 12 p.m. to 5 a.m. for night work.

The following rates of pay shall be in force: Per hour—checkers, day, 50 cents, night, 55 cents; doopers and gearmen, day, 49 cents, night, 54 cents; shedmen, day, 40 cents, night, 45 cents; floor-men shall receive 5 cents in addition to the checkers' rate.

Double time shall be paid on Sundays and any time employees are compelled to work any meal hour, and for time until discharged for meals.

Employers are to supply night meals or pay the cost thereof.

MONTREAL, QUE. — SHIPLINERS' ASSOCIATION, LOCAL No. 2098, AND VARIOUS STEAMSHIP COMPANIES. Agreement in effect for one year from April 16, 1919.

The working hours shall be from 7 a.m. to 12 a.m. and from 1 p.m. to 6 p.m. at the rate of 55 cents per hour, for day work; and from 7 p.m. to 11 p.m. and from 12 p.m. to 5 a.m., at the rate of 60 cents per hour, for night work. Double time shall be paid for Sunday work, and when shipliners are compelled to work any meal hour they shall receive double time at the prevailing rate of wages, and for each succeeding hour, until discharged for meals.

Occupations not Elsewhere Specified

MONTREAL, QUE. — EMPLOYEES IN THE LINE CONSTRUCTION AND OPERATING DEPARTMENTS, AND THE MONTREAL PUBLIC SERVICE CORPORATION. Agreement effective from July 1, 1919, to July 1, 1920.

Eight hours shall constitute a day's work. Overtime shall be paid at the rate of time and one-half, except Sundays and holidays, when double time shall be paid.

The following shall be the wage schedule in force for line construction, distribution and operation: Per hour—line foremen, 57 cents; linemen, first class, 50 cents; second class, 45 cents;

groundmen, 37½ cents; stablemen, 30 cents. Per month—line inspector, \$90; patrolmen (trouble), \$125; arc lamps, \$97.50; trimmers, arc lamps, \$85; inspectors, \$125; construction electricians, \$140; electrician, \$125; electricians' helpers, \$80; meter inspectors, \$115; meter inspectors' assistants, \$87.50; meter testers, \$87.50; patrolmen, \$87.50 and house rent; chauffeurs, \$100; helper, \$85. The wages in terminal station: Per hour—operators, 54 cents, charge engineers, 54 cents; engineer-operators, 50 cents; assistant operators, 37½ cents; firemen, 45 cents; in Jacobs Building, charge hand, 54 cents; engineer operators, 50 cents; operators, 45 cents; firemen, 45 cents; in Cote des Neiges sub-station, operators, 40 cents; in Maison-neuve sub-station, operators, 37½ cents; in Cote St. Paul sub-station, operators, 35 cents; in Notre Dame West sub-station, operators, 30 cents; in Central plant, charge hand, 54 cents; engineer operators, 50 cents; operators, 45 cents; firemen, 45 cents.

FORT WILLIAM, ONT. — THE CIVIC EMPLOYEES AND THE CORPORATION OF THE CITY OF FORT WILLIAM. Agreement in effect from June 14, 1919, provides the following scale of hours and wages in the transportation and track departments:

Transportation department: 9¾ hours, 45 cents per hour for the first 6 months, 47½ cents per hour for the next 18 months, third year, 50 cents; one man cars, 2¼ cents extra; car barns, 10 hours. 1st pit crew, 53 and 47½ cents per hour. 2nd pit crew, 53 and 45 and 47½ cents per hour. night crew, 9 hours, 53 and 47½ cents per hour, armature, 9 hours, \$135.00 per month; carpenters, 9 hours, 57 cents per hour; painters, 9 hours, 55 cents per hour; foreman, 9 hours, \$150.00 per month.

Track department: foreman, 9 hours, \$135.00 per month; labourers, 9 hours, 42½ cents per hour.

MOOSE JAW, SASK. — CIVIC EMPLOYEES AND THE CORPORATION OF THE CITY. Agreement in effect from April 1

1919, to Feb. 29, 1920, provides the following hours and wages schedule for the various departments.

Sewer and water department: Nine hours shall constitute a day's work, from 7 a.m. to 12 noon and from 1 p.m. to 5 p.m., with the exception of Saturday, when the hours shall be from 7 a.m. to 12 noon. Wages as follows: Per hour—foreman, 60 cents; tappers and caulkers, 55 cents; hydrant men, 54 cents; labourers, 51 cents; motor truck drivers, 51 cents. Time and one-half paid for overtime from quitting time till 12 p.m., double time from 12 p.m. to 7 a.m. and Sundays and holidays.

Sewage disposal works: The sewage disposal operators, working in three eight-hour shifts, are paid as follows: Per week—chief operator, \$30; other operators, \$27; new operators, first three months, \$25, afterwards, \$27.

Pump-house men work in three shifts of eight hours each. Distributor and sedimentation tank room men work one shift of nine hours per day for six days a week. Sewage bed men work one shift of ten hours per day for six days a week.

Board of works department: Nine hours shall constitute a day, from 7 a.m. to 12 noon and from 1 p.m. to 5 p.m., excepting Saturday, 7 a.m. to 12 noon. Wages shall be: Per hour—labourers, 48 cents; engineer, 63 cents; blacksmith, 68 cents. Per week—general foreman, \$31; sub-foreman, \$26.50.

Teamsters: Nine hours shall constitute a day's work, from 6.30 a.m. to 12 noon and from 1 p.m. to 5.15 p.m., excepting Saturday from 6.30 a.m. to 12.15 a.m.; the time before 7 a.m. and after 5 p.m. to be devoted to stable duties without pay.

Wages are to be 48 cents per hour for teamsters; team foreman, \$25.50 per week; stablemen, \$24.00 per week.

Street cleaning department: Hours are to be from 7 a.m. till 11.30 and from 1 p.m. to 5.30 p.m., except during the months of July and August when the hours will be from 7 a.m. to 11.30 and

from 1 p.m. to 5 p.m. Only two men shall work every Wednesday afternoon. Wages, per week, for men are to be \$19.50, and for foreman \$24.00.

Nuisance ground attendant receives \$21.00 per week, and superintendent of boulevards \$110 per month.

Municipal buildings: Caretaker receives \$110 per month; assistant caretaker, \$100.

Employee in the City weigh scales department receives \$18 per week.

City stores department: Storekeeper's salary is \$115 per month, and assistant storekeeper's, \$105. Eight hours shall constitute a day's work and employees have every other Saturday afternoon off and the usual two weeks' holidays.

Power house: Eight hours shall constitute a day's work from 8 a.m. to 12 a.m. and from 1 p.m. to 5 p.m. Wages are as follows: Per month—fitter, \$140; fireman, \$120. Per hour—fitter's helper, 50 cents; labourers, 48 cents; coal trimmers, 50 cents; boiler washers, 50½ cents; boiler washers' helpers, 48 cents. Per day—ash conveyor men, \$4. Per month—electrical motor truck drivers, \$105; wipers, first six months, \$50; second six months, \$60; second year, \$70; third year or third class papers, \$85; third year with third class papers, \$100. Monthly men, with the exception of wipers, get two weeks' holiday. Hourly men get time and one-half for overtime and double time for Sundays, legal holidays and after midnight.

Water meter department: Nine hours shall constitute a day's work, from 8 a.m. to noon, and from 1 p.m. to 6 p.m. One-half of the employees get a half-holiday on each alternate Saturday; employees on the regular staff get one week's holiday per year, and the general foreman two weeks' holiday.

Wages to be as follows: Per week—meter reader, \$23.25; meter repairers, \$25.25; meter inspector, \$26.75; general foreman, \$31.00.

MEDICINE HAT., ALTA. — CIVIC EMPLOYEES FEDERAL LABOUR UNION NO. 46, AND THE CITY COUNCIL. Agreement amended July 1, 1919, to remain in

force till December 31, 1919, or till further amended.

Hours in new agreement changed from nine to eight per day, with wage schedules for the various departments as follow:

Police department: Per month—constables, first six months, no experience, \$91; previous experience, \$97.50; second year, \$104; third year, \$109.50; fourth year and thereafter, \$115; clerk and desk officer, \$10 per month over his grade as constable; sergeants, first year, \$120; second year, \$120; third year, \$130.

Each man shall be granted two weeks' vacation each year with pay.

Pound department: All equipment to be supplied, and poundkeeper to be paid \$104 per month.

Gas department: Per day—meter repairers, \$4.95; pipe fitters, \$4; lamp men, \$3.60; labour, \$3.60. All overtime to be paid at the rate of time and one-half. Monthly men to receive \$100.

Parks department: Per month—parks sub-foreman, \$110; market master, \$80; cemetery caretaker, \$90; assistant, \$65. Per day—labour, \$3.50. Overtime paid at the rate of time and one-half.

Sanitary department: Per month—assistant sanitary inspector, \$110; caretaker, isolation hospital, \$65; nuisance grounds, \$72.80; scavengers, \$95; night soil men, \$102.50. Per day—temporary night soil men, \$3.75. Overtime paid at the rate of time and one-half.

Public works department: Schedule of wages: Per day—carpenters, \$6; assistant foremen, \$5; second assistant foremen, \$4.50; labourers, \$3.50; teamsters and stablemen, \$3.75; carters and street cleaners, \$3.50. Per month—public works foreman, \$160; caretaker, exhibition grounds, \$70. Overtime paid at the rate of time and one-half.

Engineer's department: Hours of work, from 8.30 a.m. to 5.30 p.m., 5 days per week, 1¼ hours for lunch, Saturdays, 8.30 a.m. to 1 p.m.

Schedule of wages: Per month—draughtsmen and instrument men, \$115; assistant engineers, \$140; stenographer and timekeeper, \$75; janitor, \$100.

Power house and waterworks department: Schedule of wages: Per month—first class engineer, \$175; second class engineer, \$140; third class engineer, \$125; firemen, 1 year's experience, \$110; six months' experience, \$100; senior operator at filter plant, \$125; other operators, \$100; storekeeper, \$90; stenographers, \$65. Per day—firemen, during first six months, \$3.75; labourers, \$3.75. Overtime paid at the rate of time and one-half.

City Hall staff: Various rates of pay are specified.

VICTORIA, B. C. — CIVIC EMPLOYEES PROTECTIVE ASSOCIATION AND THE CORPORATION OF THE CITY OF VICTORIA. Agreement effective from February 1, 1919, provides an 8-hour day and a 44-hour week. Overtime to be paid for at the rate of time and one-half, double time on Sundays. Waterers are to work 48 hours per week.

The schedule of wages is as follows:

Per month—various rates of pay for positions mainly of a clerical nature. Per day—parks foreman, \$4.50; labourers, \$4; boulevards, foreman, \$4.50; waterers, \$4; labourers, \$4; street sweepers, maximum \$3.75, minimum \$3; foreman carpenter, \$110 per month; carpenters, \$4.75 and \$4.25 per day; garbage department, stables and garbage, \$125 per month; teamsters, \$4; caretakers, \$90 per month; blacksmith shop, foreman, \$5.50; blacksmith, \$5; mechanics, \$5; painter, \$4.50; floorman, \$4; truck driver, \$4.25; tool sharpener, \$4.50; street maintenance, section foreman, \$125 per month; labourers, \$4; waterworks (outside), superintendent, \$140 per month; pipe fitter, \$115 per month; meter repairer, \$4.50; hydrant inspector, \$4.25; mechanic, \$4.75; outside metermen, \$4; caulkers, \$4.25; paving plant foreman, \$6; waterers, \$4. Per month—truck drivers, water works, \$110, garbage, \$110.

FAIR WAGE CONTRACTS, JULY, 1919

DURING July the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to 20 fair wage contracts, 18 of which were awarded by the Department of Public Works, and 2 by the Department of Railways and Canals. All but two of these contracts contained the usual fair wage clause providing for the payment of such wages as are current in the district in which the work is to be performed, the observance on the works under contract of the prevailing hours of labour, and otherwise to prevent abuses and to secure the legitimate rights of the labour employed. The other two contracts contained fair wage schedules.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Dredging entrance channel and basin, Kincardine, Ont. Name of contractors, The C. S. Boone Dredging & Construction Co., Ltd., Toronto, Ont. Date of contract, July 24, 1919. Amount of contract, Class "B," 60 cents per cu. yd. (scow measure).

Dredging the outer entrance channel and inner basin, Cobourg, Ont. Name of contractors, Ottawa Contractors, Limited, Ottawa, Ont. Date of contract, June 30, 1919. Amount of contract, Class "B," 27 cents per cu. yd. (scow).

Construction of Immigration Detention Building at Quarantine Station, Partridge Island, N.B. Name of contractor, Wm. Arch. Munro, St. John, N.B. Date of contract, June 27, 1919. Amount of contract, \$27,840.00.

Grading and roadwork, drains, fencing, etc., in connection with Military

Orthopaedic Hospital, Toronto, Ont. Name of contractors, Britnell Contractors Co., Ltd., Toronto, Ont. Date of contract, June 30, 1919. Amount of contract, \$20,597.00.

Grading and roadwork in connection with Military Hospital, Burlington, Ont. Name of contractor, George Fitzgerald, Burlington, Ont. Date of contract, June 30, 1919. Amount of contract, \$4,015.00.

Vault lining doors and lockers for assistant receiver general's office, Toronto, Ont. Name of contractors, J. & J. Taylor, Ltd., Toronto, Ont. Date of contract, July 2, 1919. Amount of contract, \$25,687.00.

Construction of water tower and tank in connection with Dalton Sanatorium, North Wiltshire, P.E.I. Name of contractors, Canadian Chicago Bridge & Iron Co., Ltd., Bridgeburg, Ont. Date of contract, June 14, 1919. Amount of contract, \$5,510.00.

Repairs to south pier, Burlington Channel, Ont. Name of contractors, Ottawa Contractors, Ltd., Ottawa, Ont. Date of contract, July 16, 1919. Amount of contract: schedule of prices.

Repairs to breakwater, Port Colborne, Ont. Name of contractor, J. M. Hogan, Port Colborne, Ont. Date of contract, July 15, 1919. Amount of contract: schedule of prices.

Construction of administrative building on amended plans—laundry and stores building, vocational and gymnasium building, and alterations to boiler rooms, etc., guard house, fencing, grading, drainage and fire mains, Nurses' Home in connection with Military Hospital, Halifax (Camp Hill),

N.S. Name of contractors, Rhodes, Curry Co., Ltd., Amherst, N.S. Date of contract, July 12, 1919. Amount of contract, \$289,608.42.

Placing of heavy and other stone riprap along south walls of Lasalle Highway, Kingston, Ont. Name of contractors, John F. Sowards, Kingston, Ont. Date of contract, July 15, 1919. Amount of contract: schedule of prices.

Reconstruction of wharf and approach, St. Ignace de Loyola, Nord, Que. Name of contractor, O. Poliquin, Portneuf, Que. Date of contract, July 24, 1919. Amount of contract: schedule of prices.

Construction of power house and laundry at Dalton Sanatorium, North Wiltshire, P.E.I. Name of contractors, Phillips & Mutch, Charlottetown, P.E.I. Date of contract, July 14, 1919. Amount of contract, \$68,250.00.

Repairs to pier, Port Hope, Ont. Name of contractor, Roderick Brewder, Cobourg, Ont. Date of contract, July 24, 1919. Amount of contract: schedule of prices:

Repairs to wharf, St. Michael de Belle-chasse, Que. Name of contractor, J. Bte. Gallibois, St. Pierre, Que. Date of contract, July 28, 1919. Amount of contract: schedule of prices.

Demolition of present building and execution of excavation work in connection with proposed new building, Calgary, Alta. Name of contractors, Carter-Halls-Aldinger Co., Ltd., Winnipeg, Man. Date of contract, July 14, 1919. Amount of contract, \$17,829.00 and \$2.35 per cu. yd. for any additional excavation required over quantity specified.

Construction of breakwater as an extension to revetment wall and wharves at entrance to Mission Channel, Fort William, Ont. Name of contractors, The Port Arthur Construction Co., Ltd. Date of contract, June 26, 1919. Amount of contract: schedule of prices. Fair wage schedule as follows:

Trade or Class of Labour	Rates of wages. Not less than the following rate:
Foreman carpenter.....	75c per hour, 9 hours per day.
Foreman mixing concrete.....	50c " 10 " "
Foreman laying concrete.....	50c " 10 " "
Foreman stone crushers.....	50c " 10 " "
Carpenter.....	65c " 9 " "
Blacksmith.....	65 to 75c 9 " "
Blacksmith's helper.....	45c " 9 " "
Engineman for pile driver.....	75c " 9 " "
Quarryman.....	45c " 9 " "
Powderman.....	45c " 9 " "
Ordinary labourer.....	40c " 10 " "
Driver with 1 horse and cart.....	\$6.00 per day of 10 hours.
Driver with 2 horses and wagon...	\$7.00 per day of 10 hours.

Repairs to temporary pile protection breakwater, Port Arthur, Ont. Name of contractors, Barnett-McQueen Co., Ltd., Fort William, Ont. Date of contract, July 3, 1919. Amount of contract: schedule of prices. Fair wage schedule as follows:

Trade or Class of Labour	Rates of wages. Not less than the following rate:
Foreman carpenter.....	75c per hour, 9 hours per day.
Carpenter.....	65c " 9 " "
Blacksmith.....	65 to 75c 9 " "
Blacksmith's helper.....	45c " 9 " "
Engineman for pile driver.....	75c " 9 " "
Ordinary labourer.....	40c " 10 " "
Driver with 2 horses and wagon...	\$7.00 per day, 10 hours per day.

DEPARTMENT OF RAILWAYS AND CANALS.

Rebuilding of the north lower entrance pier at Lock No. 25, Galops Canal. Name of contractors, Ed. Conroy and D. Conroy. Date of contract, July 8, 1919. Amount of contract: schedule rates.

Fabrication and erection of steel superstructure for double track bridge at each of the following mileages, Truro Subdivision:—0.6, 2.0, 7.3, and removal of present superstructure in each case. Name of contractors, Dominion Bridge Co., Ltd. Date of contract, July 16, 1919. Amount of contract: schedule rates.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in July for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of orders.	Amount of orders
Making metal dating stamps and type and making hand stamps and brass crown seals.....	\$ 765.35
Making rubber stamps.....	185.08
Supplying stamping materials and repairing stamping pads.....	996.28
Supplying mail bag fittings.....	5,382.00
Making up and supplying letter carriers' uniforms...	13,970.32

PRICES, RETAIL AND WHOLESALE, IN CANADA, JULY, 1919, AND IN OTHER COUNTRIES

IN July there was a rise in prices over the preceding month. In retail food prices, seasonal changes caused increases in some commodities, which resulted in a slight rise in the cost of staple foods.

In wholesale prices, the index number for July was 294.0, which showed an increase as compared with 284.1 for June, 284.0 for July, 1918, and 134.6 for July, 1914. In grains there was a slight increase in prices. Hogs and hog products advanced, while sheep and fowls were lower. Foreign fresh fruits and potatoes showed a marked decrease in prices. Cottons were lower, but silks and jutes were higher. Hides, leather, boots and shoes showed a general increase. Building materials, house furnishings, and also furs had an upward tendency.

In retail prices the average cost of the list of 29 staple foods for some 60 cities at the middle of the month was \$13.77, as compared with \$13.72 in June, \$13.00 in July, 1918, and \$7.42 in July, 1914. There were increases in the prices of pork, bacon and lard, and slight advances in cheese and bread, while milk, butter and potatoes were lower. In rent there were some slight advances.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are

estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats there were some slight advances in prices, principally in pork and bacon. Pork advanced in Ontario and British Columbia, but showed a decrease in Manitoba and Saskatchewan. The advance in price of bacon was more general. Fresh eggs were slightly lower in many cities, including Halifax, Charlottetown, Quebec, Peterborough, Belleville, Cobalt, Fort William and Port Arthur, Winnipeg, Edmonton, Vancouver,

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity	Nova Scotia						P.E.I.	New Brunswick				Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak.... lb	40	40	30	45	40	39	35	40	45	35	40	35-37	40	35	35
2-Beef, round steak.... "	35	40	30	40	37	36.4	35	35	40	30	35	35-37	40	30	35
3-Beef, rib roast prime. "	38	35	25	38	35	34.2	35	28	35	25	29.3	30	30	30	32
4-Beef, shoulder roast. "	30-35	30	20	35	32	29.9	30	24	25	20	23	23-25	25	25	25
5-Veal, roast, forequarter "	25-30	18	22	25	22	22.9	17-20	24	20	14	19.3	22-27	15	20	15
6-Mutton, leg roast, h'q. "	25-30	30	30	40	40	31.9	.....	.....	35	25	30	33-35	30	.....	30
7-Pork, fresh, roast, ham "	45	30	32	35	33	35	.....	35	35	30	33.3	33-35	38	38	35
8-Pork, fresh chops. "	45	30	35	35	35	36	.....	35	40	35	36.7	33	40	38	33
9-Pork, salt, mess. "	35-40	40	35	35	35	36.5	40	35	35	34	34.7	32-34	40	38	35
10-Bacon, br fast, not sli'd "	60	50	45	50	45	50	55	48	50	50	49.3	50	55	55	65
11-Fish, fresh, g. quality. "	8-30	15-35	18-30	14-30	15-18	21.7	8-30	12-35	15-30	12-25	21.5	12	20-35	15-32	12-35
12-Fish, salt, herrings.... doz	75	.....	65	60	60	65	50	60	60	70	63.3	75	75	.....	80
13-Salmon, canned, med. lb	.....	30	37	30	.....	32.3	40	35	35	30	33.3	35	40	40	35
14-Lard, pure leaf, best. "	45	45	38	40	45	42.6	42	40	40	42	40.7	40	40	40	42
15-Eggs, new laid. doz	60	50	50	55	55	54	36	50	55	50	51.7	60	55	55	55
16-Eggs, storage. .... "	.....	.....	45	.....	.....	45	.....	45	.....	45	45	.....	.....	.....	.....
17-Milk, delivered. qt	14-16	14	12	15	13	13.8	9-10	11-12	13	13	12.5	14	14	11.1	12
18-Butter, dairy, solids. lb	.....	55	55	55	50	53.8	43	55	48	45	47.3	51-53	.....	.....	.....
19 " creamery, prints. "	70	65	60	65	65	65	55	60	60	55	59.3	54-57	60	65	55
20-Cheese, old. "	40	.....	.....	.....	.....	40	35	.....	.....	45	45	35-37	40	38	35
21-Cheese, new. .... "	.....	40	40	40	40	40	.....	38	40	40	39.3	31-33	38	.....	35
22-Bread, plain white. "	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7	8.7-9.3	8.7	8.8	7.5	7.3	8.3	6
23-Flour, family. "	7.5-7.7	7.3	7.1	7.3	7.3	7.3	6.7	7.3	6.9	7.3	7.2	7	7.3	7.1	6.9
24-Rolled oats, standard. "	8	7.5	8	8	8	7.9	7	7	7	8	7.3	10	8	9.2	10
25-Rice, med., Rangoon. "	12	.....	12	15	12	12.8	10	12	10	12	11.3	12	.....	12	12
26-Rice, Patna, etc. .... "	.....	15	12	15	12	13.5	12	.....	15	15	15	.....	15-18	18	17
27-Tapioca, medium pearl " "	22-25	22	22	20	20	21.5	20	20	20	16	18.7	16	20	20	20
28-Tomatoes, canned 3's. can	20	22	25	20	22	21.8	20	20	20	22	20.7	20	25	20	17
29-Peas, canned, st'd. 2's. "	15	20	20	20	18	18.6	15	18	15	16	18.3	18	20	20	20
30-Corn, canned, st'd. 2's. "	25	25	23	25	25	24.6	25	20	22	25	22.3	18	25	25	20
31-Beans, common, dry. lb	12	12	12	15	10	12.2	11	14	10	12	12	9	12.5	15	13
32-Apples, evaporated. "	25	25	25	28	30	26.6	25	25	26	27	28	18	25	.....	25
33-Prunes, medium. "	20	25	20	25	23	22.6	18	20	25	22	22.3	.....	.....	25	18
34-Sugar, granulated. "	13	11.1	11.1	12	11.8	11.8	10	11.1	11.1	12.5	11.6	12	12	11.1	11.8
35-Sugar, yellow. "	12	11.1	10	11	11.8	11.2	9.1	10.5	10	11.1	10.5	11	11	10	11.1
36-Tea, black, medium. "	60-65	55-60	60	60-65	60	61.5	50-60	60	55-65	60-65	60.8	65-70	60-70	55-70	35-70
37-Tea, green, medium. .... "	.....	.....	60	75-80	.....	68.5	.....	.....	55-60	75	66	65-70	60-70	60-70	35-70
38-Coffee, medium. "	60	50	60	60	60	58	50	55	50	55	53.3	55-60	45	55	45
39-Potatoes, local, per bag of 1½ bu., 90 lbs.	\$3.00	\$1.90	\$1.90	\$2.50	\$1.80	\$2.22	\$1.50	\$2.40	\$2.25	\$1.80	\$2.15	\$1.75- .18-	\$1.69	c	\$1.25
40-Vinegar, white wine, XXX, per quart. ....	.13	.15	.10	.15	.13	.132	.15	.12	.13	.10	.117	.22	.15	.15	.13
41-Starch, laundry, per pound. ....	.15	.15	.15	.15	.15	.150	.15	.15	.16	.14	.150	.12- .14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs. ....	.....	.....	15.00	16.25	14.25	15.16	15.40	.....	15.00	14.00	14.50	12.00	11.50	12.00	11.50
43-Coal, bituminous, domes- tic, per ton, 2,000 lbs.	6.65	7.50	9.50	10.00	10.00	8.56	10.40	10.00	13.25	10.50	10.80	11.75	9.50	10.50	10.00
44-Wood, hard, best, per long cord. (128 cu. ft.)	5.00	8.50	10.00	14.00	9.00	9.30	10.00	10.00	15.00	13.00	12.67	14.00	12.00	10.00	12.00
45-Wood, soft, best, per long cord. (128 cu. ft.)	4.00	5.50	5.00- 6.00	9.00	5.00	5.80	8.00	8.00	8.00	5.00	7.00	12.00	9.00	9.00	9.00
46-Coal oil, prime white, per gallon. ....	.28	.28	.28	.30	.30	.288	.28	.28	.24	.24	.253	.22	.25	.25	.25
47-Rent, house, 6 roomed, san. conveniences, m'th.. 14.00-	18.00	14.00	16.00	30.00	20.00	19.00	14.00	30.00	15.00	18.00	20.00	17.00- 20.00	15.00	16.00	14.00
48-Rent, house, 6-roomed, no san. con., per month. 8.00-	12.00	9.00	7.00	25.00	15.00	12.40	11.00	20.00	12.00	14.00	14.67	.....	10.00	14.00	7.00

IN CANADA, AT THE MIDDLE OF JULY, 1919

Quebec (Continued)					Ontario														
St. Hyacinthe	St. John's	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
25	30	35	35	33.9	38-40	40-45	38-42	40	45	40-42	35-40	40	40	40	43	40	43	40	
25	30	32	35	32.9	38	42	35-38	35	40	35	35	38	38	35	40	35	38	38	
18	32	28	25	28.1	28-30	38-40	30-35	35	30	32-35	30	32	35-37	33	35	35	32-34	38	
20	20	25	25	23.6	30	30-35	25-28	28-30	28	28	20	30	30	26	30	30	30-32	35	
20	25	15	25	19.9	25	20-25	22	30	30	30	20-25	35	30	25-30	35	28	30-32	35	
30	35	40	30	32.7	38-40	38	35	40	40	35	35	40	38-40	40	45	35	35	40	
33	33	40	35	35.8	38-40	42	45	40	45	42	32-35	45	47	38-40	50	50	38	48	
33	33	48	35	36.6	40-42	42	45	45	46	45	45	48	48	45	52	50.5	45	48	
35	35	38		36.3	.....	40	35	.....	34	.....	38-40	40	38	35	40	25	35	58
60	53	58	52	56.0	60	55-56	50	58	60	58	50	58	58	50	55	50.5	53	60	
20	15-28	10-28	.....	21.0	12.5-30	15-35	12.5-30	15-30	15-20	15	14-30	15-30	18-32	12.5-35	15-30	15-33	15-30	15-25
.....	60	90	60	73.3	.....	.....	.....	.....	50	.....	60	.....	1.20	75	.....	.....	.....	1.00
25	40	30	45	36.3	50	40	38	25	45	30-45	40	40	48-50	45	.....	45	40	45
35	40	39	42	39.8	48	44	38	40	44	40	40	43	43	42	43	43.3	40	43	
48	55	60	57	55.6	55	55	50	48	48	45	60	55	60	52	53	52	55	50	
.....	50	.....	.....	50.0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	16
7.5	10	13	10	11.5	10	12	12	11	11.1	12	13.3	14	14	12.5	12	12	12-12.5	10.5	
.....	52	55	52	52.8	55	55	48-55	60	55	50	.....	50	55	55	55	55	55	55
55	58	58	60	58.3	60	60	50-60	57	58	55	60	65	58	57	58	57	58	58	
.....	45	38	38	38.8	45	.....	42	.....	.....	40	.....	40	.....	.....	.....	40	45	.....
28	35	36	38	34.6	40	40	40	40	40	38	40	38	40	37	45	30	38	42	
6.5	6.7	8	7.3	7.2	7.2	7.3	6.7-7.3	6.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	7.3	
6.7	7.1	7.3	6.9	7.0	7.3	6.3-6.7	6.3	6.7	6.5	6	6.9	6.5	6.7	6.9	6.5	6.9	6.3	6.3	
8	10	7.5	6	8.6	8	7	7	7	8	6	6.7	8	6.3	6.3	8	6.3	6.3	8	
12	11	12	15	12.3	.....	15	12.5	12	15	12.5	.....	13	13	12	15	15	12.5	.....
15	13	13	.....	15.4	20	.....	15	15	18	15	15	20	15-16	15	15	20	15	15
18	20	20	18	19	18	18	18	20	18	15	18	18	15	15	15	20	15	15	
25	22	18	18	20.6	20	20	18	20	20	18	20	20	18	18	20	20	20	28	
25	20	15	18	19.5	20	15	14	18	15	12.5	15	17	15	14	18	15	15	20	
25	22	20	20	21.9	25	20	20	25	22	25	20	23	22-25	20	22	20	20	30	
10	8	12.5	12	11.5	10	8	7	12	12.5	8.3	10	12	10	10	8	8.5	8.3	31	
.....	22	25	22	22.8	25	24	25	.....	25	.....	.....	.....	.....	.....	.....	.....	.....	32
.....	22	22	18	21	20	20	20	22	25	20	25	20	20	20	25	25	22	33	
11	11.1	12	11.1	11.5	12	11.1	9.1	10.8	12	12.5	12	11.8	11.1	10.8	11.8	12.5	12.5	34	
10	10	10	10	10.4	11	11.1	10	9.1	12	11.1	11	11.1	11.1	10	11.1	12.5	11.1	35	
65	60-70	50-60	55-70	61.9	70	60-70	45-55	60-70	60-70	50-70	60-70	60-70	60-70	60-70	70	60	60-65	60-70	
65	60-70	40-50	45-65	60.0	60	60	45-55	60-65	60-65	40-70	60-70	60-70	55-60	60-70	70	60	60-65	60-70	
.....	60	45	50	51.1	60	60	45	50	60	50-55	55	55	60-70	55	55	50	55	38	
					\$2.25-														
\$2.25	\$2.25	\$1.50	c	\$1.80	\$2.00	\$2.85	\$2.50	\$2.25	\$2.00	\$1.50	c	.....	\$2.60	c	\$2.00	\$2.00	\$2.00	\$1.85
.14	.16	.13	.10	.145	.125	.125	.125	.12	.13	.13	.12	.14	.12	.10	.10	.13	.13	.12	
.12	.13	.12	.13	.135	.15	.13	.13	.12	.14	.15	.13	.13	.12	.12	.15	.15	.13	.125	
11.00	11.50	12.25	12.35	11.76	12.35	12.00	12.00	12.50	12.50	12.50	11.50	10.85	11.00	11.50	12.00	11.75	12.00	12.00	
11.00	8.50	9.00	.....	10.36	.....	.....	9.00	11.50	9.00	9.00	9.00	8.75	10.00	12.00	10.00	11.75	9.50	9.00
10.00-					13.33-														
12.00	14.00	12.00	16.00	12.63	16.67	16.50	13.00	12.50	10.50	9.00	15.00	e	15.00	14.00	18.00	16.00	16.00	14.00	
										6.50-									
8.00	9.00	9.50	8.00	9.19	8.00	.....	10.00	10.00	6.50	8.00	13.00	e	.....	12.00	16.00	12.00	12.50	11.00
.25	.25	.28	.23	.248	.23	.25	.25	.20	.28	.25	.....	.25	.26	.23	.25	.25	.25	.26
	10.00	14.00-			18.00-		18.00-	18.00-	18.00-	13.00-		18.00			15.00-		16.00-	25.00-	
10.00	12.00	18.00	15.00	16.50	28.00	17.00	25.00	20.00	25.00	16.00	30.00	25.00	25.00	25.00	20.00	18.00	18.00	30.00	
	6.00-	12.00-			15.00-		15.00-		14.00-	11.00-		15.00-		19.00-			12.00-		
7.00	10.00	13.00	12.00	10.71	20.00	12.00	20.00	.....	18.00	13.00	20.00	20.00	20.00	20.00	13.00	14.00	14.00	15.00

a Dairy prints. b Calculated per cord from price quoted. In short lengths. c New potatoes only. d Millwood.

e Natural Gas.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Per	Ontario (Continued)												Manitoba			
		Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Port William	Average	Winnipeg	Brandon	Average	
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
1-Beef, sirloin steak.....	lb	40-45	38	45	42	45	36	38	42	48	40	40	41.1	42	40	41.0	
2-Beef, round steak.....	"	35	35	40	40	40	32	35	38	43	35-40	35	37.4	35	35	35.0	
3-Beef, rib, roast, prime.....	"	30	32	35	30	35	30	30	35	38	35	35	34.4	32	35	33.5	
4-Beef, shoulder roast.....	"	28	30	28	25-28	28	25	25-28	30	35	30-32	30	30.0	22	30	26.0	
5-Veal, roast, forequarter.....	"	30-35	30	30	26-28	30	34	30	32	35	35	35	31.4	35	30	32.5	
6-Mutton, leg roast, hind q'ter	"	25-28	38	.....	33	40	36	35	35	40	45	40	37.7	35	35-40	36.3
7-Pork, fresh, roast, ham.....	"	45-46	50	42	53-55	45	50	38-40	40	45	45	45	44.1	45	38	41.5	
8-Pork, fresh, chops.....	"	48	50	50	60	48	48	38-40	40	45	45-50	45-50	46.7	55	40	47.5	
9-Pork, salt, mess.....	"	.....	30	.....	43	40	.....	32-33	35	.....	40	40	37.8	38	.....	38.0
10-Bacon, breakfast, not sliced	"	60	45	54	58	55	55	48	50	60	60	55-60	52.8	60	55	57.5	
11-Fish, fresh, good quality..	"	12-30	30	10-32	10-30	25	15-25	18	20-30	15-17	14-28	14-28	21.7	20-30	18-30	24.5	
12-Fish, salt, herrings.....	doz	50	.....	.....	40	.....	60	.....	65	.....	.....	.....	53.9	60	.....	60.0
13-Salmon, canned, medium..	lb	35	50	45	30	42	35	35	35	45	40-45	45	40.8	45	40	42.5	
14-Lard, pure leaf, best.....	"	40	40	40	42	40	38	40	37	45	45	45	41.3	48	45	46.5	
15-Eggs, new laid.....	doz	48	45	45	55	45	47	45	55	55	55	55	51.5	55	40	47.5	
16-Eggs, storage.....	"	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
17-Milk, delivered.....	qt	10	11	12	12	12	13-17	10	15	13	16.7	16.7	12.5	13	.....	13.0
18-Butter, dairy, solids.....	lb	a50-55	53	55	58	58	58	a55	58	55	55-60	55-60	55.0	55	50	52.5	
19-Butter, creamery, prints ..	"	60	55	55	60	60	60	53	64	65	65-70	65-70	59.3	60	58	59.0	
20-Cheese, old.....	"	45	42	38	42	36	48	40	35	.....	.....	.....	41.3	40	40	40.0
21-Cheese, new.....	"	40	40	35	40	32	38	38	.....	40	40	40	38.8	.....	.....	.....
22-Bread, plain, white.....	"	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	7.5	8	7.2	7.6	
23-Flour, family.....	"	7.3	6.3	6.3	6.7	6.5	5.8	6	7.1	7.3	6.5	6.5	6.6	6.5	6.3	6.4	
24-Rolled oats, standard.....	"	6.3	7	7	7	8	5	7	9	7	8	8	7.1	7	7	7.0	
5-Rice, medium, Rangoon ..	"	12.5	12.5	.....	12.5	12.5	12	.....	.....	12.5	15-20	15	12.7	17.5	13	15.3
26-Rice, Patna, etc.....	"	15	15	15	15	14	15	15	16	12.5	15	15	15.7	15	15	15.0	
27-Tapicoa, medium pearl ..	"	17	18	18	18	20	18	15	20	20	20	20	17.7	17.5	18	17.8	
28-Tomatoes, canned 3's.....	can	20	20	19	18	20	22	18	25	20	20	20	19.8	25	23	24.0	
29-Peas, canned, 2's, st'd.....	"	15	15	15	18	15	20	15	20	15	15	15	15.9	20	20	20.0	
30-Corn, canned 2's, st'd.....	"	22	15	22	23	23	22	20	25	23	20	20	21.6	25	23	24.0	
31-Beans, common, dry.....	"	8.3	10	10	12.5	10	18	8.5	12	12.5	15	10-15	10.5	12.5	13	12.7	
32-Apples, evaporated.....	"	20	.....	.....	.....	15	.....	28	18	25	25	25	23.0	25	25	25.0
33-Prunes, medium.....	"	20	20	18	20	20	20	20	23	20	20	20	21.0	25	25	25.0	
34-Sugar, granulated.....	"	12.5	12.5	11.5	11.1	11.1	11.8	11.8	12.5	12.5	12.5	12.5	11.2	12.5	12.5	12.5	
35-Sugar, yellow.....	"	11.1	10	11.1	10	11.1	10	11.1	12.5	11.8	11.1	11.1	11.0	11.8	12.5	12.2	
36-Tea, black, medium.....	"	60-70	60-70	65	60-70	65-75	50-70	60-70	65	55-65	60-70	55-70	64.0	55-60	60-65	60.0	
37-Tea, green, medium.....	"	70	60-70	65	60-70	50-65	50-70	60-70	60	60-70	50-70	55-70	62.4	60	65	62.5	
38-Coffee, medium.....	"	55	55	55	60	50	55	60	55	45	50	45-60	54.0	50	55	52.5	
39-Potatoes, local, per bag of 1½ bushels, 90 lbs.....	"	\$2.00	\$2.40	c	\$2.75	.....	\$2.60	.....	\$1.90	\$1.60	\$1.75	\$2.00	\$2.10	\$1.50	\$1.05	\$1.28
40-Vinegar, white wine, XXX, per quart.....	"	.13	.14	.13	.125	.13	.12	.125	.15	.15	.20	.20	.133	.15	.15	.15	
41-Starch, laundry, per pound.....	"	.125	.125	.13	.125	.14	.15	.13	.15	.15	.10	.10	.132	.15	.15	.15	
42-Coal, anthracite, stove size per ton of 2,000 lbs.....	"	12.00	11.50	12.00	12.00	12.40	13.00	12.00	14.00	13.00	13.50	13.00	11.78	15.25	17.00	16.13	
43-Coal, bituminous, domestic per ton of 2,000 lbs.....	"	10.00	11.50	10.50	9.50	10.00	10.00	9.00	.....	11.00	11.50	11.00	10.11	12.25	12.00	12.00
44-Wood, hard, best, per long cord (128 cu. ft.).....	"	12.50	15.00	16.00	13.00	12.00	.....	15.00	11.00	11.00	9.00	8.00-8.00-	13.33	10.50	11.00	10.75
45-Wood, soft, best, per long cord (128 cu. ft.).....	"	11.00	13.00	12.00	.....	8.00	.....	10.00	9.50	8.00	7.00	7.00	10.14	9.50	8.75	9.13
46-Coal oil, prime white, per gallon.....	"	.25	.25	.23	.22	.....	.22	.25	.30	.25	.30	.30	.251	.30	.27	.285
47-Rent, house, 6 rooms, san. conveniences, per month.....	"	15.00	20.00	30.00	25.00	.....	28.00	16.00	22.00	25.00	35.00	35.00	21.98	30.00	20.00	23.75
48-Rent, house, 6-roomed, no san. conveniences, per month	"	10.00	14.00	20.00	17.00	.....	20.00	13.00	14.00	15.00	25.00	25.00	15.74	25.00	15.00	18.13

IN CANADA, AT THE MIDDLE OF JULY, 1919—Concluded

Saskatchewan				Alberta					British Columbia									
Regina	Saskatoon	Moosejaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average	(all cities)
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
40	45	35	40.0	45	39	40	40	41.0	40	45	45	45	40	40	45	42.9	39.9	1
30	40	32	34.0	40	35	35	35	36.3	35	38	38	40	35-38	36	40	37.6	36.0	2
28	35	28	30.3	35	30	35	30	32.5	30	38	38	35	42	28	35	35.1	33.9	3
25	28	23	25.3	30	25-28	28	25	27.4	25	30-38	30-38	28	22-25	25	32	28.8	27.6	4
25	30	25	28.7	25	22	32	30	27.3	32	35-40	35-40	35	32-35	35	40	35.8	28.3	5
35	40	35	38.7	45	40	40	40	41.3	45	45	45	35-45	35	38	45	41.9	36.3	6
35	38	35	38.0	45	45	45	38	43.3	36-45	50	50	45	42-45	42	50	45.9	42.1	7
40	48	45	44.3	45	50	50	45	47.5	55	50	50	55	40-60	55	50	52.1	44.6	8
.....	38	.....	38.0	35	38-45	40	40	39.1	35	40	40	35	45	40	.....	39.2	37.6	9
60	65	.....	62.5	55	63.3	62	70	62.8	64	65	65	60	60	58	65	62.4	56.3	10
15-28	12.5-30	28	23.6	15-35	15-25	15-25	12.5-28	21.6	15-30	20-30	20-30	15-25	15-25	12.5-25	15	20.9	21.6	11
\$1.00	.....	.....	\$1.00	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	68.8	12
40	.....	.....	40.0	30	35	.....	36	33.7	50	65	.....	40	30	44	40	40.8	38.0	13
40	35	.....	37.5	40	.....	48	45	44.3	38	50	50	40	35	47	45	43.6	41.9	14
50	45	.....	47.5	40	46.7	55	50	47.9	60	65	65	60	65	52	70	62.4	52.7	15
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	45.0	16
14	14.3	.....	14.2	15	.....	13	14.3	14.1	16.7	20	20	14.3	15	15.4	16	18.8	13.1	17
45	45	.....	45.0	40	45	.....	60	48.3	47.5	55	55	60	50	58	.....	54.3	53.1	18
60	60	60	60.0	55	60	55-60	65	59.4	60-65	65	65	70	60	70	70	66.1	60.4	19
.....	40	.....	40.0	.....	.....	.....	.....	.....	.....	35	34	40	38	39	40	37.7	39.8	20
45	.....	.....	45.0	45	42	45-43	45	44	40	.....	.....	.....	35	39	40	38.5	38.9	21
8.9	6.7	.....	7.8	7	8.8	8	8	8.0	10	8.9	8.9	8.9	8.9	8.9	8.9	9.1	8.0	22
6.3	6.9	.....	6.3	6.3	5.5	6.3	6.9	6.3	6.9	6.3	6.3	6.3	6.5	6.3	6.3	6.4	6.7	23
8.5	6.9	.....	7.7	6.5	6	6.5	6.9	6.5	8.2	9	8	7	6	7	9	7.7	7.4	24
12.5	13	.....	12.8	.....	.....	12	.....	12.0	15	.....	.....	.....	.....	12.5	.....	13.8	12.3	25
12.5	15	.....	13.8	17.5	11-14	15	12	14.3	15	15	12.5	15	10-13	14	15	14.0	14.9	26
20	18	.....	19.0	17.5	14	15	18	16.1	15	15	16	12.5	15	17	.....	15.1	17.7	27
20	23	.....	21.5	20	18	20	20	19.5	20	20	19	20	20	20	20	19.9	20.3	28
20	23	.....	21.5	17.5	17	20	18	18.1	22.5	15	20	20	16	20	20	19.1	17.5	29
25	27	.....	26.0	25	24	25	24	24.5	25	25	25	25	25	20	25	24.3	22.7	30
12.5	15	.....	13.8	12.5	9	15	14	12.6	10	12.5	12.5	8.3	10-12	10	12.5	11.0	11.3	31
20	30	.....	25.0	.....	.....	30	24	27.0	25	30	21	25	25	25	25	25.1	24.6	32
15	25	.....	20.0	30	25	30	25	27.5	17.5	25	19	25	24	28	.....	23.1	22.0	33
16	12.5	.....	14.8	12.5	12.5	13	12	12.5	12.9	12.5	12.3	11.1	11.1	11.1	9.1	11.4	11.8	34
16	13	.....	14.5	12.5	12	12.5	11.5	12.1	12	11.8	12.5	10	10	11.1	8.7	10.9	11.1	35
65-75	55-65	.....	65.0	55	60	60-65	52-60	58.4	55-60	60-65	51-60	60	50-60	47-55	50	55.9	61.7	36
65-75	55-60	.....	63.8	65	.....	60-70	60-62	63.7	55-60	60	50	60	50-60	70-75	.....	59.2	62.2	37
60	50	.....	55.0	50	50-55	40-45	65	62.5	55	50	46-50	55	50	50	60	52.5	53.6	38
\$1.30	\$2.10	.....	\$1.70	.....	\$2.10	\$2.00	.....	\$2.06	\$2.03	\$2.00	\$1.85	\$1.50	\$2.00	c	c	\$1.88	\$1.88	39
.20	.30	.....	.250	.15	.125	.15	.18	.148	.15	.30	.22	.20	.25	.30	.20	.231	.152	40
.20	18.16	.....	.190	.175	.....	.15	.15	.158	.15	.15	.16	.15	.10	.15	.15	.144	.139	41
17.50	.....	.....	17.50	e	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	12.5	42
9.60-	.....	.....	.....	.....	.....	7.75-	.....	.....	3.25-	.....	.....	.....	.....	10.25-	.....	.....	.....	43
10.75	10.60	.....	10.38	e	.....	8.50	6.50	7.32	6.25	13.00	10.80	10.75	11.00	10.75	7.25	9.86	9.89	43
11.00	.....	.....	11.00	e	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	44
11.00	10.50	.....	10.75	e	.....	.....	.....	.....	12.00	7.50	78.00	7.00	10.00	8.00	.....	8.52	9.24	45
.40	.30	.....	.350	.35	.....	.40	.35	.367	.40	.55	.40	.30	.35	.45	.30	.393	.289	46
35.00	40.00	.....	35.00	22.50	.....	35.00	25.00	25.83	20.00	15.00	30.00	24.00	25.00	22.00	20.00	21.00	20.98	47
10.00-	.....	.....	.....	.....	.....	15.00-	.....	.....	.....	.....	.....	12.00-	20.00-	.....	12.00-	.....	.....	48
15.00	15.00	.....	13.75	15.00	.....	25.00	14.00	16.33	18.00	.....	20.00	15.00	22.00	.....	15.00	17.20	14.48	48

\$38.00 per double load, $\frac{3}{4}$ cord; millwood, \$4.25 per single load.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF
THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	1900*	1905*	1910	1911	1912	1913	1917	July, 1914	July, 1915	July, 1916	July, 1917	July, 1918	June, 1919	July, 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	60.2	49.4	49.2	52.6	63.6	79.6	79.8	79.8
Beef, shoulder, roast....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	41.3	33.6	33.4	35.2	43.5	57.8	55.8	55.2
Veal, roast, forequarter..	1 "	10.0	11.3	12.8	14.0	14.4	15.7	22.7	17.4	17.3	19.2	22.8	28.3	27.6	28.3
Mutton, roast, hindq'r....	1 "	11.8	12.2	16.8	18.0	17.8	19.1	28.1	20.9	21.3	23.9	28.9	36.8	36.8	36.3
Pork, fresh, roast, ham....	1 "	12.2	13.1	18.0	17.8	17.5	19.5	29.6	20.2	19.5	22.4	30.0	37.7	39.8	42.1
Pork, salt, mess.....	2 "	21.8	25.0	34.4	33.0	33.2	35.2	53.5	37.4	34.4	38.8	54.1	70.4	72.0	75.2
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.3	22.5	24.7	38.5	25.5	26.6	28.7	39.8	51.0	54.3	56.3
Lard, pure leaf.....	2 "	26.2	28.2	40.6	36.0	35.6	33.4	59.4	36.8	35.8	40.4	62.3	73.8	80.4	83.8
Eggs, fresh.....	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	48.9	26.9	25.3	31.0	38.9	49.3	53.7	52.7
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	31.2	42.4	24.9	24.9	28.0	35.9	43.1	45.4	48.1
Milk.....	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	62.2	51.0	52.2	45.0	59.3	70.8	79.2	78.6
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	86.4	49.8	56.2	60.4	75.5	91.4	108.6	106.2
Butter, creamery, prints..	1 "	25.6	27.7	31.9	31.5	31.7	33.9	48.0	30.0	32.6	34.5	42.5	51.7	61.1	60.4
Cheese, old.....	1 "	16.1	17.6	18.5	19.2	20.1	20.5	33.0	21.1	24.6	25.6	33.4	33.4	39.3	40.3
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	30.4	19.4	22.6	23.6	30.3	30.6	37.3	38.8
Bread, plain, white.....	15 "	55.5	53.5	66.0	64.5	60.0	61.5	104.4	63.0	73.5	70.5	110.4	117.0	118.5	120.0
Flour, family.....	10 "	25.0	28.0	33.0	32.0	34.0	32.0	64.2	33.0	41.0	37.0	69.9	68.0	67.0	67.0
Rolled oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	30.5	21.5	26.0	24.0	31.4	40.5	37.0	37.0
Rice, good, medium.....	2 "	10.4	10.6	10.4	10.6	11.6	11.4	16.2	11.6	11.8	13.4	16.8	23.2	24.4	24.6
Beans, handpicked.....	2 "	8.6	9.7	10.8	10.4	11.6	12.4	29.8	11.8	14.8	19.4	31.5	34.2	23.4	22.6
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	15.0	13.1	11.9	13.4	15.8	22.9	23.4	24.6
Prunes, medium size.....	1 "	11.5	9.6	9.9	12.2	12.9	11.9	15.4	12.4	13.1	13.1	15.5	18.0	21.2	22.0
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	26.0	23.6	39.9	22.0	31.9	38.4	39.5	43.6	47.6	47.2
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	18.5	10.2	14.6	17.6	18.3	20.4	22.2	22.2
Tea, black, medium.....	½ "	8.2	8.3	8.7	8.9	8.8	8.9	11.5	9.1	9.5	9.9	11.6	14.6	15.7	15.4
Tea, green, medium.....	½ "	8.7	8.7	9.1	9.4	9.5	9.3	11.3	9.3	9.8	10.3	11.3	14.1	15.4	15.6
Coffee, medium.....	½ "	8.6	8.8	8.9	9.2	9.3	9.4	10.1	9.4	9.8	10.0	10.1	11.2	13.1	13.4
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	89.2	50.3	29.3	58.6	118.2	66.0	70.7	62.7
Vinegar, white wine.....	½ qt.	.7	.7	.7	.7	.8	.8	.8	.7	.8	.8	.8	.9	.9	1.0
All foods.....		\$5.48	\$5.96	\$6.96	\$7.14	\$7.34	\$7.34	\$11.42	\$7.42	\$7.74	\$8.46	\$11.62	\$13.00	\$13.72	\$13.77
Starch, laundry.....	½ lb.	2.9	3.0	3.1	3.1	3.2	3.2	4.0	3.2	3.3	3.3	4.0	4.7	4.7	4.6
Coal, anthracite.....	1½ ton	39.5	45.2	48.1	48.8	51.9	55.0	67.0	53.2	52.1	54.7	63.2	73.8	73.5	71.9
Coal, bituminous.....	1½ "	31.1	32.3	35.0	35.0	37.5	38.7	52.7	38.0	35.8	38.0	53.8	58.7	61.3	61.8
Wood, hard.....	" cord	32.5	35.3	38.8	41.4	41.3	42.5	52.9	42.5	41.7	41.9	52.0	69.2	76.4	74.7
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.6	38.9	31.8	30.6	30.2	39.7	50.8	56.4	57.8
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	25.0	23.5	23.4	22.8	25.6	27.8	28.7	28.9
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$2.37	\$1.90	\$1.84	\$1.88	\$2.34	\$2.80	\$2.96	\$2.95
Rent.....		\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.32	\$4.83	\$4.10	\$4.04	\$4.37	\$4.81	\$5.22	5.25
Grand total.....		\$9.37	\$10.50	\$12.79	\$13.00	\$13.79	\$14.02	\$18.15	\$14.16	\$13.71	\$14.41	\$18.37	\$20.66	\$21.95	\$22.02

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$6.78	\$7.17	\$7.29	\$11.39	\$7.25	\$7.63	\$8.47	\$11.58	\$13.14	\$13.99	\$14.04
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	9.79	6.54	6.60	7.37	9.69	11.38	12.40	12.23
New Brunswick.....	5.38	5.83	6.55	6.84	7.13	7.04	11.22	7.05	7.45	8.41	11.07	12.80	13.32	13.26
Quebec.....	5.15	5.64	5.33	6.46	6.97	6.87	11.15	6.92	7.19	8.22	11.26	12.91	13.14	13.10
Ontario.....	5.01	5.60	6.50	6.67	7.25	7.20	11.60	7.29	7.30	8.55	11.90	13.05	13.52	13.67
Manitoba.....	5.35	6.19	7.46	7.41	7.88	7.87	10.73	7.76	8.15	8.35	10.62	12.75	14.07	13.59
Saskatchewan.....	6.88	6.92	7.86	8.08	8.16	8.25	11.11	8.16	7.90	8.67	10.85	12.90	14.29	13.61
Alberta.....	6.02	6.50	8.00	8.08	8.15	8.33	11.55	7.78	7.99	8.22	11.73	13.01	13.87	14.06
British Columbia.....	6.90	7.74	8.32	8.79	9.03	9.03	11.83	8.99	8.99	9.01	12.29	13.86	15.00	14.69

*December only.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR JULY, 1919, JUNE, 1919, JULY, 1918, 1917, 1916, 1915, 1914, AND 1913

(Average price 1890-1899-100.)

	Number of commodities	INDEX NUMBERS							
		*July, 1919	*June, 1919	*July, 1918	July, 1917	July, 1916	July, 1915	July, 1914	July, 1913
I.—GRAINS AND FODDER—									
Grains, Ontario.....	6	339.8	326.5	390.5	375.7	194.8	200.7	147.8	136.7
Grains, Western.....	4	390.0	346.6	341.4	304.1	173.3	183.7	136.3	125.2
Fodder.....	5	270.3	308.8	200.8	194.7	164.6	185.8	164.7	137.5
All.....	15	330.0	325.9	314.2	296.3	179.1	191.2	150.4	133.9
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	363.3	361.3	383.1	295.3	231.0	215.1	282.9	188.9
Hogs and hog products.....	6	430.3	410.1	359.5	315.0	216.3	171.9	165.6	187.5
Sheep and mutton.....	3	286.0	292.2	335.0	243.5	212.6	185.3	175.7	151.1
Poultry.....	2	502.9	517.9	409.9	297.7	308.5	218.6	216.8	186.5
All.....	17	389.7	384.8	369.4	293.4	231.7	195.0	195.7	181.4
III.—DAIRY PRODUCTS.....									
	9	286.4	276.4	251.0	210.3	160.5	141.2	131.3	138.4
IV.—FISH—									
Prepared fish.....	6	219.9	222.8	241.6	197.7	168.7	143.6	149.5	149.8
Fresh fish.....	4	228.3	222.9	239.3	209.0	138.8	129.4	147.8	174.6
All.....	10	223.3	222.8	240.9	201.5	155.9	137.9	148.9	159.7
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	1	275.7	275.7	231.9	158.8	113.4	99.7	109.4	135.2
Fresh fruits, foreign.....	3	192.8	216.5	176.1	110.3	115.9	101.0	87.2	102.2
Dried fruits.....	4	274.4	306.1	271.1	214.3	153.4	125.5	121.7	108.4
Fresh vegetables.....	3	251.5	323.4	470.8	639.8	359.8	154.8	243.5	150.0
Canned vegetables.....	3	216.7	195.5	254.0	227.9	115.8	78.5	97.7	110.5
All.....	14	239.7	264.7	280.2	308.2	170.5	103.5	131.2	120.4
(b) Miscellaneous groceries—									
Breadstuffs.....	10	255.5	250.7	262.1	263.9	156.1	153.5	125.1	125.0
Tea, coffee, etc.....	4	214.1	207.8	179.9	151.2	126.5	121.5	105.2	115.4
Sugar, etc.....	6	288.9	285.2	257.4	208.6	167.6	140.0	102.8	114.7
Condiments.....	5	227.0	226.9	248.0	180.4	147.5	121.7	104.6	99.6
All.....	25	251.2	247.4	246.0	215.9	152.4	144.1	112.5	115.5
VI.—TEXTILES—									
Woolens.....	5	377.5	373.1	428.3	339.2	231.9	159.5	144.0	135.8
Cottons.....	4	349.2	361.1	342.4	233.6	160.4	128.5	145.0	146.1
Silks.....	3	179.9	168.2	149.9	123.7	108.5	79.7	93.5	89.0
Jutes.....	2	549.8	486.6	609.5	458.1	293.4	224.0	212.1	204.1
Flax products.....	4	459.6	466.4	447.1	289.7	218.9	163.5	111.6	114.1
Oilcloths.....	2	261.9	261.9	220.2	155.8	132.5	107.0	102.3	104.7
All.....	20	364.3	358.9	370.4	268.5	192.7	143.3	132.8	130.2
VII.—HIDES, LEATHER, BOOTS & SHOES									
Hides and tallow.....	4	540.9	468.5	339.2	323.1	306.4	188.8	209.1	185.9
Leather.....	4	301.7	272.3	265.0	265.1	205.2	173.5	151.4	151.4
Boots and shoes.....	3	289.3	281.8	233.7	232.9	198.6	162.4	155.7	155.7
All.....	11	385.3	346.2	283.5	277.4	240.2	176.3	173.6	165.1
VIII.—METALS AND IMPLEMENTS—									
Iron and steel.....	11	199.9	200.0	277.5	272.8	149.3	107.6	101.8	103.0
Other metals.....	12	195.6	183.2	290.0	275.9	230.8	206.2	115.4	130.1
Implements.....	10	238.4	238.4	223.8	194.5	136.7	113.2	106.6	105.6
All.....	33	210.0	205.5	265.6	250.2	175.1	157.3	108.4	114.1
IX.—FUEL AND LIGHTING—									
Fuel.....	6	221.9	221.9	248.2	308.9	151.4	117.0	121.1	130.1
Lighting.....	4	241.7	240.4	233.6	110.9	86.8	90.0	90.9	92.2
All.....	10	229.8	229.3	242.4	229.7	125.6	106.2	109.0	114.9
X.—BUILDING MATERIALS—									
Lumber.....	14	304.6	286.0	273.0	222.3	182.2	174.1	183.2	183.0
Miscellaneous materials.....	20	218.5	218.7	227.7	215.3	153.5	120.3	110.8	112.5
Paints, oils and glass.....	14	404.9	362.0	312.6	261.7	197.4	162.1	140.6	143.7
All.....	48	298.0	280.1	265.6	230.9	174.7	148.2	140.6	142.2
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	381.4	322.1	228.0	195.8	144.4	145.9	146.6	146.6
Crockery and glassware.....	4	394.2	375.4	307.7	280.0	195.5	170.3	133.9	130.9
Table cutlery.....	2	159.5	155.1	155.1	150.7	132.2	80.3	72.4	72.4
Kitchen furnishings.....	4	253.8	253.8	276.1	202.3	132.4	125.5	125.3	117.8
All.....	16	325.0	301.2	250.9	212.8	152.5	138.7	128.8	126.2
XII.—DRUGS AND CHEMICALS.....									
	16	221.2	223.5	293.1	263.1	249.0	174.2	111.6	113.4
XIII.—MISCELLANEOUS—									
Raw furs.....	4	945.6	854.0	583.1	396.7	292.3	144.0	235.0	302.0
Liquors and tobaccos.....	6	274.1	264.7	222.9	164.1	136.7	134.7	128.3	134.4
Sundries.....	7	214.2	211.7	218.9	194.5	142.1	116.3	106.2	112.8
All.....	17	407.4	381.5	306.0	231.3	175.6	129.3	144.3	165.0
All commodities.....	261†	294.0	284.1	284.0	248.7	180.9	146.2	134.6	135.1

*Preliminary figures. †Ten commodities off the market, fruits, vegetables, etc.; one line of spelter was dropped in 1915.

etc. Milk also had a downward tendency, principally in Ontario and New Brunswick. Butter declined in price throughout the West. Old potatoes were lower than in the previous month, there being little sale for them due to new potatoes coming on the market. Anthracite and bituminous coal showed some slight changes in prices. Wood advanced in price in Three Rivers, St. Hyacinthe, Hull and Woodstock.

Wholesale Prices

GRAINS AND FODDER.—Corn, peas and flax seed were slightly higher. Hay at Montreal dropped to \$28-30 per ton, and at Toronto it also showed a marked decrease.

ANIMALS AND MEATS.—Veal was higher. Hogs and hog-products advanced, bacon going up to 51c. per lb., but declining in the last week of the month to 48c. Ham rose to 43-44c. per lb. Sheep was lower, and fowls declined 2c. per lb.

DAIRY PRODUCTS.—Finest creamery butter, at Montreal, and creamery solids, at Toronto, were firmer. Fresh eggs at Montreal rose to 63c. per doz., and new laid eggs, at Toronto, rose to 57-58c.

FISH.—Haddock declined in price, while fresh salmon trout and whitefish advanced 1c. per lb.

FRUITS AND VEGETABLES.—Lemons and oranges showed a marked decrease in price. Old potatoes also fell to \$1.00 per bag, at Toronto, and Green Mountains to \$1.25, at Montreal, because of the large stocks on hand and small sales. Canned corn, peas and tomatoes rose slightly.

MISCELLANEOUS FOODS.—Oatmeal, rolled oats and rice were higher. Coffee, glucose and pepper also showed an increase.

TEXTILES.—Raw cotton advanced to 36.10c. per lb., while cottons and prints declined. Raw silk and silk thread, jutes and hessians advanced, while tow was easier.

HIDES, LEATHER, BOOTS AND SHOES.—No. 1 beef hides advanced from 30c. per lb. to 36c. Leather, also, was higher. Boots were up 10c. to 15c. per pair.

METALS AND IMPLEMENTS.—Antimony, brass, copper, quicksilver and spelter advanced slightly, while lead, silver bar and tin ingots were lower.

FUEL AND LIGHTING.—Coke was higher.

BUILDING MATERIALS.—Pine at Ottawa advanced. Spruce, oak, fir and British Columbia shingles were higher. Copper wire advanced. Linseed oil, turpentine, prepared paints, rosin, shellac and varnish were higher.

HOUSE FURNISHINGS.—Chairs and tables advanced 15 per cent. Sideboards and bedroom suites increased 20 per cent. Glassware and earthenware advanced 5 per cent, and silver-plated ware 10 per cent.

DRUGS AND CHEMICALS.—Alum and caustic soda were lower.

MISCELLANEOUS.—Malt was firmer. Mink and raccoon and B.C. hops were higher.

Prices in Other Countries

For table of index numbers in other countries see pages 1008-9 of this issue.

In the United Kingdom the level of wholesale prices, as shown by the index number of *The Economist*, continued its upward movement. At the end of June it was 281.3 as compared with 272.2 in May, 259.4 in March (the lowest point since October, 1917) and 284.8 in August, 1918, which was the highest point reached by this index number. Every group increased its figures during June.

In the United States, the index number of food prices given by *The Annalist* for July shows an increase over the previous month and is slightly higher than the index number for May, which was the highest point so far reached. Bradstreet's index number, also, marked

an advance, regarding which it is stated: "Such a price development is, of course, merely a reflection of the eager demand reported ruling for practically all commodities during the month just closed, a demand, by the way, which it is now freely admitted, was not in any manner affected by the successive and, in some

instances, startling advances made during the month in quotations." Dun's index number for August was 241.650, which marks a new high level, representing an advance of 11.3 per cent over March 1, 4.1 per cent over August 1, 1918, and 100 per cent over August 1, 1914.

FINAL REPORT OF THE SELECT COMMITTEE APPOINTED TO INVESTIGATE THE COST OF LIVING IN CANADA

THE interim report of the Select Committee of the House of Commons appointed to enquire as to the prices charged throughout Canada for food-stuffs, clothing, fuel, etc., as to the rate of profit made thereon by dealers and others concerned in their production, distribution and sale, and as to the rentals of dwelling houses in industrial centres, etc., was printed in the July issue of the LABOUR GAZETTE. On July 5, the Committee presented to the House their final report, the full text of which follows:

Your Committee, since the 26th day of June last, when their second report was presented to the House, have held twelve sessions and have heard and considered evidence given under oath by several persons representing milling, elevator and cold storage companies, grain producers and dealers, retail coal dealers, woollen manufacturers, wholesale jobbers in provisions, groceries and fruits, and others who are responsible in commercial transactions as to spread of profits, distribution and sale of staple commodities pertaining to foodstuffs, clothing, fuel and other necessities of life, and from whom further records were requested which your Committee have not yet received.

In respect to the questions of rentals of dwelling houses in industrial centres of Canada and as to the rates of return of capital invested therein, which the House also ordered to be inquired into, your Committee have not been able to give these two questions any attention owing to the session drawing to a close.

Throughout the forty-eight sessions which your Committee have held, witnesses were examined under oath upon a wide range of general commodities beginning with what in their judgment was most important, namely, such necessities as meat and meat products, butter, eggs, flour, groceries, clothing, boots and shoes, and fuel; tracing these up through the process of

production, manufacture and distribution, in order that they might establish the spread between the cost of production and the cost to the consumer, determining if possible whether this was too great or not.

The investigations of your Committee have not covered as wide a range as would have been possible had we had more time at our disposal. Your Committee have, however, reached certain conclusions which they believe will assist in establishing a correct understanding of these matters, and that may be of material value in directing the attention of Parliament and country to the real cause for the present abnormal cost of living as well as pointing out a way by which any existing abuses may be corrected. These conclusions are:

1. That so far as your Committee are able to discern no material reduction in the cost of such commodities as above indicated can be expected, except by increasing the volume at a lower cost of production or by lowering the cost of distribution.

2. Your Committee do not presume to say that there are no cases of undue inflation in prices, or of profiteering, but in the main it was their opinion that, having in mind the service which the consuming public demand, the margin between the actual cost of production and what the consumer pays for such commodities is reasonably narrow.

3. In their investigations your Committee took the base cost paid to the farmer for such commodities as beef, cattle, hogs, lamb, dairy products, eggs, etc. Upon examining this phase of the subject your Committee had before them representatives of the Department of Labour, the Bureau of Statistics, the Superintendent of the Experimental Farm, the Assistant Live-Stock Commissioner, a professor from the Agricultural College at Guelph, representatives of the United Farmers of Ontario, dairymen, packers, cold-storage men, millers, grain dealers, co-operative organizations, officials of stock yards and commission merchants; and, on the strength of the evidence received, your Committee desire to state that the production cost of these articles, namely, the price paid to the

farmer, is from 100 per cent to 115 per cent greater than it was five years ago. The prices of hogs have increased by 125 per cent on an average; beef cattle, 110 to 125 per cent; dairy products on the butter fat basis and eggs from 100 to 110 per cent above normal. Your Committee have considered the possibility of effecting some relief at this point, either (a) by fixing a price or (b) by placing an embargo on the export of foodstuffs. After most careful consideration your Committee are of opinion that to do either of these things would result in most disastrous effects, because any effort on the part of the Government or Parliament at price fixing or at attempting reductions in sale prices which the farmers are receiving, would only intensify the present difficult situation for the reason that it would tend to dry up the source of supply by directing the productive energy of those now engaged in this industry into other channels; on the other hand, were the Government to place an embargo upon exports of any class of foodstuffs it would not only have the same effect, but the policy would be unsound on economic lines. It would have the effect of discouraging productive industries by restricting and limiting markets,—and surely there is nothing more obvious than the necessity of encouraging to the greatest possible extent every class of production in order that through Canada's exports we may be enabled to meet our world obligations and pay for the commodities that we must import. Moreover, the inquiry of your Committee, supported by most reliable evidence, shows if one considers labour conditions and the cost of stock feed, that those engaged in the production of these lines of foodstuffs are not making an undue profit.

4. One notable factor—in fact the most important in the opinion of your Committee—is the present price of wheat which has not been inquired into with sufficient thoroughness. For many years the Department of Agriculture has been pursuing inquiries as to the cost of grain production, and these will be found in certain annual reports from the Illustration and Demonstration Stations and Experimental Farms. One witness alone, a practical farmer, upon being sworn and examined, stated that wheat production cost \$2 per bushel. An examination of Government results leaves the amount very much in doubt indeed, but your Committee have felt obliged to accept the price fixed during the past two years as final, trusting that due inquiries were made when this price was fixed. If means existed for a precise finding on this point, your Committee feel that they should have exhausted this question, because all other food prices in a measure are determined by the price of wheat. Your Committee have to rest upon the authority above stated, and do not attempt to say whether that price is fair and just, although they would add that the price as fixed was intended to be high enough to encourage production. While this level continues not only will the prices of bread and

all cereals continue as they are but the base cost of all the other food products must continue to remain high, the reason being that wheat prices regulate, in a degree, the prices of staple commodities.

5. Passing on to the spread between the base cost and what the consumer pays, your Committee find that while there may have been isolated cases of undue profits and other cases where poor business methods have resulted in high prices, on the whole the business has been carried on on a margin of profit reasonably close to actual cost.

6. In the abattoir and packing house business, we find that while without question the large companies are making a lot of money in the aggregate, they are doing this because of the efficiency of their methods and their large turnover, and not because of excessive profits on the commodities themselves.

7. In the milling industries the same conditions prevail. The gross margin covering cost of milling and the profits made is about four-fifths of one cent a pound of flour while the net profit averages about one-tenth of one per cent. To illustrate what this means it has been shown that a reduction of ninety cents on a barrel of flour would make possible a reduction of one-half cent a loaf on a one and one-half pound loaf of bread, so that if all profits in this business were wiped out the possible reduction would be less than one-tenth of one cent on a one and one-half pound loaf of bread.

7a. The same applies to dairy products and eggs. In the case of butter your Committee find that the creameries are taking cream from the farmers and manufacturing it into butter at a gross cost of from 3¾ to 6 cents a pound, varying according to locality and the distance the cream has to be hauled. This cost covers transportation charges, manufacturing costs, boxes, marketing and any possible loss in collection. In this respect the evidence shows that one creamery only made any profit at all and that was a very narrow one.

7b. Your Committee also enquired into the question of cornering the market and in this connection it was found that no such thing prevails. There is direct and keen competition and any man having the money and wishing to do so can purchase direct from the producers any commodity he wishes, one case of eggs or one box of butter, etc., as the case may be. The same applies to meat products. Markets are wide open. Any butcher or retailer or consumer can compete in the open market with those who are engaged similarly.

8. In the case of the retailer your Committee have found the spread to be greater, with varying results, showing undue high prices in isolated cases only. But here again, as in the case of foodstuffs, the operations are carried on on a margin close to the actual cost. In this connection the consuming public have it in their power to reduce the cost from 5 to 15 per cent by using some of the cheaper grades

of meat products or by being satisfied with a less expensive service. It has been shown that in many parts of Canada it is becoming difficult for retail merchants to dispose of any but the prime cuts of meat, the result being that the less choice lines must be sacrificed. Special attention in this connection has been given to the matter of bacon, which is sold in the English market in what is known as two Wiltshire sides, the Canadian market demands highly specialized grades making necessary the curing of the same hog in eight or ten parts and in the most expensive way and then it is only the choicest part that finds ready markets. These things naturally tend to a marked increase of the cost of the commodities actually in use.

9. The expensive and frequent deliveries at present called for add very materially to the cost of the goods. Whether this can be eliminated or not is a matter that can only be settled by the consuming public.

10. With reference to the question of hoarding, your Committee had the records of the Cost of Living Branch of the Department of Labour, together with the evidence given before the Committee, and it was found that there were no instances of anything that could be legitimately termed as hoarding. During the past six months, it is true, there was in storage in Canada a large quantity of frozen beef. This, however, was a product prepared for the British Food Commission, having been ordered by that Commission before the signing of the Armistice and being held in storage subject to shipping instructions and not being a commodity marketable in Canada except to a limited degree.

11. In general groceries the inquiry of your Committee has not been sufficiently complete to enable us to deal in a comprehensive way with the subject either from the manufacturing or distributing standpoint. The same applies to fruits and fish. As far as your Committee were able to go, the evidence points to the same general condition, namely, high costs of distribution with narrow net profits. In the wider range of general commodities your Committee proceeded along the same lines as with food stuffs, beginning with the manufacturer and ending with the consumer. Here it was found that greater variations and a wider spread existed in certain places, but again production and distribution costs seem to be the dominant factor in determining prices. Your Committee desire in this respect to direct the attention of the House to two specific lines, namely, boots and shoes and staple goods. In boots and shoes your Committee found the increase of manufacturers' costs to be about 100 per cent with the tendency still up, due to the increased price of leather and the advance in cost of labour. In this line manufacturers' profits range from almost zero to a maximum of 17 per cent. In staple goods the same conditions were found. Raw material and labour have brought manufacturers' costs to a full 100

per cent increase in many cases, and on the whole the specific profit on the goods is a small factor in the cost to the ultimate consumer. Two cases, however, came to the notice of your Committee in these two lines of commodities, where in their judgment excessive profits were taken.

12. Coming to the matter of distribution in these lines your Committee found a greater spread and the cost of doing business under present conditions imposes a heavy burden on the consuming public. In the case of boots and shoes the goods go largely direct from the factory to the retail stores where an average spread of from 30 to 50 per cent is made for staple lines and a much higher one in special lines. In this connection your Committee desire to point out, that in all the evidence before them relating to manufacturers and retailers it was made abundantly clear that the special or exclusive style of footwear demanded by the public tends to increase the cost in a very marked degree. It was pointed out for instance by one retailer whose gross margin was the lowest that came under our review that on thirty pairs of special ladies' boots in stock in 1918 only two pairs were sold in the regular way, and the remaining 28 pairs had to be sacrificed at a price less than cost. This instance might be multiplied many times in every retail store investigated.

13. In staple goods, such as woollens, cottons, etc., the spread from the factory to the retailer is about 75 per cent, namely, 15 to 25 per cent to the wholesaler and an average of 50 per cent to the retailer. In the main the evidence shows that notwithstanding these high gross margins the net profit is small when computed either on capital or turnover. It does seem, however, that these costs of doing business are high. The elements entering into these high costs are rents, municipal taxes, and labour, and in investigating these your Committee found that in one place where rent counted for 5 per cent of the total turnover the gross rent value yielded on the property only produced 5 per cent on the assessed value.

14. *Fuel.*—In the case of fuel your Committee were able to investigate actual conditions in two cities only, but have closely checked the records in the Department of Labour and the Bureau of Statistics collected for the Fuel Controller, wherein it was found that a marked increase in the price of coal was due to (a) increased cost at the mines; (b) transportation; (c) distribution; and that the margin of profit in the cases investigation was very small.

15. In respect to leather, rubber goods, building materials, plumbers' supplies, general hardware and house rents, your Committee regret they had not time to enquire into these matters.

CONCLUSIONS.

16. While before the war there was a steady rise in the price of commodities, during the war a greater advance in prices occurred, and

all indications point to goods remaining for a considerable time, if not permanently, on a higher price level. Scarcity of material, and destruction due to war, have partly caused this rise in price, but even more, the expansion in currency and credit have caused a general money depreciation, and as values or prices are expressed in terms of money which is really a quantity of counters, the doubling of the number of counters and the lessening of the quantity of commodities give a resultant higher price. It must be remembered that the expansion of bank credits has been proportioned to the increase in the prices of production and that the banks were called upon to furnish immensely larger sums to facilitate trade than in the period prior to the war. Huge dealings have been made possible to companies with comparatively small capital by a generous policy of credits on the part of the banks. The accumulation of reserves by the trading corporations of the country is a means of making us less dependent upon foreign borrowings and putting our business on a sounder basis and no proper criticism may be directed to the policy of thus increasing the capital employed in business.

17. While corporations were required in peace times to make reports of their annual statements and these were open to public inspection, private partnership firms have only been required during war time to make these returns to the Cost of Living Commission and the Food Board. Prior to making any such returns satisfactory examination of the internal trade of the country was impossible.

18. It cannot be said that the higher price level has become fixed. All the evidence is to the effect that under the present circumstances prices are unstable. Whether they will go higher, stand where they are, or fall, has not and apparently cannot be determined.

19. The truth is that the adjustment of the changed conditions has not yet been achieved and any weighing of the factors affecting it in advance is impracticable. So many factors operating can only find their true adjustment in the actual operation of business.

20. While individual prices of the present as compared with 1914 appear extravagantly high, comparison of the price of any commodity to-day with prices of other commodities of to-day presents through all classes a uniformity of increase.

21. While the underlying conditions above referred to have increased prices the close attention and control by Government agencies over the country's trade has been a large factor in preventing exceptional rises in some commodities and in securing the uniformity referred to.

22. The Committee's investigation has shown that many of the companies engaged in trade have increased their capitalization during the past five or six years very largely. Before the war, there had been many mergers, and very considerable stock-watering and a steady in-

crease in prices have enabled corporations to make large profits and bring inflated issues to the dividend-bearing stage. Some of the profiteering was inevitable through the increase in value of stocks held, and justifiable in view of subsequent expected depreciation of the value of stock when adjustment takes place. Those companies which have built up reserves without capitalizing their earnings may justify upon the course they have followed. Yet with this allowance, the fact remains that in many businesses the profits have been very high, and required that the Government should take cognizance of the situation. Your Committee in their second report therefore recommended to the House the establishment of a Board of Commerce having powers of regulation and control of the present abnormal situation.

23. Individual cases of high profits have been discovered, but these are probably no more numerous or excessive than during ordinary times of peace. In some cases these are due to war orders, in other cases to speculation and efficiency, and again in other cases to a favoured condition and greed.

24. The Committee desire to point out that some of the responsibility for higher living costs, in their opinion, rests upon the consumer's wasteful buying, as for example, in the case of meats. The ordering of household supplies by telephone where the usual habit is to order the best may be mentioned as another case; and this has a distinct relationship to the third, namely, delivery costs. These are no doubt run up by an indiscriminate use of the telephone in making several orders to the retailer in the course of a day. During the period of high wages which attended the increase in prices the public has been demanding a high class of goods of all descriptions, which is a matter entirely within the control of consumers. Lack of diligence in buying is also a factor in increasing living costs.

25. The Committee feel that the industrial expansion due to munition making in Canada is another cause of high prices. The big wages offered drew large numbers of people from the rural districts to the cities. This movement in Canada had been in progress for some time before the war, but was then accelerated. The result has been a scarcity of labour on the farms, and some very considerable reduction in the production of the farms. Many of these people are loth to return to farming and there is consequently labour congestion in the cities. There may be no way to correct this condition, but the stern alternatives presented by a business depression.

REMEDIES.

26. *The Board of Commerce.*—Your Committee in their interim report recommended the constitution of a Board of Commerce, which would continue and extend the work done not only by this committee but by the various controls which the Government have put into

operation during the war. The publicity given to the investigations of such a board will have a steadying effect. Its powers of regulation applied to trade practices and agreements will speed reform, and large questions of policy where trade tends to combinations and restrictions may be submitted to the board for advisory action.

27. *Co-operation.*—Your Committee also inquired into the question of co-operation and had before them representatives of several co-operative bodies and in each case the evidence given was to the effect that great difficulty was experienced in securing goods direct from the manufacturers and wholesalers. While your Committee had not sufficient time to warrant definite conclusions they are of the opinion that the question of co-operative buying and distribution should be carefully investigated for the reason that in all lines investigated the greatest spread was found to have occurred in the distribution from the manufacturer to the consumer.

28. The specific remedy for these conditions can only be expressed in general terms: Get our men back into productive industry as rapidly as possible. Every war in the past has resulted in greatly increased prices of commodities and the only way in which nations have been able to rehabilitate themselves in the post-war periods has been by intense application to productive industry. Having said this, your Committee do not feel that they should leave the subject without strongly urging what they consider to be the paramount necessity at the present time, namely: the need of getting our people to see the situation as it is. Canada must get more men into productive activity if our people are going to cope with

the conditions now confronting them. Your Committee desire to emphasize the need of united effort in order to restore the waste of the last five years so that Canada may be brought back to normal conditions. In the final analysis the solution of the whole problem rests in a willingness on the part of all the Canadian people to seize and make use of the splendid opportunities before them.

Your Committee, in accordance with the Resolution passed by this House on the 30th day of May last, have engaged the services of accountants and necessary assistants in order to expedite the inquiry for which they were then appointed. Their accounts have been presented to the Committee, were found reasonable and were approved. Your Committee recommend that they be paid.

Your Committee, in submitting this report for the consideration of the House and the Government, also append hereto a copy of the evidence which has been printed from day to day for the use of the Committee, and do recommend that the remaining copies be bound under a paper cover for distribution to the members of the House together with a table of contents to be prepared by the Clerk of the Committee, also to contain the second and third reports presented to the House and the statements or records which have been ordered printed as an appendix to the evidence given by the witnesses who submitted the said statements or records at the request of your Committee.

Your Committee also recommend that their reports, the evidence taken and the statements or records submitted in connection therewith, be also printed as an Appendix to the Journals of 1919, and that Rule 74 in relation thereto be suspended.

CANADA FOOD BOARD

Report showing steps taken successively to secure maximum of exportable foodstuffs

THE report issued by the Canada Food Board covers, particularly, the period following February 11, 1918, the date on which the Board, under the chairmanship of Mr. Henry B. Thomson, of Vancouver, assumed the powers and duties formerly vested in the office of Food Controller, which office was held by the late Honourable W. J. Hanna, K.C., of Toronto, from June 21, 1917, to January 24, 1918.

As stated in the report, Canada's ob-

jective in food control was to supply the maximum of exportable foodstuffs to the Empire and the Allies during the war. The steps successively taken by the Canada Food Board to attain this end are outlined briefly in the introduction to the report, as follows:

"A year ago food control in the Dominion was in a transition stage. Several months of valuable preparatory work had been done under the then Food Controller. This work had not to be redone; it was a solid foundation upon which the later structure could be built. The

general principles of control of foodstuffs had been determined. Licensing of dealers had been decided upon and partly put into practice. Control of profits made by firms dealing in foodstuffs had already been started, and some regulations had been made. This work was adequately reviewed at the time.

"With the material then gathered, rapid progress was possible in the earlier months of 1918. Not only in the Dominion, but throughout the whole of the Allied countries, 1918 was the year in which food as a war factor was proved to be only less mighty than were munitions.

"The seriousness of the Allied food situation at the beginning of 1918 cannot be too much accentuated. The late Lord Rhondda, British Minister of Food, in a message especially addressed to the people of Canada and the United States, said specifically: 'The food position of this country and, I understand, in France also, can, without exaggeration, be described as critical and anxious.' It was the period in which compulsory rationing was being introduced into Great Britain, and for many months afterwards the conditions defined by Lord Rhondda remained practically unchanged.

"In France the situation was one of even more gravity. The French Minister of Food announced that, at the end of December, 1917, there remained only enough wheat and flour in the country to supply the civilian population for three days—literally a case of their living from hand to mouth.

"The difficulties of framing regulations which would apply all over the Dominion can be appreciated when one considers the area of the Dominion, which is as great as Europe without Russia, and the diversity of conditions of climate and of the densely populated areas such as Montreal, Toronto and Winnipeg contrasted with the sparse settlements of Saskatchewan and Alberta.

"Food control at the beginning of 1918 was everywhere a new knowledge; scarcely more than its rudiments had been learned. In the unknown problem of supplying food on an unprecedented scale to armies of fighting men numbering millions, to munition workers even more numerous, and to civilian populations behind both these classes to be numbered only by tens of millions, the Dominion authorities had looked for inspiration and guidance from outside.

"Canada had, naturally enough, taking the precedent of our military organization, turned to the Motherland for her model and her information. It soon became apparent that the food problem on the other side of the Atlantic was wholly different from that confronting the Dominion. For Great Britain just then the crux of the proposition lay in the ability of her incomparable Navy to keep trade routes open for imports. But in Canada there was more than enough food for our own population. Our objectives were to increase our supplies of foodstuffs by stimulating production

and by more conservation, so that each month would see an addition to the exportable surplus. In the United States conditions appeared to be more analogous to our own, and it was thought the adoption of their food control methods would prove satisfactory and adequate. Yet on investigation it became evident that something different from both American and European methods would have to be undertaken, and hence a distinctively Canadian system was developed.

"While it became evident that a distinct Canadian Food policy was necessary it was nevertheless vital that a close co-operation be maintained with bodies representing the Allied Food Control overseas and especially with the United States Food Administration."

Formation of the Food Board

"On January 24th the Honourable W. J. Hanna, K.C., Toronto, who, since June 21st, 1917, had been Food Controller, resigned, and was succeeded by Mr. Henry B. Thomson, Victoria, B.C. On February 11th a change in designation and form of the authority was made. The Canada Food Board was created and vested with all the powers of the Food Controller. The new Board was directed to report to the Governor-General in Council through the Minister of Agriculture.

"The personnel of the Board nominated and the assignment of duties were as follows: Chairman of the Board and Director of Food Conservation, Mr. Henry B. Thomson; Director of Food Production, Hon. Chas. A. Dunning, M.P.P., Regina; Director of Agricultural Labour, Mr. J. D. McGregor, Brandon; Secretary, Mr. S. E. Todd.

"When, in virtue of the War Measures Act, 1914, the office of Food Controller had been formed by Order-in-Council 1460, June 16th, 1917, the main powers conferred were designed:

"(1) To ascertain the food requirements of Canada and to facilitate the export of the surplus to Great Britain and her Allies.

"(2) To make regulations in the public interest governing the price of articles of food, storage, distribution, sale and delivery; to provide for conservation of food and prevention of waste; to govern the manufacture, preparation, etc., of foods.

"(3) To permit all powers and duties of the Food Controller to be exercised independently or in co-operation with other departments of the Dominion, the provinces or of Great Britain and her Allies: powers not to include or interfere with those previously granted to the Board of Grain Supervisors for Canada; expenses to be paid out of the War Appropriation Fund, 1917.

"When, by Order-in-Council P.C. 344, February 11th, 1918, the Canada Food Board was created, all powers vested in the Food Controller were transferred, and, in addition, it was ordered that the Board:

“ ‘Shall generally direct the production, conservation and distribution of foodstuffs in the interests of Canada and the other British dominions, as well as the Allied nations.’ ”

Policy of the Board

“The middle way in food control was almost invariably followed. Rationing under Canadian conditions was inadvisable, as with the Dominion's vast area, sparse population and diversified conditions it would have proved ineffective, and the results of the effort and energy expended in this method of control would have been infinitesimal in comparison with the results to be secured by the same forces directed to increased production of foodstuffs and voluntary saving. Moreover, Canadians would have had to pay ten to twelve million dollars annually to meet the cost of an equitable rationing system as carried out in Europe. Compulsory measures were adopted to regulate the distribution of commodities in what might be called their bulk state, but as food products found their way from stage to stage, control gradually and necessarily lessened, and was replaced by measures to secure widely spread voluntary conservation by consumers.

“The method which interfered least with personal freedom was the restriction of sale of food by dealers. This left the patriotic consumer free from needless disturbance of family life, while the less patriotic were controlled by an informed public opinion supported by anti-hoarding orders and other regulations. The British system of food conservation became almost entirely mandatory, the American chiefly voluntary. The joining of the mandatory with the voluntary method constituted the distinctive character of food control in Canada.”

The report describes the work of the Board in connection with the principal foods, wheat and flour, meats, fish, fats, sugar, dairy products, etc.

Prices and Profits

Under this heading the Board reports:

“At the time the Board was inaugurated the Government had already taken action under

Order-in-Council P.C. 2461, November, 1916, to create machinery through the Minister of Labour for the investigation, especially, of retail prices obtaining in any community and for the control of profiteering. From time to time this order was improved, and is now known as P.C. 3069, ‘Fair Price Commission,’ action along its lines to be initiated by the municipalities.

“As Canada is essentially an exporting country, domestic prices for producers and manufacturers of food are controlled by the export market. Any control of prices or profits, consequently, had to be worked out in co-operation with the export buyers. Just previous to the organization of the Board the various Allied Governments had pooled their buying under one organization, known as the Allied Provisions Export Commission, with which was associated the British Government Wheat Export Company and the Dairy Produce Commission of Canada, both formed previously.

“The main cause of the tremendous rise in prices that occurred was the increasing scarcity of supplies available to the Allied nations, and the wild bidding that occurred for these when each country was competing separately for supplies. The Food Controller found that control of prices in Canada was absolutely impracticable until the Allied Governments had unified their methods of purchase.”

The manufacturers of and dealers in foods were required to take out licenses and report regularly to the Board as to their dealings, supplies, etc. Violations of the regulations of the Board were followed by the cancellation of the license. The Board, like the Food Controller, also carried on publicity campaigns for greater production and the prevention of waste. It also took measures to make possible the greater production of food by the use of tractors, and by securing a proper distribution of labour, etc.

FINAL REPORT OF THE FUEL CONTROLLER FOR CANADA

THE final report of the Fuel Controller for Canada, Mr. C. A. Magrath, covers the period from the date of his appointment, June 11, 1917, to March 31, 1919, when the work of fuel control was brought to a close. The report is divided into two parts, the first dealing with the fuel situation during the war, and the second, with the probable future conditions of the fuel situation in Canada, with particular reference to means for promoting the economic production, distribution and conservation of coal, methods involving greater use of the country's fuel and power resources, and the elimination of waste in homes as well as in factories.

In the summer of 1917, states the report, the certainty of a coal shortage had become apparent, the market had reacted to the deficit between supply and demand, so that prices in the United States, the source of supply for two-thirds of the coal consumed in Canada, "continued to move upward, finally soaring for a few months to unprecedented heights," and were then adjusted and fixed by order of the President of the United States. The Fuel Controller for Canada was therefore faced by two alternatives:

"Either an emergency administration, reaching from the Atlantic to the Pacific and entailing tremendous cost as well as involving loss of considerable valuable time, had to be established; or some of the responsibilities for looking after the local fuel requirements of their own people had to be thrown upon the already existing provincial and municipal machinery. The latter course was considered far more economical and efficient as well as time saving and was, consequently, adopted."

A central office was established at Ottawa under a deputy controller and an office was opened in Pittsburgh, Pa., for the Assistant Fuel Controller for Canada in the United States. In each province the Provincial Government appointed a fuel administrator and established the necessary offices, while each municipality was requested to appoint a Fuel Commission for the locality.

Supplies of coal available through importation and through production in Canada were first allotted by the Central Office to the various provinces, after which they were divided among the municipalities and among the consumers by the provincial and local authorities so established. These authorities also co-operated with the Central Office in controlling prices in accordance with the regulations of the Fuel Controller.

The following table, taken from the report, shows the sources of supply of coal for Canada:

Calendar year	IMPORTS		Production less exports	Consumption
	Anthracite	Bituminous		
1913.....	4,642,057	13,559,896	13,383,592	31,585,545
1914.....	4,435,010	10,286,047	12,131,266	26,852,323
1915.....	4,072,030	9,046,331	11,440,790	24,559,151
1916.....	4,574,214	13,289,830	12,285,253	30,149,297
1917.....	5,220,688	17,219,824	12,266,275	34,706,787
1918.....	4,782,568	17,274,486	13,040,270	35,097,324

CONDITIONS IN THE UNITED STATES.

"Prior to the war, ample supplies of United States coal had been available, and the American operators were able to send tonnages to Canada as and when required. The abnormal situation created by the war changed this state of affairs, and at the time of the appointment of a Fuel Controller in June, 1917, it was evident that the situation in the United States had been completely reversed, and that the sudden expansion of war industries in that country was causing a rapid increase in their own requirements. Canada was at that time, therefore, confronted with the fact that the demand for United States coal greatly exceeded the supply. In addition, the network of railways over which coal for Canada had to be moved was becoming badly congested. No one could tell when the war would cease; no one could forecast the severity of the coming winter, and, while the great struggle continued, no one could give the Fuel Controller any guarantee against interruption to mining operations or a breakdown in transportation, both of which contingencies were not only possible, but highly probable."

Allotments of coal for export to Can-

ada were made by the Coal-producing Committee of the National Defence Organization and, after his appointment in August, 1917, by the Fuel Administrator, Dr. Harry A. Garfield. In the spring of 1918, owing to the serious situation in coal, following an unusually severe winter, with stocks low and production falling, Dr. Garfield decided to allocate the supply between the various states of the Union and the provinces of Canada, on the basis of allowing to Canada tonnage on the same basis as was extended to American territory similarly situated.

CANADA'S SHARE.

"In calculating the allotment for the year ending March 31, 1919, the United States Fuel Administration adopted the coal year ending March 31, 1917, as a basis for anthracite supplies, in view of the fact that the intervening year had been abnormal—the coldest in many years. The tonnage finally allotted to Canada was about 1,000,000 tons less than was consumed during the previous extremely cold winter. Various causes had arisen necessitating this step, as, for instance, the numerous war activities of the United States; the pressure brought to bear by states that had suffered not only severely, but with actual loss of life in some communities during the previous winter, on account of a shortage of anthracite; and also, it must be admitted, too much talking by a few of our own people, who underestimated the gravity of the situation. A formal protest was entered by the Fuel Controller against this reduction, in which it was pointed out that the central consuming areas in Canada had, as well as the Eastern United States, experienced an expansion of population due to war industries. As a result certain further concessions were made to Canada. It was agreed not to charge this country's allotment with shipments of the smaller sizes of anthracite; and the allotment of bituminous coal to Canada was increased by 1,200,000 tons for domestic purposes. It was indeed a strenuous time for the various fuel organizations of both countries, but through it all the most harmonious relations existed between the respective administrations, due to the very fair and generous reception of our representations by Dr. Garfield and his able and courteous assistants. For industrial purposes, Canada was allotted 16,300,000 tons of bituminous coal for the year ending March 31, 1919, which with the 1,200,000 tons to make good shortage in anthracite, gave us a total of 17,500,000 tons."

PROMOTING SHIPMENTS.

"The securing of an allotment for Canada

was, after all, only the initial step in getting the coal into the country. It was only through the continued co-operation of all governmental and trade agencies that a serious shortage was from time to time averted. Owing to the frequency with which emergencies continued to arise, the United States naturally found it necessary to make, often suddenly, corresponding changes in their policy, and, as the stringency developed, they extended their control over the widespread agencies of production and distribution, continuing, as time went on, to tighten their grasp on the details of the situation. For instance, all coal for export moved only subject to special export licenses. Local fuel distributors were appointed for each mining district in that country, with full authority and instructions to keep the United States war industries and transportation systems supplied at all costs.

"As far as Canadian industrial consumers were concerned, this had the effect, in numerous cases, of cutting off their established source of supply, and, as the United States Fuel Administration had tremendous obligations in looking after their own people, the needs of Canadian consumers were taken care of through our Pittsburgh office. In a general way in fact, this office acted as trade bureau for the purpose of placing Canadian purchasers in touch with possible sources of supply."

Production in Canada was promoted by the Provincial Departments of Mines, and by the Provincial Fuel Administrators. In the Alberta-British Columbia field, operations were carried on under a Director of Coal Operations, appointed by the Federal Government early in 1917, whose duties included the adjustment of wages and the fixing of prices of coal at the mines. In the other mining fields, of which the principal were in Vancouver Island, B.C., and in Nova Scotia, prices at the mines were fixed by the Fuel Controller after an examination of costs, etc., at the principal mines.

Consumption

The measures adopted by the Fuel Controller to reduce consumption by preventing waste and the use of coal and other fuel where not essential, included regulations with respect to the use of coal by factories not making war material, to the use of coal gas for advertising purposes, to the closing at certain times of theatres, clubs, etc., in addition to the "Shut-down" and the "Heatless

Days" orders at the crisis in the coal situation in February, 1918. Propaganda was also carried on to conserve gasoline; and the railroads effected economies in the use of coal, through more scientific firing, preventing waste, reducing passenger trains, running at less speed, etc.

Price Control

It was found impossible to fix definite prices to consumers on either anthracite or bituminous coal owing to the wide variations in prices at the mines, the different routes for transportation, the variety of trade channels in the coal trade and the widely varying conditions in different localities with respect to handling and delivery.

"The principle finally adopted in regulating prices was that of allowing to dealers a reasonable profit above the actual cost of the coal together with handling, overhead expenses and fixed charges. The amount set as a limit to this profit being, in the case of wholesalers, 35 cents per net ton, and in the case of retailers, 50 cents per net ton. Brokers, on the other hand, were allowed a straight commission charge of 30 cents per net ton, out of which all overhead and other expenses were to be defrayed. The operators' prices were fixed at the mines.

DEALERS' PROFITS.

"The consuming public naturally will expect some further statement as to the extent to which coal prices were controlled during the great crisis. When the Fuel Control was organized early in the summer of 1917, the public mind seems to have been obsessed with the notion that enormous profits were being obtained by the trade. There seemed to be an idea abroad that profits were exorbitant and measured not by cents but by dollars. It would be idle to suggest that injustices have not occurred. But the investigations made did not disclose any over-charges that could be termed profiteering. More than that, it would be manifestly impossible to administer such regulations without occasional infractions, unless a coast to coast organization had been in readiness the moment the demand for coal exceeded the supply. However, in those localities where municipalities realized their responsibilities, and, taking advantage of the coal regulations, elected energetic officials to act as Fuel Commissioners, the interests of the public were closely looked after. Generally speaking, those engaged in the coal trade had an extremely strenuous time, and their record will compare most favourably with those engaged in other

lines of business. The dealers were forced to submit very complete monthly statements as to their supplies, costs and selling prices. The analysis of these statements resulted in a considerable number of cases having been submitted to the Provincial administrations to be run down by them through their Fuel Commissioners or their own offices. The outcome was that in many instances dealers were restrained in their ambition to advance prices. This work was accomplished without any publicity, and consequently was the more effective; because the people had to have coal and it was necessary that each dealer should throw all his energy into the work to get supplies. The best service was needed from all, and that would not have been obtainable if the policy of the Fuel Controller had been to give publicity to this phase of the work, creating in the minds of the people the idea that this or that dealer was making exorbitant charges or profiteering."

In order to secure efficient supervision of the coal trade, dealers were required to secure licenses, which could be suspended or cancelled by the Fuel Controller for any sufficient cause. The importers' fees were paid to the Central Office at Ottawa, and the dealers' fees to the Provincial Administrations to be used in defraying the expenses in connection with these offices. The revenue thus derived by the Dominion Government totalled \$55,953.40, while the revenue for the Provinces totalled \$59,563.05. The net cost of the Fuel Controller's Organization from June, 1917, to March, 1919, was estimated to be about \$114,000.00.

Summary of Results Achieved

"In viewing any results which the Fuel Control organization may have been able to accomplish, the fact should not be lost sight of that the work was undertaken at a time when the country was passing through the greatest crisis in history, and financial, commercial and political conditions were in a state of flux. Concurrently with this trying situation, like a bolt from the blue came the winter of 1917-18 which has passed into history as one of the worst in severity with which the coal operators and transportation system on this continent ever had to contend. The Fuel Control organization having been suddenly called upon to face such an emergency, was also handicapped in dealing with the situation by a lack of adequate data regarding the distribution and consumption of coal in Canada.

"Notwithstanding these and other adverse conditions, Canada's importation of anthracite for the coal year ending March 31, 1918, was

600,000 tons in excess of any other year; while the importation of bituminous coal exceeded that of the previous coal year by 4,000,000 tons. After three years of war, Canada had reached its maximum effort: hence the need for these excess tonnages was imperative and fully recognized as such by the United States Fuel Administration.

"The efforts of the country to obtain its supplies from the United States, in the second year of the Fuel Control organization, were proceeding very satisfactorily up to the time the armistice was signed in November, 1918. At the end of that month, the imports of anthracite from the commencement of the coal year, April 1, were 177,414 gross tons in excess of the tonnage received for the same period in 1916, the year adopted by the United States Fuel Administration as the anthracite basic coal year, while the imports of bituminous were 3,371,243 net tons in excess of the tonnage received for the same period in 1916. With the conclusion of the war, and the closing of war industries, in the middle of December, the outlook had changed completely, and an abnormally mild winter finally disposed of 'the coal situation.'

"Not only was the tonnage of coal secured from all sources sufficient to meet the needs of the country as a whole, but also, its distribution was effected in such a way as to provide adequately for individual requirements. In fact, although Canada has on the whole an extremely cold winter climate, it is safe to state that in no country with similar fuel requirements was there as little suffering or inconvenience during the war period as in this country. Taking into consideration the distances separating the consuming areas in Canada from the mine fields, and the cost of production in Canadian mines, the prices of coal compared favourably with those in other countries."

Recommendations

Part II of the Report discusses the Canadian Fuel Problem, considering the sources of supply, foreign and domestic, coal deposits in America, peat, national gas, oil, wood, water powers, and the methods of distribution, conservation, use of by-products, briquetting, etc. Under the heading, "Recapitulation and Recommendations," the following appears:

"The consumer of hard coal in central Canada—Ontario and Quebec—might as well realize that the anthracite producing district is practically confined to the State of Pennsylvania; that any disturbance in any section of the field will immediately affect the whole district, which in turn affects the entire market. Furthermore, 72 per cent of the total anthracite mined is produced by eight powerful corporations, and

if any of them should at any time see fit to become arbitrary, it would cause, at the least, serious inconvenience to the market. As a matter of fact the anthracite market has been very seriously disturbed from time to time through labour troubles, and especially through the abnormal demands for this class of fuel, during those extremely cold winters that occur every fifteen or twenty years.

"Owing to the adverse conditions surrounding anthracite supplies, central Canada is far too cold a country to depend upon it alone. Periods of trouble have arisen in the past with respect to anthracite supplies, and under existing conditions the only safeguard remaining to Ontario and Quebec is to be able to turn to the use of soft coal to carry them through periods of emergency. If the war had continued through the past winter, and if it had been moderately severe, the Fuel Controller fears there would have been actual suffering, simply because it seemed to have been impossible to impress upon the public the necessity of using soft coal, of which an ample supply was guaranteed to Canada by the United States Fuel Administration. The trade was not favourable to its use; the cry was that the smoke flues are not sufficiently large for the use of soft coal; and that the flues in chimneys are too small. In these objections, unfortunately, there is a good deal of truth, though a great many consumers could use soft coal in an emergency. The anthracite producers and dealers are naturally opposed to an invasion of their market, through the use of soft coal. The fields producing this latter fuel are so widely distributed, and there is such an abundance of it, that its market cannot be controlled by trade agencies, as is possible with anthracite supplies.

"The dealer in anthracite has naturally been keen to get the agency of one of the large corporations, because it has meant an assured business. The big producing corporations can become quite arbitrary with the dealer; but who is there to see that that aggressiveness does not reach the point of being unfair? The Fuel Controller is of the opinion that it should be the function of some agency, in each of the two leading anthracite-consuming provinces, for a few years at least, to keep in touch with the entire situation, especially in view of conditions now surrounding anthracite production.

"The eastern and western portions of Canada, largely depending upon domestic coal, also have their fuel problems. Generally speaking, the cost of production of coal in Canada has been excessive. If that statement is correct, then the development of industry depending upon local fuels is being impeded. The situation is certainly worthy of investigation. It is the opinion of the Fuel Controller that a careful survey of the various coal fields throughout the Dominion should be made by, say, three engineering operators—one representing the Dominion Department of Mines, another the De-

partment of Mines of the province in which the investigation is being conducted, and the third, one familiar with methods of mining and costs in the larger field, where mining is being done at the minimum of cost, as, for instance, the Pittsburg district in Pennsylvania.

"The production of coal in an economical and efficient way is only one aspect of the situation. Securing the maximum of heat and power is no less important. A considerable amount of investigatory work is being carried on with this latter end in view. Canada's coal bill has become so vast that the people of necessity must have the maximum of heat and energy for the minimum of cost. Much can be done by the consumer of fuel, through conserving it, by an intelligent heating of the house without trying as well to moderate the temperature of the atmosphere surrounding it. The problem is, however, of such outstanding importance to the people of Canada as a whole, that some group of men should be following it very closely and in an aggressive manner, in order:

"1. To obtain from existing methods in the use of fuels the greatest possible efficiency;

"2. To follow new methods closely from which it is at present anticipated much will be accomplished.

"With regard to the first, it would seem sound to suggest that furnace men should be instructed in the use of coal in furnaces. It is a very old saying that 'there are two ways to do everything,' and very frequently the wrong one is followed. There is quite an army of individuals in Canada engaged in feeding furnaces in winter. Classes might profitably be held in various centres throughout the country, and demonstrations given as to proper methods of firing coal. Municipal authorities doubtless would gladly make all the arrangements for having furnace men attend such classes, provided some governmental agency supplied the technical instructors.

"The manufacturers of furnaces should be canvassed, with the object of having them adopt their various types of furnaces to the use of soft coal, not only when an emergency makes it necessary, but when circumstances make it desirable. Likewise municipalities should be approached so as to have plans of proposed residences inspected by some provincial officer with the object of adopting types of construction with suitable air space in the walls, so as to ensure greater protection against inclement weather than is frequently aimed at. It certainly appears as though insufficient attention, in a public way, is paid to the construction of ordinary residences in Canada, necessary to withstand severe winters.

"The development in central heating plants should be followed, as well as the progress that is being made in the production of gas and coke by re-product ovens; in the briquetting of coal and in the use of powdered fuel. Considerable concern has frequently been expressed by Canadians respecting the dependence of On-

tario and Quebec on the United States for their fuel. As previously pointed out the Fuel Controller does not share in that concern, from any fear that Canada would be denied its supplies. It is, however, a sound national policy to use, as far as possible, the country's own natural resources. The suggestion has been advanced that the needs of central Canada can, if necessary, be taken care of by the use of our domestic bituminous coal from the Maritime Provinces. The whole question is one of such vital importance to the Canadian people that it should not be allowed to drift, depending solely on local initiative in this or that city, but in the opinion of the Fuel Controller the best available engineers should be employed by the country, in a consultative capacity; men who are making a study of heating equipment along the most modern lines, and whose function would be to advise when and where certain methods were capable of practical application to the various centres of Canada. A leading consulting engineer who specializes in one line of activity, as, for instance, by-product ovens, could not be taken into the Government service, because the Government does not pay salaries that will enable it to obtain such men. The Fuel Controller believes that equally good results could be obtained by giving them modest retainers, and have them attached in an advisory way to some branch of the Government service. It is that type of technical man that it is suggested should be employed in a consultative capacity.

"The Fuel Controller has in a brief way endeavoured to make it clear:

"(1) That mining conditions in Canada, under an arrangement with the interested provinces, should be looked into, in connection with:

- "(a) Methods of mining.
- "(b) Wasteful extraction of coal.
- "(c) Costs of production.
- "(d) Over-capitalization.

"(2) That at least imported coal supplies for a reasonable period following the declaration of peace, might very properly be closely watched by some one familiar with the United States mining conditions, so that in the event of unusual happenings likely to affect supplies, no time would be lost in apprising all interested consumers in this country.

"(3) That mining operators should be called upon to submit confidential statements at stated times to the Government showing in detail costs of production, on approved forms. In fact, some accounting agency should be assigned to follow, not only the activities of the coal trade, but other basic industries, with a view to standardizing methods of accounting and business practices and eliminating what, in the case of some concerns, is blindfolded business effort in fields where fundamental conditions are against them, entailing ultimate loss both to the firms so engaged and to the country at large.

"(4) That efforts should be made to increase the efficiency of the present methods of utilizing coal.

"(5) That the development of new methods of domestic heating, and the production of power, should be actively followed, and tentative plans advanced by competent consulting engineers for the location of plants, either central heating, or by-product gas plants, or both.

"Should any or all of the foregoing suggestions be approved, the question at once arises, as to what agency is to be entrusted

with the work. The problems are very largely of a character that require treatment by highly qualified technical men. The Fuel Controller takes the liberty to suggest that, as the Honorary Advisory Council for Scientific and Industrial Research deals with technical problems, this report be transmitted to them for consideration and recommendation as to the best method of dealing with the problems enumerated on a scientific and permanent basis."

WAR PRICES IN CANADA AND OTHER COUNTRIES

THE rise in prices during the war was a continuation of an upward movement which had been experienced since 1908, not only in Canada but in most countries, until 1913. Some abatement in the advance had occurred during the latter part of 1913 and the early part of 1914, with the lessening of the expansion in trade and industry, and following good food crops in 1912 and 1913, but the fall in the general level of prices had been hardly appreciable by August, 1914.

For the first few months of the war there were considerable advances in foods and materials most in demand under war conditions, such as wheat, sugar, provisions, wool, certain metals and chemicals, leather, etc., while there were decreases in the prices of cotton, raw furs, apples, fish, fuel, building materials and metals not specially in demand for war. In Canada a scarcity of feed led to a fall in prices of live stock and meats. Early in 1915, however, the upward movement became steep as it appeared probable that the conflict would be protracted and extensive orders for army supplies had cleaned the markets of nearly all reserves of materials and foods, while the orders for munitions led to the exploitation of new sources of supply and production of goods on a scale previously considered impossible. This upward movement continued until November, 1918, when the cessation of hostilities led to the stopping of war orders and a readjustment to trade and industry on a peace basis. This general upward movement, however, was not experienced in all commodities nor in all

countries, there being exceptions owing to varying conditions. The various metals reached the highest levels at different times and many of them fell off in price when the increased production became equal to the demand. In chemicals similar movements were experienced. Foods rose comparatively little until the middle of 1916, when crop shortages were felt throughout the world. The high cost of ocean freight and the scarcity of ships were considerable factors in the high prices of many commodities, and in such areas as Australasia, India, South America and South Africa the prices of some commodities were not affected by the war demand to the extent experienced in countries nearer the main area of conflict.

Government Control of Prices and Trading

From the beginning measures were taken by governmental authorities of various countries to safeguard supplies for their own use and that of their populations, and to prevent undue advances in prices. Such measures were first taken in towns and cities close to the scene of hostilities and, therefore, immediately affected, and were mainly in the nature of the fixing of prices for foods, the requisition of stocks of goods on hand and regulations as to the sale and shipments of such goods. With the extension of the areas affected by hostilities similar measures were applied to whole districts and countries, chiefly effected through the agency of laws passed early in the war, giving general powers of this

nature. It was soon realized, however, that governmental regulation and control must extend back to production and the ultimate source of supply. Fixed prices for grain, for current crops and for the few years following were provided for in many countries, the governments taking over the crops or arranging for their distribution and consumption under governmental supervision. Similarly the great importing countries, such as the United Kingdom, France, Italy, Holland, Spain, etc., placed nearly all importation under government supervision and established buying agencies in the chief countries of supply. Later the buying agencies of the various countries were united and shipping space was pooled. Nearly all these countries finally centralized the control of supplies, as to production, importation, exportation, distribution and consumption, under a department of the Government,—in some cases there were several such departments or commissions, of which the Ministry of Food was most important, though provision was made for co-operation and harmony among them. The food shortage in 1917 and 1918 led to considerable development in food control, so that in Europe by the end of 1917 the important foods were being rationed among the people at prices established, from time to time, by government authorities, the supplies available being divided on the basis of the minimum requirements for health and efficiency. As the governments controlled absolutely a large part of the supply through importation and actual ownership, this was not only possible but necessary. The British Government thus controlled the sugar trade from the beginning of the war. In continents other than Europe, prices, and, therefore, production, were largely determined by the demand for export to Europe; and governmental control was applied chiefly through control of export, the fixing of prices at points of production or the chief marketing centres, and the margins of profit in the various steps from producer to consumer or exporter.

Regulations as to the consumption of the chief foods for export such as wheat, beef and bacon, and as to the use of coal and the principal raw materials in industry were also made to prevent waste and secure fair distribution. The results of such governmental control appeared at times in the movements of prices. In the United Kingdom, food prices rose very little after the measures of Lord Rhondda, the Food Controller, became fully operative toward the end of 1917. In the United States there were sharp advances in nearly all commodities from the end of 1916 until the middle of 1917, when control was applied to the most important commodities. In Canada wheat and wheat products, also other grains and livestock, rose relatively little as a result of similar measures of control which were taken at the same time. Other commodities in Canada were necessarily chiefly affected by governmental control in the United Kingdom and the United States, countries with which most of the trade was carried on. In regard to governmental control and price fixing it must be borne in mind that control was only relatively complete and at most it was possible to apply it effectively only to those portions of the supply of each commodity (or to the whole of it), which constituted the principal factors in the market and so affected the remaining parts; and that price fixing did not involve the establishment of an inflexible and unchanged price in any case. Prices under control were changed from time to time as conditions demanded, although under governmental control the frequent fluctuations and steep increases, previously experienced, tended to disappear where control was possible and effective.

Causes

The chief factor in the general upward movement in prices has been the war demand for goods in relation to the supply, which in most cases increased enormously but was usually insufficient to meet the increasing demand; and when the supply exceeded the demand it would

perhaps be found that the surplus was in an undesired variety, such as shrapnel shells or canned sardines. But while demand and supply have been constantly referred to as the factors in the rise in prices, it has been repeatedly pointed out by economists, financiers and commercial and industrial authorities that the conditions necessary to make the demand for war materials, etc., effective in its relation to the supplies of goods, must also be considered, as the rise or fall of prices depended not so much on the demand for and the supply of goods as upon how the conditions resulting from the abnormal relation of supply to demand were dealt with by those concerned. Governmental regulation through control of supplies and fixing of prices was obviously a most important and far-reaching measure in dealing with such a condition and as the need increased and experience indicated the lines on which control might be successfully operated, such measures were more extensively adopted by the various governments throughout the world. Other factors continually brought to the fore, by economists and financiers especially, have been financial measures, particularly what is called the "inflation of the monetary supply," or the increase in the quantity of coins, notes, cheques, drafts and other currency devices available for trade in greater proportion than the current increase in production of goods for sale. This relative increase in the monetary supply had been before the war pointed out and pronounced to be the great factor in raising prices, notably by Professor Irving Fisher of Yale University, in reference to the increasing supply of gold as a basis for credit expansion. During the war the increase in the monetary supply, chiefly as a result of repeated government loans, but partly in some countries as a result of the issue of abnormal quantities of irredeemable paper currency, has been pronounced to be the condition which contributed most in the way of making it possible for the abnormal relation between supply and demand to result in

continually advancing prices, with profiteering and constantly increasing cost of living unavoidably incidental to this process. In a paper before the Royal Statistical Society of London, in June, 1917, Professor J. S. Nicholson, of Edinburgh University, pointed out that so far as a great scarcity of food affected prices it was characteristic of famine in the East, that there was scarcely any rise in prices at all; there was intensification of demand, but prices did not go up because the currency could not be increased; the people had not any more silver and so prices could not be raised. In reference to this point the Select Committee of the House of Commons appointed May 30, to investigate the cost of living in Canada, in its final report, under "Conclusions," stated:

"While before the war there was a steady rise in the price of commodities, during the war a greater advance in prices occurred, and all indications point to goods remaining for a considerable time, if not permanently, on a higher price level. Scarcity of material and destruction due to war partly caused this rise in price, but even more, the expansion in currency and credit have caused a general money depreciation, and as values or prices are expressed in terms of money which is really a quantity of counters, the doubling of the number of counters and the lessening of the quantity of commodities give a resultant higher price. It must be remembered that the expansion of bank credits has been proportioned to the increase in the prices of production and that the banks were called upon to furnish immensely larger sums to facilitate trade than in the period prior to the war. Huge dealings have been made possible to companies with comparatively small capital by a generous policy of credits on the part of the banks. The accumulation of reserves by the trading corporations of the country is a means of making us less dependent upon foreign borrowings and putting our business on a sounder basis and no proper criticism may be directed to the policy of thus increasing the capital employed in business."

In a paper on "The New Price Revolution," read in Washington before the Conference of Governors and Mayors at the White House, March 3-5, 1919, and published by the Information and Education Service of the United States Department of Labour, Professor Irving Fisher stated:

"Now, as a matter of fact, when we investi-

gate almost any individual one of the so-called high prices for industrial products, we are likely to find that individually it is not high; that is, it is not high relatively to the rest. Our quarrel is with the general level of prices.

"THE GENERAL PRICE LEVEL.

"Variations in the general price level may be compared to the tides of the sea, while individual prices may be compared to waves. Individual prices may vary from this general level of prices for specific reasons peculiar to individual industries, just as the height and depth of waves vary from the general level established by the tide. The causes controlling the general price level are as distinct from those controlling individual prices as the causes controlling the tides are distinct from those controlling individual waves.

"INDIVIDUAL VERSUS UNIVERSAL PRICE INFLUENCE.

"All prices have risen, but some have risen more, some less, than the average for particular reasons affecting each industry. In some cases an improved organization of both employers and employees has enabled them to combine against the public and take full advantage of the price advance. The war brought about an abnormal demand for certain products like copper and steel, and they advanced faster than the average. The abnormal demand having disappeared, these prices are being adjusted downward. Wheat is a case where demand increased and at the same time certain of the usual sources of supply—Russia, Australia, and Argentina—disappeared, with a resultant abnormal price increase. The closed sources of supply have opened again, and wheat prices in the world market have dropped. In some cases, as in many of the industries making building materials, the war meant a great slackening in demand, an enforced curtailment in use by Government order. In such instances we are likely to see an upward swing in prices as the suppressed demand again makes itself felt. To-day we are witnessing throughout the country such price adjustments, up and down, but the general price level has shown little sign of falling, as is evidenced by price index numbers. It is apparent to every thoughtful observer that some great force has affected all prices, creating a new standard to which they are all conforming.

"The fundamental practical question confronting business men is whether the general level of prices is going to fall. In my opinion, it is not going to fall much, if at all. We are on a permanently higher price level, and the sooner the business men of the country take this in view and adjust themselves to it the sooner will they save the nation from the misfortune which will come if we persist in our present false hope."

Prices During the Armistice

While in nearly all countries the high point, as indicated by index numbers, was reached in October or November, 1918, there were readjustments in some lines, almost immediately in some cases, and the general level showed fluctuations up and down from November to June in most countries instead of the almost steadily rising movement which had been experienced previously. It has not yet appeared, however, that a general movement downward has been experienced or may be expected. The consensus of opinion seems to be that the readjustment in some commodities will somewhat lower the general price level to a point considerably higher than that reached before the war, some believing that it will be 100 per cent and others only 50 per cent above the pre-war level. It is pointed out that the higher levels of wages and the existence of large quantities of government bonds, which make a first-class basis for credit and a large monetary supply, tend to keep prices up to the new levels. This, however, would not prevent a fall in the price of any commodity which had reached abnormal heights under war conditions as a result of its temporary increased importance for any reason. Wheat, wool, copper, steel, carbolic acid, caustic soda, linen, etc., rose much more than other commodities on the average and will react to the price levels determined by their cost of production, demand, and other market conditions in relation to other commodities. In Canada the fall and rise in prices of cattle, hogs, butter, wool, cotton, hides, metal products, etc., are features of this readjustment and reaction to market conditions varying from time to time, as during peace, instead of being almost uniformly affected upward by the great factor of war conditions.

Increase in the Cost of Living

In considering prices in their relation to the cost of living, "it is necessary to distinguish between wholesale and retail prices. The former are more sensitive to industrial and commercial changes. . . . It is the level of retail prices, however, as a general rule that directly concerns the consumer. . . . The cost of living requires consideration, not only absolutely but relatively. The level of prices, whether high or low, is of significance only in comparison with the amount of income. Rising prices, if accompanied by increase of income, may mean reduced cost of living, if measured by the rates of expenses to earnings. On the other hand, falling prices, if accompanied by diminished incomes, may mean increased cost of living."*

Although wholesale and retail prices in a general way rise and fall to approximately the same degree, the former serve the purpose better in a study of industrial and commercial conditions and the latter to show changes in the cost of living, because it is retail prices which the householder actually pays. Index numbers of wholesale prices usually include a large proportion of raw materials and farm products which are never used in households in the form for which prices are quoted, and some which only remotely affect household expenditure at all. Retail prices index numbers, on the other hand, usually include only the principal articles used for family consumption, and are designed to reflect as accurately as possible changes in the cost of living for families.

"Before the war changes in the cost of living were considered to be shown with approximate correctness by wholesale prices index numbers, as it was held that these reflected with sufficient accuracy the purchasing power of money from time to time and the general level of prices.

"The very great increases in the prices of many commodities during the war, however, particularly in wheat, flour and bread; in chemicals, metals and other war materials, soon

made it apparent that the cost of living for the average family in any country or district might not be even approximately reflected by statistics of wholesale prices including raw materials and such important items in war needs. It also appeared that as the increases in some foods were great, and in others comparatively small, an unweighted average might not be even approximately correct. Accordingly, weighted index numbers, or family budgets, were constructed in many countries where formerly a simpler method (if any) had been adopted. In some countries special inquiries were undertaken to obtain data as to the relative importance of the various items in family consumption. In other cases, data from previous investigations were used or the quantities adopted were determined according to the food values as shown by dietetic studies or from the known customs and habits of the people."*

A comparison of the increases in prices shown by the wholesale prices index numbers and the retail prices investigation shows, in most cases, a greater increase per cent for the rise in the former than in the latter, due to the inclusion in the former of raw materials so much in demand during the war, and in some cases obtainable only with great difficulty and at enormous expense. Index numbers of retail prices, or budgets which served the same purpose in showing the increase in cost of living, were frequently confined to food prices or the prices of foods and a few other items, but frequently included fuel and rent. In some cases, however, clothing and other items were included. The accompanying tables give the results of the principal investigations into the rise in prices and cost of living during the war. It will be noted that food prices rose the least in countries remote from the principal scene of war, such as Australia and New Zealand, and advanced the most in Austria and Germany. For Russia no comprehensive statistics are available, but reports indicate that prices in terms of the paper money in circulation there have reached very high levels.

For Canada the statistics collected and published by the Department of Labour include, apart from wholesale prices,

*Report of the Board of Inquiry into Cost of Living in Canada, 1915. Vol. I, p. 7.

*LABOUR GAZETTE, March, 1919, page 353.

only staple foods, coal, wood, coal oil and rent. In the staple foods prices of some 40 articles have been published since 1915, but from 1910 to 1915 and for the single month of December in 1900 and also for December in 1905, prices of only 29 staple foods were obtained.

From the average prices in 60 cities of this list of foods and of coal, wood, coal oil and rent published each month in the LABOUR GAZETTE, a theoretical family budget has been calculated each month and published in the LABOUR GAZETTE to show the price levels from month to month as compared with previous dates.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained.

In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

Owing to the limited list used, this budget does not show the weekly cost of food, etc., for an actual family, but is rather in the nature of an index number constructed as "a weighted aggregate of actual prices," the sum each year or

month of the prices of the various commodities multiplied by the figure estimated to represent their respective importance in trade, etc., as recommended by Wesley C. Mitchell in the Bulletin of the United States Bureau of Labour Statistics on "Index of Wholesale Prices in the United States and Foreign Countries," issued in 1915. The great advantage of such a budget or index number is that it can be readily used for calculating the increase per cent in the total or in any group from any date to any other date.

The increase in the chief necessities of life shown by the budget of food, fuel and rent from July, 1914, to November, 1918, was, therefore, 80 per cent in staple foods, 61 per cent in fuel, $\frac{1}{2}$ per cent in rent, and $51\frac{1}{2}$ per cent in all these items, and by July, 1919, these increases per cent were: foods, 86 per cent; fuel, $55\frac{1}{2}$ per cent; rent, $8\frac{1}{2}$ per cent; and all items, $55\frac{1}{2}$ per cent. By November, 1918, the wholesale prices index number had risen 116 per cent, and by July, 1919, 118 per cent. In the United States the increases on the whole were much the same, but owing to varying conditions were from time to time somewhat different. The retail prices index number of the United States, however, includes only foods. The same is true of several other countries.

For prices in the United Kingdom, an index number of retail food prices has been published from month to month in the British *Labour Gazette*, showing the increase per cent over prices in July, 1914, but an accompanying note also states that the actual average expenditure on food has increased by a smaller percentage owing to the substitution of some articles for others not obtainable or only at great cost, such as margarine for butter, etc. A statement is also usually given as to the estimated increase in all items of family consumption since July, 1914. *A committee on the Cost of Living for the Working

*LABOUR GAZETTE, March, 1919, page 370-371.

Classes in the United Kingdom, appointed by the Chancellor of the Exchequer, reported in October, 1918, that the increase in the cost of living during the war varied from 67 per cent in the case of the skilled workman to 81 per cent in the case of the unskilled, the average increase being estimated at 74 per cent between July, 1914, and July, 1918, and that by September, 1918, it was considered the increase was nearly 80 per cent. This was not the estimate as to the increase in prices, but the increase in the cost of the foods, clothing, etc., available, such as the typical families examined were using, over the cost of the foods, etc., purchased and used prior to the war. There was involved, therefore, some difference in the standard of living, although the committee found that the food was just as nourishing, etc., as that used before the war, the families of unskilled workmen being considered to be slightly better fed than before the war in spite of the rise in the cost of food,

as it was found that rates of wages had increased and employment was much better so that incomes were larger.

For the United States, in addition to the index number of retail food prices published by the United States Bureau of Labour Statistics, investigations were made by the Bureau, on behalf of the Shipbuilding Board, into the increase in the cost of living in shipbuilding districts, in connection with adjustments of wages. There follows a table which summarizes the results showing the increases in the various items in the chief centres between December, 1914, and December, 1918, and also a table showing the movement from year to year in New York, Seattle and Buffalo, from statistics given in the *Monthly Labour Review* issued by the Bureau.

The average increase in the cost of living in the eighteen centres included is found to be 73.4 per cent, the average increase in food being 81.4 per cent and in clothing 110.9 per cent.

PERCENTAGES OF INCREASE IN THE COST OF LIVING IN CERTAIN SHIPBUILDING DISTRICTS BETWEEN DECEMBER, 1914, AND DECEMBER, 1918, BY SEPARATE ITEMS.

District.	All Items	Food	Clothing	Shelter	Fuel and Light	Furniture and Furnishings	Miscellaneous
Portland, Me.....	72.38	87.17	85.77	2.48	67.69	110.83	65.55
Boston, Mass.....	70.29	74.15	117.48	2.76	56.56	137.62	61.96
New York, N.Y.....	78.79	85.99	131.25	6.47	45.47	126.51	70.01
Philadelphia, Pa....	75.02	83.35	111.16	8.00	47.94	107.69	67.47
Baltimore, Md.....	86.37	100.28	107.72	13.78	45.97	122.34	78.71
Norfolk, Va.....	80.73	86.20	94.58	38.96	74.62	105.51	76.75
Savannah, Ga.....	68.63	61.09	133.57	5.90	37.50	128.61	68.63
Jacksonville, Fla....	79.88	96.17	130.47	5.89	55.19	126.47	60.50
Mobile, Ala.....	72.39	82.74	85.99	11.16	57.11	108.34	72.38
Houston, Texas.....	74.61	83.83	117.33	21.68	47.46	119.93	67.55
Los Angeles, Cal....	58.88	63.97	109.12	4.43	18.26	118.49	52.03
San Francisco and Oakland, Cal....	58.38	67.75	108.96	23.93	30.10	103.42	50.52
Portland, Ore.....	65.50	73.89	96.59	12.28	30.85	109.01	57.91
Seattle, Wash.....	70.47	74.14	87.97	44.31	51.78	141.52	58.49
Chicago, Ill.....	74.14	83.44	138.91	2.55	37.06	108.89	58.72
Detroit, Mich.....	79.80	86.82	113.82	39.03	47.56	107.31	72.58
Cleveland, Ohio....	72.50	82.85	102.56	16.49	51.94	102.44	67.07
Buffalo, N.Y.....	82.24	91.65	123.11	20.72	49.34	106.34	75.96

a. Decrease.

PER CENT OF INCREASE IN RETAIL PRICES IN DECEMBER, 1915, 1916, 1917 AND 1918 OVER THE PRICES
IN DECEMBER, 1914.

Item of expenditure.	NEW YORK, N. Y.				SEATTLE, WASH.				BUFFALO, N. Y.			
	Per cent of increase over December, 1914, in:—				Per cent of increase over December, 1914, in:—				Per cent of increase over December, 1914, in:—			
	Dec. 1915	Dec. 1916	Dec. 1917	Dec. 1918	Dec. 1915	Dec. 1916	Dec. 1917	Dec. 1918	Dec. 1915	Dec. 1916	Dec. 1917	Dec. 1918
Food.....	1.34	16.26	55.28	85.99	a2.75	8.46	38.65	74.14	2.44	30.09	64.07	91.65
Clothing:—												
Male.....	4.78	20.32	51.40	126.39	.79	10.87	34.81	89.88	9.11	31.01	59.27	127.93
Female.....	4.87	24.73	57.63	137.15	1.55	11.72	37.93	86.21	8.76	27.92	57.54	117.51
Total.....	4.82	22.31	54.21	131.25	1.19	11.31	36.44	87.97	8.95	29.58	58.47	123.11
Housing.....	a.10	a.05	2.63	6.47	a2.42	a5.41	a.55	44.31	1.15	4.70	9.35	20.72
Fuel and light.....	a.06	10.98	19.92	45.47	a.19	2.93	23.85	51.78	1.30	9.30	23.46	49.34
Furniture and furnishings.....	8.43	27.60	56.47	126.51	8.52	27.43	52.29	141.52	7.05	24.13	50.15	106.34
Miscellaneous.....	1.97	14.91	44.68	70.01	a1.02	7.40	31.08	58.49	3.53	24.38	51.13	75.96
All items.....	1.97	14.91	44.68	78.79	a1.02	7.40	31.08	70.47	3.53	24.38	51.13	82.24

a. Decrease.

The results of an inquiry into the cost of living in the United States by the National Industrial Conference Board, an association of United States employers, were given in a bulletin entitled "Wartime Changes in the Cost of Living." The following table summarizes the findings from this inquiry. It will be seen that the average increase per cent ascertained by the Board between July, 1914, and November, 1918, was slightly less than ascertained by the Bureau of Labour Statistics between December, 1914, and December, 1918, in the eighteen shipbuilding centres. The difference was probably due to slight differences in the dates compared, in the methods used, and possibly to a greater rise in prices in shipbuilding districts than throughout the United States on the average.

No statistics are available for Canada as to the rise in the retail prices of clothing, furnishings and other items in family expenditure, during the war, and these items have not been included in the lists for which statistics are regularly obtained by the Department because of the impossibility of securing prices for the same grades from time to time on a comprehensive scale in clothing, boots, furnishings, etc. During the war such items were covered in a measure in local investigations in connection with adjustments of wages, in which officers of the Department took part in British Columbia, Alberta, and Nova Scotia, but no statistics on a comprehensive scale were obtained. In connection with the adjustment of salaries in the Dominion Civil Service, calculations as to the increase in the cost of

ESTIMATED AVERAGE INCREASES IN THE COST OF LIVING IN THE UNITED STATES BETWEEN JULY, 1914, AND THE MIDDLE OF EACH OF THE YEARS 1915, 1916, AND 1917, AND AT SPECIFIED DATES IN 1918 AND 1919.

Budget items.	Percentage of total expenditures	Percentage of increase above 1914 prices.					
		1915	1916	1917	1918		1919
					June	Nov.	March
All items.....	100.0	.5	8.7	31.7	52.3	65.9	61.3
Food.....	43.1	a	11	46	62	83	75
Shelter.....	17.7	a	1.5	5	15	20	22
Clothing.....	13.2	3	20	43	77	93	81
Fuel, heat and light.....	5.6	2	5	33	45	55	57
Sundries.....	20.4	a	4	17	50	55	55

a. No change.

living were made by the Civil Service Commission, and also by the Civil Service Association of Ottawa in co-operation with other civil service organizations. In the latter inquiry fairly complete statistics as to prices in certain cities in Canada were secured, and from these calculations were made as to the cost of living in 1908, 1913 and 1918 respectively, on the basis of the expenditure of an average civil servant's family living on \$1,000 per year in 1908.

The following memorandum forwarded to the Civil Service Commission outlines the method of obtaining the statistics and making the calculations:

The Cost of Living in Canada for the Years 1908, 1913 and 1918

In order to ascertain the increase in the cost of living since 1908, and particularly since 1913, for an average family in Canada, statistics have been obtained by the Department of Labour covering the prices of all commodities of importance in family consumption. Beginning with January, 1910, the Department has published statistics as to the prices in some sixty cities, of certain staple foods, coal, wood, and coal oil, and as to the rent of six-roomed

houses for workingmen. With respect to other items of expenditure no statistics were available, except for wholesale prices in some lines.

In order to obtain such information, statistics were secured from the mail order catalogues of some of the firms doing a large business in this way. Catalogues for two such establishments in Toronto, Winnipeg and Vancouver, respectively, for the years 1908, 1910, 1913 and 1918 were available, and from these figures were secured as to prices of the principal lines of clothing, furnishings, household goods, and also for several lines of foods. It was thus possible to supplement the figures of the Department of Labour and to make a fairly complete budget of family expenditure in terms of prices for those years.

No prices of staple foods, fuel and rent were available for dates earlier than 1909, but as the increases before the war in those lines occurred chiefly between the autumn of 1909 and the end of 1913, statistics of food prices for July, 1909, and January, 1910, indicate approximately the average levels prior to 1910. The food prices used for 1913 and 1918 were the averages of prices in Toronto, Winnipeg and Vancouver in July in those years and in January of the following winter.

In rent and fuel the Department of Labour averages for about sixty cities were used as reflecting the average throughout the country better than figures for only three cities, all of which were affected, more than other cities, by abnormal conditions in respect to fuel and

housing conditions. The averages for fuel and rent in January, 1910, and December, 1913, and December, 1918, were used.

In prices of clothing and furnishings from the mail order catalogues it was attempted to secure quotations for the same qualities and grades each year. It is not felt that success in this was complete as there was certainly some deterioration of quality, in some lines in clothing particularly, though not such as to

be very seriously felt in using the goods. Some decline in standard of living in respect to clothing, and possibly also in house furnishings, should perhaps be allowed for in using these figures. The family budget was planned on the basis of a family living on the average civil service salary in Canada in 1909, which was \$925, not including bonus. To use a round number, \$1,000 per year was taken as a basis and the budget was designed for a family of

BUDGET OF YEARLY EXPENDITURES SHOWING THE COST IN 1913 AND 1918 OF THE SAME GOODS AND SERVICES AS COULD BE PURCHASED BY AN AVERAGE CIVIL SERVICE FAMILY IN 1908-1909 LIVING ON AN INCOME OF \$1,000.00.

	1908-10	1913	1918
Food:—			
Meat and Fish.....	\$ 85.52	\$ 109.10	\$ 190.30
Dairy Produce, etc.....	170.47	178.19	278.26
Cereals, Bread, etc.....	50.70	49.33	96.18
Vegetables.....	23.72	22.99	43.49
Fruit.....	21.65	22.26	48.11
Sugar, etc.....	18.95	20.00	33.85
Tea, etc.....	16.56	15.84	22.01
Condiments, etc.....	2.00	2.61	7.08
All.....	\$ 389.57	\$ 420.32	\$ 719.28
CLOTHING:—			
Man.....	\$52.85	\$55.83	\$99.34*
Woman.....	54.18	58.52	104.28*
Boy.....	28.07	30.97	56.03*
Girl.....	29.18	31.95	57.70*
Child.....	20.89	23.78	39.77*
All.....	\$ 185.17	\$ 201.10	\$ 357.12*
FUEL AND LIGHT†	\$ 93.08	\$ 97.76	\$ 161.72
RENT (a)	\$ 144.00	\$ 198.84	\$ 231.84
MISCELLANEOUS EXPENDITURE:—			
Furnishings.....	\$ 31.33	\$ 35.29	\$ 67.39
Household Sundries.....	11.59	13.10	24.27
Carfare, etc.....	25.00	25.00	30.00
Doctor, Dentist, etc.....	35.00	40.00	65.00
Insurance, etc.....	40.00	40.00	40.00
Charity, Church, etc.....	20.00	20.00	30.00
Newspapers, etc.....	10.00	10.00	20.00
Sundry.....	15.26	17.09	25.47
All.....	\$ 188.18	\$ 200.48	\$ 302.13
GRAND TOTAL	\$ 1,000.00	\$ 1,115.50	\$ 1,772.09
GRAND TOTAL (b)	\$ 1,014.78	\$ 1,143.78	\$ 1,837.45

*Some decreases in quality involved here between 1913 and 1918, probably 10 per cent.

†Average prices in 60 cities, coal, wood and coal oil, Jan., 1910, Dec., 1913, and Dec., 1918. LABOUR GAZETTE,

(a) Average rentals for six-roomed houses with sanitary conveniences, Jan., 1910, Dec., 1913, and Dec., 1918. LABOUR GAZETTE.

(b) On the basis that 20 per cent of total expenditure were allowed for the miscellaneous group throughout, assuming that the average cost of and expenditure on these items had increased in the same proportions for the other groups.

five: man, wife and three children, at average ages, a boy and a girl, each between 7 and 13 years of age, and a child of 4 to 6 years. The proportions of expenditure on food, clothing, etc., were determined from the studies made by various governmental and other authorities into family expenditure in Canada and the United States.

In allowing for the various items under the heading of miscellaneous expenditure the usually ascertained proportion of 20 per cent of the total was adopted. To the items under this heading were allotted what seemed reasonable amounts, guidance being obtained from the details of such expenditures from the investigations above mentioned. In calculating the corresponding amounts for 1913 and 1918 as compared with 1908-9 each item was increased approximately according to the estimated rise, the last item, sundry expenditure, being advanced according to the average increase per cent in all the other items in the budget. If 20 per cent of total expenditure were allowed to represent all miscellaneous expenditures in 1913 and 1918 (as 18.8 per cent in 1908-9) thus maintaining the standard, the totals for 1913 and 1918 would be somewhat larger, owing to the fact that very conservative estimates were allowed for the increase in the items of miscellaneous expenditure and less than the average increase in the other groups was allowed for.

These figures indicate that the cost of living for a family rose about 12 per cent between 1909 and 1913, and about 60 per cent between 1913 and 1918, the increases being greatest in staple foods and in those articles upon which people with low incomes spend larger proportions of income than do those with higher incomes. Further, it should be stated that in clothing particularly, and in some other items, there has probably been a decline in the quality of the goods quoted. In obtaining the quotations, in many cases, grades and qualities appearing in 1908 and 1913 were not obtainable in 1918, although every attempt to get com-

parable figures was made; in other cases it was clear that such a decline had occurred. For instance in even higher grades the materials of suits would be described as partly cotton. In table cloths, stockings, etc., also, the description frequently indicated such changes in quality. It was considered, however, that in practical use the difference would not appear, except that the goods would appear worn and shabby somewhat sooner than before, but that many people had of necessity or of choice experienced such changes in standards of living during the war.

In the groups on Miscellaneous Expenditure some decline in scale of expenditure was also allowed for, except in the footnote to the summary table, and the increase is less than the average. Under insurance it was felt that the rise in prices made it necessary to increase the amount carried, but this was not allowed for.

It is, therefore, probable that the increase of 60 per cent between 1913 and 1918, and 77 per cent between 1908 and 1910-18 is very conservative, and should probably be put 5 per cent to 15 per cent higher. In addition, the rate of increase varied according to local conditions, especially in rent and cost of fuel.

Other figures and investigations bear out this statement.

Tables of War Prices in Canada and Index Numbers in Canada and Other Countries

In order to supplement the information in the present article with respect to fluctuations in prices during the period of the war, the following tables, showing the prices of staple foods, fuel, lighting and rent that prevailed in Canada, also the index numbers of wholesale prices in Canada and of wholesale and retail prices in other countries, have been included.

FAMILY BUDGET

	Quantity per year.	Unit	PRICES			Cost		
			1908-10	1913	1918	1908	1913	1918
FOOD:—								
MEATS AND FISH—								
Beef, sirloin steak.....	100	lb.	c. 19.0	c. 25.0	c. 38.0	\$ 19.00	\$ 25.00	\$ 38.00
Steak, medium chuck roast.	100	"	11½	16.0	29.0	11.75	16.00	29.00
Veal, forequarter.....	50	"	11½	18.0	27½	5.75	9.00	13.75
Mutton, hindquarter.....	50	"	17½	21½	39½	8.67	10.75	19.67
Pork, fresh roasting.....	50	"	18.2	21.0	36.7	9.10	10.50	18.35
Pork, salt.....	50	"	15.9	16.7	39.9	7.95	8.35	19.95
Bacon, best smoked.....	50	"	23.0	29.7	50.6	11.50	14.85	25.30
Salmon.....	25	"	13.0	15.0	29.0	3.25	3.75	7.25
Other meats and fish.....	10%					8.55	10.90	19.03
All.....						85.52	109.10	190.30
DAIRY PRODUCE, ETC.—								
Lard, pure leaf.....	50	lb.	18.5	17.3	35.8	9.25	8.65	17.90
Eggs, new laid, doz.....	50	doz.	45.4	44.2	63.4	22.70	22.10	31.70
Eggs, storage.....	50	"	31.0	36.6	58.3	15.50	18.30	29.15
Milk.....	730	Qt.	9.3	9.8	14.5	67.89	71.54	105.85
Butter, dairy tub.....	75	lb.	27.5	29.2	46.5	20.63	21.90	34.88
Butter, creamery prints.....	75	"	34.0	34.0	56.1	25.50	25.50	42.08
Cheese, Canadian.....	50	"	18.0	20.4	33.4	9.00	10.20	16.70
All.....						170.47	178.19	278.26
CEREALS, ETC.—								
Bread, per lb.....	400	lb.	4.7	4.7	8.0	18.80	18.80	32.00
Flour.....	500	"	3.2	3.2	6.5	16.00	16.00	32.50
Rolled oats.....	200	"	4.6	3.9	8.1	9.20	7.80	16.20
Rice.....	25	"	6.0	5.4	11.8	1.50	1.35	2.95
Sago.....	5	"	7.0	7.5	15.5	.35	.38	.88
Soda biscuits.....	15	2-lb. box	22.0	20.0	43.0	3.30	3.00	6.45
Cornmeal.....	50	lb.	31.0	40.0	104.0	1.55	2.00	5.20
All.....						50.70	49.33	96.18
FRUITS, ETC.—								
Apples, evaporated.....	25	lb.	12.3	11.2	25.2	3.08	2.80	6.30
Prunes, medium.....	25	"	8.5	10.1	20.3	2.13	2.53	5.08
Currants.....	25	"	8.3	8.3	33.3	2.08	2.08	8.33
Raisins.....	50	"	8.3	8.3	14.7	4.15	4.15	7.35
Marmalade.....	25	"	11.3	12.0	22.0	2.82	3.00	5.50
Jam.....	25	"	13.5	14.0	25.0	3.38	3.50	6.25
Canned fruit.....	60	can.	6.7	7.0	15.5	4.02	4.20	9.30
All.....						21.65	22.26	48.11
SUGAR, ETC.—								
Sugar, granulated.....	200	lb.	5.8	6.0	9.6	11.60	12.00	19.20
Sugar, yellow.....	100	"	5.1	5.5	9.7	5.10	5.50	9.70
Honey.....	10	"	17.5	19.0	37.5	1.75	1.90	3.75
Corn syrup.....	10	"	5.0	6.0	12.0	.50	.60	1.20
All.....						18.95	20.00	33.85
Tea, black, medium.....	13	lb.	36.7	33½	54.2	4.77	4.39	7.05
Tea, green.....	13	"	36.7	36.7	53.8	4.77	4.77	6.99
Coffee.....	13	"	36.7	34.1	43.0	4.77	4.43	5.59
Cocoa.....	5	"	45.0	45.0	47.5	2.25	2.25	2.38
All.....						16.56	15.84	22.01

FAMILY BUDGET.—Continued.

	Quantity per year.	Unit	PRICES			Cost		
			1908-10	1913	1918	1908	1913	1918
FOOD:—(Continued)								
Potatoes, bag.....	8	Bag.	c. 128.3	c. 111.7	c. 209.4	\$ 10.26	\$ 8.94	\$ 12.43
Beans.....	25	lb.	5.0	5.25	14.25	1.25	1.32	3.56
Canned Tomatoes.....	25	can.	9.5	11.0	22.0	2.38	2.75	5.50
Canned Peas.....	25	"	18.0	18.0	32.0	4.50	4.50	8.00
Canned Corn.....	25	"	17.5	17.5	47.0	4.38	4.38	11.75
Canned Pork and beans.....	10	"	9.5	11.0	22.5	.95	1.10	2.25
All.....						23.72	22.99	43.49
Vinegar, white wine.....	1	gal.	11.3	11.7	16.0	11.3	11.7	.16
Salt.....	10	lb.	1.25	2.0	3.5	.12	.20	.35
Cream of tartar.....	4	lb.	30.0	40.0	120.0	1.20	1.60	4.80
Baking soda.....	2	lb.	3½	3½	5.0	.07	.07	.10
Pepper.....	½	lb.	25.0	25.0	50.0	.12	.12	.25
Sundries.....	20%					.38	.50	1.42
All.....						2.00	2.61	7.08
Grand total.....						\$389.57	\$420.32	\$719.28
CLOTHING, MAN:—								
Overcoat.....	½	Garment	\$ 13.55	\$ 13.65	\$ 25.91	6.77	6.83	12.96
Suit.....	1	each.	16.75	17.81	30.25	16.75	17.81	30.25
Trousers.....	1	pair	3.54	3.67	6.21	3.54	3.67	6.21
Sweater.....	½	each	1.96	2.38	4.63	.98	1.19	2.31
Socks, woollen.....	2	pair.	.25	.25	.72	.50	.50	1.44
Socks, cashmere.....	4	"	.30	.30	.71	1.20	1.20	2.84
Underwear, woollen.....	2½	suit.	1.28	1.44	2.88	1.28	1.44	2.88
Underwear, cotton.....	2½	"	.50	.50	1.00	.50	.50	1.00
Night shirt.....	2	each	.78	.79	1.74	1.56	1.58	3.48
Shirt.....	4	"	.96	.97	1.77	3.84	3.88	7.08
Collars.....	6	"	.12½	.12½	.25	.75	.75	1.50
Boots.....	2	pair	3.64	3.98	6.10	7.28	7.96	12.20
Rubbers.....	1	"	.89	1.01	1.33	.89	1.01	1.33
Hat.....	1	each	2.25	2.63	4.63	2.25	2.63	4.63
Cap.....	1	"	.75	.77	1.59	.75	.77	1.59
Gloves.....	1	pair	.90	.90	1.65	.90	.90	1.65
Handkerchiefs.....	6	each	.10	.10	.21	.60	.60	1.26
Sundries.....	5%					2.51	2.66	4.73
Total.....						\$52.85	\$55.88	\$99.34
CLOTHING, WOMAN:—								
Coat.....	½	Garment	13.60	14.67	25.00	6.80	7.34	12.50
Suit.....	½	each	20.20	21.30	35.00	10.10	10.65	17.50
Waist.....	2	"	1.42	1.56	2.38	2.84	3.12	4.76
Dress goods.....	3	yd.	1.15	1.30	3.40	3.45	3.90	10.20
Skirt.....	1	Garment	3.67	4.07	6.70	3.67	4.07	6.70
Underskirt.....	2	"	.87	.93	1.80	1.74	1.86	3.60
Wash dress.....	2	"	1.62	1.50	2.92	3.24	3.00	5.84
Aprons, cotton*.....	5	yd.	.13	.17	.32	.65	.85	1.60
Stockings.....	6	pair	.63	.63	1.28	3.78	3.78	7.68
Underwear.....	2	suit.	.81	.83	1.50	1.62	1.66	3.00
Night gown.....	2	Garment	.54	.74	1.38	1.08	1.48	2.76
Materials, cottond.....	3	yd	.15	.18	.33	.45	.54	.99
Materials, flannelette*.....	3	"	.14	.15	.29	.42	.45	.87
Boots.....	2	pair	3.30	3.75	6.02	6.60	7.50	12.04
Rubbers.....	1	"	.62	.72	1.00	.62	.72	1.00
Gloves.....	2	"	1.10	1.14	1.88	2.20	2.28	3.76
Sundries, 10 per cent.....						4.92	5.32	9.48
Total.....						\$54.18	\$58.52	\$104.23

*Toronto prices only.

FAMILY BUDGET.—Continued.

	Quantity per year.	Unit	PRICES			Cost		
			1908-10	1913	1918	1908	1913	1918
CLOTHING:—(Continued)			\$	\$	\$	\$	\$	\$
CLOTHING, BOY:—								
Overcoat.....	½	garment	6.69	7.00	11.94	3.34	3.50	5.97
Suit.....	1	"	6.46	6.82	12.46	6.46	6.82	12.46
Trousers.....	2	pair	1.37	1.33	2.33	2.74	2.66	4.66
Sweater.....	1	garment	.95	1.00	2.39	.95	1.00	2.39
Stockings.....	8	pair	.31	.33	.75	2.48	2.64	6.00
Underwear, wool.....	2/2	suit	.65	.65	1.43	.65	.65	1.43
Underwear, cotton.....	2/2	"	.25	.25	.50	.25	.25	.50
Night shirt.....	2	garment	.50	.50	.93	1.00	1.00	1.88
Collars.....	6	each	.12½	.12½	.20	.75	.75	1.20
Boots.....	3	pair	1.96	2.61	4.08	5.88	7.83	12.24
Rubbers.....	1	"	.64	.76	.99	.64	.76	.99
Cap.....	2	each	.37	.39	.86	.74	.78	1.72
Mitts.....	2	pair	.25	.25	.62	.50	.50	1.24
Handkerchiefs.....	6	each	.06	.06	.12	.36	.36	.72
Sundries.....	5%					1.27	1.47	2.65
Total.....						\$28.07	\$30.97	\$56.03
CLOTHING, GIRL:—								
Coat.....	1	garment	5.83	5.83	11.37	5.83	5.83	11.37
Winter dress.....	2	"	3.20	3.85	6.67	6.40	7.70	13.34
*Dress, summer, gingham materials.....	9	yds.	.15	.17	.35	1.35	1.53	3.15
Sweater.....	1	garment	.75	.75	1.75	.75	.75	1.75
Underskirt, white materials (2).....	3	yds.	.07½	.09	.18	.22	.27	.54
Underskirt, flannelette (2).....	3	yds.	.15	.15	.40	.45	.45	1.20
Stockings.....	6	pair	.25	.25	.50	1.50	1.50	3.00
Underwear.....	4/2	suit	.25	.32	.70	.50	.64	1.40
*Night gown, materials cotton.....	2/½	yds.	.58	.55	1.12	1.45	1.38	2.80
*Night gown, materials flannel-ette.....	2/½	"	.63	.63	1.20	1.57	1.57	3.00
Boots.....	2	pair	2.23	2.47	3.50	4.46	4.94	7.00
Shoes.....	1	"	1.36	1.65	2.81	1.36	1.65	2.81
Rubbers.....	2	"	.50	.60	.80	1.00	1.20	1.60
*Cap.....	1	each	.50	.50	1.00	.50	.50	1.00
Ribbons (2 inches).....	5	yds.	.09	.10	.20	.45	.50	1.00
Sundries.....	5%					1.39	1.54	2.74
Total.....						\$29.18	\$31.95	\$57.70
CLOTHING, CHILD:—								
Coat.....	½	garment	5.62	6.25	11.00	2.81	3.12	5.50
Suit or dress.....	2	"	3.50	3.94	6.37	7.00	7.88	12.74
*Summer materials.....	8	yds.	.20	.25	.42	1.60	2.00	3.36
Sweater.....	1	garment	.75	.75	1.60	.75	.75	1.60
Stockings.....	4	pair	.32	.32	.67	1.28	1.28	2.68
Boots.....	4	"	1.38	1.68	2.57	5.52	6.72	10.28
Rubbers.....	1	"	.43	.52	.72	.43	.52	.72
Cap.....	2	each	.25	.25	.50	.50	.50	1.00
Sundries.....	5%					1.00	1.13	1.89
Total.....						\$20.89	\$23.78	\$39.77
HOUSE FURNISHINGS:—								
Stove, kitchen.....	1/10	each	37.33	39.33	64.67	3.73	3.93	6.47
Stove, heater.....	1/10	"	9.88	12.33	15.17	.99	1.23	1.52
Wash boiler.....	1/5	"	2.10	1.93	4.08	.42	.39	.82
Wash tub.....	2/15	"	.90	.88	1.87	.12	.12	.25
Wash board.....	1/5	"	.39	.40	.59	.08	.08	.12
Wringer.....	1/10	"	3.08	4.72	6.12	.31	.47	.61
Washing machine.....	1/10	"	6.58	6.58	8.92	.66	.66	.89
Tea kettle.....	1/5	"	1.08	1.13	2.08	.22	.23	.42
Frying pan.....	1/20	"	.32	.40	.52	.02	.02	.03
Sauce pan.....	2/5	"	.38	.38	.72	.15	.15	.29
Double boiler.....	1/2	"	.60	.65	1.37	.30	.33	.69
Dish pan.....	1/10	"	.62	.56	1.17	.06	.06	.12
Wash dish.....	1/10	"	.28	.28	.53	.03	.03	.05

*Toronto prices only.

FAMILY BUDGET.—Continued.

	Quantity per year.	Unit	PRICES			Cost		
			1908-10	1913	1918	1908	1913	1918
			\$	\$	\$	\$	\$	\$
HOUSE FURNISHINGS:—Con't.								
Dinner set.....	1/10	set	11.13	13.13	28.00	1.11	1.31	2.80
Cups and saucers.....	1/4	doz	1.10	1.37	2.88	.28	.34	.72
Plates.....	1/2	"	1.23	1.77	2.75	.62	.89	1.38
Bowls.....	2	each	.08	.10	.25	.16	.20	.50
Tumblers.....	1/4	doz.	.54	.56	.92	.14	.14	.23
Knives and forks.....	1/4	"	2.20	2.42	3.92	.55	.61	.98
Spoons.....	1/2	"	1.30	1.48	1.88	.65	.74	.94
Toilet set.....	3/15	set	2.58	2.77	4.58	.52	.55	.92
Kitchen table.....	1/25	each	3.32	3.80	6.00	.13	.15	.24
Kitchen chairs.....	6/10	"	.47	.60	1.04	.28	.36	.62
Kitchen cupboards.....	1/20	"	9.47	9.87	14.83	.47	.47	.74
Dining table.....	1/25	"	7.67	8.07	11.85	.31	.32	.47
Dining chairs.....	6/25	"	.81	1.25	1.50	.19	.30	.36
Dining sideboard.....	1/25	"	13.63	15.33	20.69	.54	.61	.83
Chairs upholstered.....	3/30	"	5.85	6.53	10.88	.58	.65	1.09
Beadstead.....	3/15	"	4.48	4.58	8.49	.90	.92	1.70
Bed springs.....	3/10	"	3.26	3.37	6.11	.98	1.11	1.83
Dresser and washstand.....	3/30	"	11.47	13.34	20.23	1.15	1.33	2.02
Mattresses.....	3/10	"	4.79	5.46	10.58	1.44	1.64	3.17
Kitchen oilcloth, 1½ wide.....	8/3	yds	.37	.44	1.16	.99	1.17	3.09
Dining-room linoleum, 2 yds wd.	8/8	"	1.50	1.79	3.44	1.50	1.79	3.44
Sitting-room carpet, 3x3½.....	1/10	"	14.08	18.00	33.00	1.41	1.80	3.30
Bedroom carpets, 2½x3.....	2/10	"	3.58	3.92	7.50	.72	.78	1.50
Table cloth.....	3	"	.32	.36	.76	.96	1.08	2.28
Table napkins.....	½	doz.	.67	.83	2.08	.34	.42	1.04
Table oilcloth.....	2/2	yds	.23	.24	.48	.23	.24	.48
Towels, household.....	3	"	.21	.21	.65	.63	.63	1.95
Towels, kitchen.....	2	"	.09	.11	.24	.18	.22	.48
Towels, dish.....	2	"	.15	.16	.39	.30	.32	.78
Towels, hand.....	2	"	.10	.09	.25	.20	.18	.50
Towels, bath.....	2	"	.13	.13	.40	.26	.26	.80
Sheetings, cotton.....	24/3	"	.23	.23	.52	1.84	1.84	4.16
Blankets, union, 6 lbs.....	6/15	"	3.63	4.25	10.38	1.45	1.70	4.15
Blankets, flannelette.....	12/5	yds	.13	.15	.29	.31	.36	.70
Pillows, cotton.....	24/2	"	.16	.18	.41	1.92	2.16	4.92
Total.....						\$31.33	\$35.29	\$67.39
HOUSEHOLD SUNDRIES:—								
Laundry starch.....	6	lb.	.08½	.07½	.13	.51	.45	.78
Soap, laundry.....	100	bars	.04	.05	.07½	4.00	5.00	7.50
Soap, toilet.....	10	lb.	.13	.13	.20	1.30	1.30	2.00
Matches.....	24	box	.05	.05	.15	1.20	1.20	3.60
Washing soda.....	6	lb.	.09	.10	.20	.54	.60	1.20
Brooms.....	3	each	.45	.60	.90	1.35	1.80	2.70
Brushes, shoe.....	½	"	.20	.20	.25	.10	.10	.13
Brushes, stove.....	1	"	.20	.20	.25	.20	.20	.25
Brushes, hair.....	½	"	.35	.35	.65			
			.40	.40	.75	.19	.19	.35
Carbolic acid.....	1	oz	.05	.05	.08½	.05	.05	.08
Alcohol, wood.....	1	pt.	.15	.21	.47½	.15	.21	.48
Borax.....	1	lb.	.07	.07	.25	.07	.07	.25
Brimstone.....	¼	lb.	.20	.20	.50	.05	.05	.13
Castor oil.....	1	pt.	.20	.20	.60	.20	.20	.60
Chloride lime.....	1	lb.	.08	.08	.15	.08	.08	.15
Cascara.....	1	8 oz.	.80	.80	.80	.80	.80	.80
Glycerine.....	1	lb.	.25	.25	1.45	.25	.25	1.45
Cod liver oil.....	1	pt.	.50	.50	1.25	.50	.50	1.25
Alum.....	1	lb.	.05	.05	.22	.05	.05	.22
Total.....						11.59	13.10	24.27

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING AND RENT IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA.

Commodities	Quantity	1914			1916			1917			1918			1919		
		Jan.	July		July	July		July	July		July	July		July	July	
Beef, sirloin steak.....	2 lbs.	46.4	40.4	40.2	52.6	63.8	63.8	63.8	63.8	63.8	76.8	79.6	78.6	79.4	79.8	c.
Beef, shoulder roast.....	2 "	32.6	33.6	33.4	35.2	43.8	45.0	45.0	45.0	45.0	55.6	57.6	57.6	58.4	58.8	c.
Veal, roast.....	1 "	16.9	17.4	17.3	19.2	23.8	25.3	25.3	25.3	25.3	27.9	28.8	28.8	29.4	29.8	c.
Mutton, roast.....	1 "	20.9	21.3	21.3	23.9	28.9	30.3	30.3	30.3	30.3	36.3	36.8	36.8	37.4	37.8	c.
Pork, roast, fresh.....	1 "	20.6	20.2	19.5	22.4	30.0	33.1	33.1	33.1	33.1	37.7	37.9	37.9	38.6	39.0	c.
Pork, salt, mess.....	1 "	36.2	37.4	34.4	38.8	54.1	62.6	62.6	62.6	62.6	69.6	70.4	70.4	71.0	71.6	c.
Bacon, breakfast.....	1 "	24.8	25.5	26.6	28.7	39.8	44.8	44.8	44.8	44.8	50.7	51.8	51.8	52.4	53.0	c.
Lard, pure leaf.....	1 "	37.2	36.8	35.8	40.4	62.8	66.6	66.6	66.6	66.6	73.8	75.0	75.0	75.6	76.2	c.
Eggs, fresh.....	1 doz.	45.5	26.8	25.3	31.0	38.9	43.8	43.8	43.8	43.8	48.4	50.7	50.7	51.4	52.4	c.
Eggs, storage.....	1 doz.	33.4	24.9	24.9	28.1	35.9	41.0	41.0	41.0	41.0	44.8	47.1	47.1	47.8	48.4	c.
Milk.....	6 qts.	55.2	51.0	52.2	60.4	75.5	83.8	83.8	83.8	83.8	91.4	93.4	93.4	94.2	95.2	c.
Butter, dairy.....	2 lbs.	61.0	49.8	56.2	60.4	75.5	83.8	83.8	83.8	83.8	91.4	93.4	93.4	94.2	95.2	c.
Butter, creamery.....	1 "	35.9	30.0	32.6	34.5	42.5	48.3	48.3	48.3	48.3	51.7	52.3	52.3	53.0	53.6	c.
Cheese, old.....	1 "	21.3	21.1	24.6	25.6	33.3	33.3	33.3	33.3	33.3	33.3	33.3	33.3	33.3	33.3	c.
Cheese, new.....	1 "	19.6	19.4	22.6	23.6	30.3	30.3	30.3	30.3	30.3	30.3	30.3	30.3	30.3	30.3	c.
Bread, plain, white.....	15 "	64.2	63.0	79.5	110.4	114.0	114.0	114.0	114.0	114.0	117.0	117.0	117.0	118.5	118.5	c.
Flour, family.....	10 "	32.0	33.0	41.0	37.0	69.9	65.0	65.0	65.0	65.0	68.0	67.0	67.0	68.0	67.0	c.
Roller oats.....	5 "	21.5	21.5	26.0	24.0	31.4	35.0	35.0	35.0	35.0	40.5	40.5	40.5	40.5	40.5	c.
Rice, good, medium.....	2 "	12.0	11.6	11.8	13.4	16.8	19.6	19.6	19.6	19.6	23.0	23.2	23.2	23.2	23.2	c.
Beans, handpicked.....	2 "	11.8	11.8	14.8	19.4	31.5	33.4	33.4	33.4	33.4	34.4	34.4	34.4	34.4	34.4	c.
Apples, evaporated.....	1 "	12.4	13.1	11.9	13.4	15.8	17.3	17.3	17.3	17.3	22.2	22.9	22.9	22.9	22.9	c.
Prunes, medium.....	1 "	12.2	12.4	13.1	13.1	15.5	17.3	17.3	17.3	17.3	22.2	22.9	22.9	22.9	22.9	c.
Sugar, granulated.....	4 "	22.8	22.0	31.9	38.4	39.5	42.8	42.8	42.8	42.8	43.6	44.8	44.8	45.4	46.0	c.
Sugar, brown.....	2 "	10.2	10.2	14.6	17.6	18.3	19.8	19.8	19.8	19.8	20.4	20.4	20.4	21.8	22.2	c.
Tean, black.....	1/4 "	9.1	9.1	9.5	9.9	11.6	12.5	12.5	12.5	12.5	14.5	14.6	14.6	15.6	15.7	c.
Tean, brown.....	1/4 "	9.2	9.3	9.8	10.3	11.3	12.1	12.1	12.1	12.1	13.9	14.5	14.5	15.6	15.7	c.
Coffee.....	1/4 "	9.3	9.4	10.2	10.9	10.2	10.7	10.7	10.7	10.7	11.2	11.2	11.2	11.8	12.0	c.
Peas.....	2 pks.	38.0	50.5	29.8	38.6	115.2	72.7	72.7	72.7	72.7	60.7	66.0	66.0	65.3	65.7	c.
Vegetables.....	1/2 pt.	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	c.
Vinegar, white wine.....	1/2 pt.	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	c.
All Foods.....		7.729	7.417	7.797	8.457	11.618	12.418	12.536	12.555	12.569	12.656	12.794	13.003	13.407	13.539	13.539
Starch, laundry.....	1/2 lbs.	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	c.
Coal, anthracite.....	54 1/2 ton	54.1	53.2	52.1	54.7	63.2	72.4	71.8	71.8	71.8	71.8	73.8	74.9	77.9	78.8	c.
Coal, bituminous.....	37 1/2 ton	37.1	37.0	35.8	38.0	43.8	55.9	57.8	57.8	57.8	58.1	59.6	63.6	63.6	63.6	c.
Wood, hard.....	42.5 cords	42.5	41.7	41.9	42.5	53.7	64.8	67.1	67.3	67.4	69.2	70.7	79.0	79.8	79.8	c.
Wood, soft.....	32.1 cords	32.1	31.8	30.6	30.2	39.7	47.2	49.4	49.4	49.4	50.8	51.9	54.1	58.8	57.7	c.
Coal Oil.....	1 gal.	23.9	23.5	23.4	22.8	25.6	25.8	26.3	26.3	26.8	27.1	27.6	28.8	27.4	27.7	c.
Fuel & Lighting.....		\$1.901	\$1.880	\$1.836	\$1.876	\$2.343	\$2.650	\$2.724	\$2.739	\$2.734	\$2.733	\$2.746	\$2.851	\$2.929	\$3.045	\$3.107
Rent.....		\$4.830	\$4.825	\$4.095	\$4.040	\$4.370	\$4.500	\$4.490	\$4.560	\$4.660	\$4.650	\$4.770	\$4.810	\$4.820	\$4.860	\$4.830
Grand Total.....		14.493	14.164	13.765	14.406	18.371	19.614	19.796	20.009	20.086	20.356	20.662	21.195	21.109	21.482	21.639

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR JULY, 1919, MARCH, 1919, NOV., 1918, JULY, 1918, 1917, 1916, 1915, 1914, AND 1913.

(Average price 1890-1899-1900)

	Number of commodities	INDEX NUMBERS									
		July, 1913	July, 1914	July, 1915	July, 1916	July, 1917	*July, 1918	*Nov., 1918	*Mar., 1919	*July, 1919	
I.—GRAINS AND FODDER—											
Grains, Ontario.....	6	136.7	147.8	200.7	194.8	375.7	390.5	313.6	281.9	339.8	
Grains, Western.....	4	125.2	136.3	183.7	173.3	304.1	341.4	309.3	286.5	390.0	
Fodder.....	5	137.5	164.7	185.8	184.6	194.7	200.8	263.5	249.9	270.3	
All.....	15	133.9	150.4	191.2	179.1	296.3	314.2	295.7	272.5	330.0	
II.—ANIMALS AND MEATS—											
Cattle and beef.....	6	188.9	282.9	215.1	231.0	295.3	383.1	343.6	368.4	363.3	
Hogs and hog products.....	6	187.5	165.6	171.9	216.3	315.0	359.5	356.9	344.1	430.3	
Sheep and mutton.....	3	151.1	175.7	185.3	212.6	243.5	335.0	256.9	290.5	286.0	
Poultry.....	2	186.5	216.8	218.6	308.5	297.7	409.9	390.6	444.2	502.9	
All.....	17	181.4	195.7	195.0	231.7	293.4	369.4	338.8	355.0	389.7	
III.—DAIRY PRODUCTS.....											
	9	138.4	131.3	141.2	160.5	210.3	251.0	286.1	264.1	286.4	
IV.—FISH—											
Prepared fish.....	6	149.8	149.5	143.6	168.7	197.7	241.6	264.9	246.6	219.9	
Fresh fish.....	3	174.6	147.8	129.4	138.8	209.0	239.3	238.8	247.8	228.3	
All.....	9	159.7	148.9	137.9	155.9	201.5	240.9	256.2	247.0	223.3	
V.—OTHER FOODS—											
(a) Fruits and Vegetables—											
Fresh fruits, native.....	3	135.2	109.4	99.7	113.4	158.8	231.9	193.0	275.7	275.7	
Fresh fruits, foreign.....	3	102.2	87.2	101.0	115.9	110.3	176.1	195.3	183.6	192.8	
Dried fruits.....	4	108.4	121.7	125.5	153.4	214.3	271.1	275.6	249.0	274.4	
Fresh vegetables.....	3	150.0	243.5	154.8	359.8	639.8	470.8	304.7	236.0	251.5	
Canned vegetables.....	3	110.5	97.7	78.5	115.8	227.9	254.0	225.7	202.4	216.7	
All.....	16	120.4	131.2	103.5	170.5	308.2	280.2	255.1	225.6	239.7	
(b) Miscellaneous groceries—											
Breadstuffs.....	10	125.0	125.1	153.5	156.1	243.9	262.1	263.3	246.1	255.5	
Tea, coffee, etc.....	4	115.4	105.2	121.5	126.5	151.2	179.9	192.6	196.4	214.1	
Sugar, etc.....	6	114.7	102.8	140.0	167.6	208.6	257.4	309.5	305.4	288.9	
Condiments.....	5	99.6	104.6	121.7	147.5	180.4	248.0	253.2	245.9	227.0	
All.....	25	115.5	112.5	144.1	152.4	215.9	246.0	261.4	252.3	251.2	
VI.—TEXTILES—											
Woolens.....	5	135.8	144.0	159.5	231.9	339.2	428.3	429.4	372.9	377.5	
Cottons.....	4	146.1	145.0	128.5	160.4	233.6	342.4	359.9	360.4	349.2	
Silks.....	3	89.0	93.5	79.7	108.5	123.7	149.9	149.5	140.6	179.9	
Jutes.....	2	204.1	212.1	224.0	293.4	458.1	609.5	609.5	609.5	549.8	
Flax products.....	4	114.1	111.6	163.5	218.9	289.7	447.1	469.0	471.8	459.6	
Oilcloths.....	2	104.7	102.3	107.0	132.5	155.8	220.2	238.7	273.8	261.9	
All.....	20	130.2	132.8	143.3	192.7	268.5	370.4	380.4	369.1	364.3	
VII.—HIDES, LEATHER, BOOTS & SHOES											
Hides and tallow.....	4	185.9	209.1	188.8	306.4	323.1	339.2	373.5	294.5	540.9	
Leather.....	4	151.4	151.4	173.5	205.2	265.1	215.0	215.0	265.0	301.7	
Boots and shoes.....	3	155.7	155.7	162.4	198.6	232.9	233.7	224.6	224.2	289.3	
All.....	11	165.1	173.6	176.3	240.2	277.4	283.5	293.4	264.6	385.3	
VIII.—METALS AND IMPLEMENTS—											
Iron and steel.....	11	103.0	101.8	107.6	149.3	272.8	277.5	281.0	226.0	199.9	
Other metals.....	12	130.1	115.4	206.2	230.8	275.9	290.0	267.3	185.8	195.6	
Implements.....	10	105.6	106.6	113.2	136.7	194.5	221.5	243.7	241.4	238.4	
All.....	33	114.1	108.4	157.3	175.1	250.2	265.6	264.7	216.0	210.0	
IX.—FUEL AND LIGHTING—											
Fuel.....	6	130.1	121.1	117.0	151.4	308.9	248.2	256.5	232.5	221.9	
Lighting.....	4	92.2	90.9	90.0	86.8	110.9	233.6	236.8	240.4	241.7	
All.....	10	114.9	109.0	106.2	125.6	229.7	242.4	248.6	235.7	229.8	
X.—BUILDING MATERIALS—											
Lumber.....	14	183.0	183.2	174.1	182.2	222.3	273.0	279.1	282.1	304.6	
Miscellaneous materials.....	20	112.5	110.8	120.3	153.5	215.3	227.7	237.7	228.4	218.5	
Paints, oils and glass.....	14	143.7	140.6	162.1	197.4	261.7	312.6	348.1	332.3	404.9	
All.....	48	142.2	140.6	148.2	174.7	230.9	265.6	282.0	274.4	298.0	
XI.—HOUSE FURNISHINGS—											
Furniture.....	6	146.6	146.6	145.9	144.4	195.8	228.0	311.8	311.8	381.4	
Crockery and glassware.....	4	130.9	133.9	170.3	195.5	280.0	307.7	367.7	367.7	394.2	
Table cutlery.....	2	72.4	72.4	80.3	132.2	150.7	155.1	155.1	155.1	159.5	
Kitchen furnishings.....	4	117.8	125.3	125.5	132.4	202.3	276.1	272.3	270.2	253.8	
All.....	16	126.2	128.8	138.7	152.5	212.8	250.9	296.3	295.8	325.0	
XII.—DRUGS AND CHEMICALS.....											
	16	113.4	111.6	174.2	249.0	263.1	293.1	276.8	240.4	221.2	
XIII.—MISCELLANEOUS—											
Raw furs.....	4	302.0	235.0	144.0	292.3	399.7	583.1	725.8	887.4	945.6	
Liquors and tobaccos.....	6	134.4	128.3	134.7	136.7	144.1	223.9	218.3	250.2	274.1	
Sundries.....	7	112.8	106.2	116.3	142.1	194.5	218.9	227.1	211.8	214.2	
All.....	17	165.0	144.3	129.3	175.6	231.2	306.0	340.1	380.5	407.4	
All commodities.....	262	135.1	134.6	146.2	180.9	248.7	284.0	290.9	277.6	294.0	

*Preliminary figures.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES, 1914-1919.

(Average Prices 1890-1899=100)

	1914		1915	1916	1917	1918*					1919*													
	Jan.	July	July	July	July	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	April	May	June	July
1. Grains and fodder.....	140.9	150.4	191.2	179.0	206.3	310.8	332.4	353.4	344.5	324.2	311.1	314.2	311.0	293.4	311.3	295.7	283.4	272.8	263.1	273.5	297.8	317.1	325.9	330.0
2. Animals and meats.....	194.2	198.7	195.0	231.7	293.4	325.0	330.5	342.5	355.7	397.0	378.6	369.4	359.3	359.3	354.4	338.8	343.3	343.7	342.5	355.0	377.4	384.9	384.8	389.7
3. Dairy products.....	179.9	131.3	141.2	106.5	210.3	259.0	264.1	245.9	241.7	239.4	239.2	251.0	255.2	261.9	275.9	286.1	283.0	284.4	275.4	264.1	282.9	279.4	276.4	286.4
4. Fish.....	153.9	148.9	137.9	155.9	201.5	236.3	236.3	236.3	237.3	245.6	241.6	240.9	249.2	252.3	264.0	256.2	268.3	268.3	266.0	247.0	240.3	224.4	222.8	223.3
5. Other foods:—																								
(a) Fruits and vegetables	125.2	131.2	103.5	170.5	308.2	258.4	264.8	255.3	256.6	243.3	268.1	280.2	259.0	246.9	238.0	255.1	249.6	246.1	224.4	225.6	236.1	219.9	264.7	239.7
(b) Miscellaneous.....	112.9	112.5	138.8	153.6	215.9	225.3	232.2	233.8	234.4	241.7	242.0	246.0	246.8	254.2	259.9	261.4	262.0	257.7	251.7	282.3	245.2	245.4	247.4	251.2
6. Textiles.....	135.2	132.8	153.4	192.7	268.5	326.9	327.1	333.6	335.6	344.7	363.0	370.4	372.0	375.5	374.4	380.4	379.5	383.6	367.4	369.1	371.6	362.7	358.9	364.3
7. Hides, leather and boots	168.1	173.6	176.3	240.2	277.4	261.8	255.5	255.2	252.9	283.4	283.5	283.5	285.7	289.3	293.3	293.4	280.7	280.7	264.6	272.2	330.7	346.2	385.3	
8. Metals and implements																								
(a) Metals.....	114.7	109.2	176.5	191.9	274.4	259.7	266.1	270.3	265.3	282.0	282.1	283.8	280.8	280.0	275.3	273.9	258.6	242.8	225.8	205.0	192.6	193.5	191.2	197.6
(b) Implements.....	106.6	106.6	113.2	136.7	194.5	199.0	214.7	221.6	220.9	217.2	221.5	223.8	232.1	236.6	242.3	243.7	226.4	241.4	241.4	235.6	235.6	238.4	238.4	238.4
9. Fuel and lighting.....	113.6	109.0	106.2	125.6	229.7	188.1	189.6	190.1	192.0	192.7	235.8	242.4	242.4	243.8	246.5	248.6	249.6	246.8	239.0	235.7	243.2	227.1	229.3	229.8
10. Building materials:																								
(a) Lumber.....	183.5	183.2	174.1	182.2	222.3	238.6	239.8	258.4	268.3	268.3	269.3	273.0	275.5	277.6	277.6	279.1	279.9	279.9	281.2	282.1	277.7	277.7	286.0	304.6
(b) Miscellaneous.....	114.0	110.8	120.3	153.6	215.3	209.4	212.7	216.9	222.0	222.0	224.6	227.7	233.6	235.4	238.1	237.7	237.0	233.8	231.5	228.4	219.9	218.4	218.7	218.5
(c) Paints, oils and glass.	140.2	140.6	162.1	197.4	261.7	263.2	273.7	297.4	297.9	301.1	304.3	312.6	318.6	337.2	334.5	348.1	341.0	339.5	334.9	332.3	330.7	344.0	342.0	404.9
11. House furnishings.....	128.8	128.8	138.7	152.6	212.8	222.4	222.2	226.4	229.4	241.4	250.9	250.9	274.9	296.0	296.0	296.3	296.3	296.1	295.8	295.8	302.3	302.3	301.2	325.0
12. Drugs and chemicals.....	111.1	111.6	174.2	249.0	263.1	289.2	294.4	290.5	275.9	274.3	293.1	293.1	283.4	276.8	276.8	276.8	276.8	276.8	263.6	240.4	238.2	235.8	223.5	221.2
13. Miscellaneous:—																								
(a) Raw furs.....	226.5	235.0	144.0	292.3	396.7	511.5	511.5	535.4	535.4	583.1	583.1	583.1	581.0	612.5	721.7	725.8	742.3	742.3	799.0	887.4	887.4	854.0	854.0	945.6
(b) Liquors and tobacco.	138.8	128.3	134.7	136.7	164.1	202.2	207.9	214.7	209.0	223.7	222.9	222.9	221.7	219.5	218.3	218.3	218.1	258.7	253.4	256.2	256.2	264.7	264.7	274.1
(c) Sundries.....	109.3	106.2	116.3	142.1	194.5	200.8	210.1	217.2	217.1	218.3	218.9	218.9	218.9	219.7	223.7	227.1	219.1	207.4	213.9	213.2	211.7	211.7	211.7	214.2
All commodities.....	136.5	134.6	150.2	180.9	248.7	258.7	263.5	269.2	269.4	275.8	280.6	284.0	284.3	285.3	289.6	290.9	288.8	286.5	279.8	277.4	279.6	284.1	284.1	294.0

*Preliminary figures.

THE COURSE OF RETAIL PRICES OF FOODS AND GROCERIES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Date	Canada 29 foods 60 cities	United King- dom 21 foods 600 towns	Austra- lia 46 foods and groceries 30 towns	New Zea- land 59 foods 25 towns	Austria* 18 foods Vienna	Portugal 20 articles	Spain Barce- lone	France 13 articles Paris	Italy 7 foods 40 cities	Hol- land 29 articles 40 cities	Norway	Sweden 51 articles 44 towns	United States 17 foods 45 cities
1900.....	\$5.48	88.5a	.....	906b	.....	100.0	.....	.....	.....	.....	.....	.....	.....
1905.....	5.95	91.0a	.....	990b	.....	104.5	.....	.....	.....	.....	.....	.....	.....
1910.....	6.95	96.8a	.....	991b	.....	103.0	.....	.....	.....	113	.....	.....	93
1911.....	7.14	96.8a	.....	983b	.....	108.7	.....	.....	.....	115	.....	.....	92
1912.....	7.33	101.3a	1,140	1,017b	.....	108.5	.....	.....	100	119	.....	.....	98
1913.....	7.33	101.6a	1,106	1,037b	.....	111.1	.....	.....	.....	114	.....	.....	100
1914.....	7.73	103.4a	1,155	1,098b	.....	110.2	.....	.....	.....	116	.....	.....	102
1915.....	7.86	131.5a	1,428	1,201b	.....	122.9	101.8	.....	.....	142	.....	.....	101
1916.....	8.79	106.0	1,506	1,268b	.....	151.1	108.1	.....	.....	167	.....	.....	114
1917.....	11.42	199.0	1,481	1,360b	.....	.....	121.2	.....	.....	.....	.....	.....	146
1918.....	13.02	214.7	1,490b	.....	.....	.....	.....	.....	.....	.....	.....	.....	168
1914													
January....	7.73	.....	1,099	.....	.....	.....	.....	.....	95.7	.....	.....	.....	104
April.....	7.50	.....	1,161	.....	.....	.....	.....	.....	96.2	113	.....	.....	97
July.....	7.42	100	1,164	1,070	100.0	.....	.....	1,075	94.3	.....	100	100	102
October....	7.99	112	1,156	1,096	104.2	.....	.....	.....	97.6	121	.....	.....	105
1915													
January....	7.97	118	1,240	1,190	121.4	.....	100.6	1,295	102.0	129	.....	.....	103
April.....	7.79	124	1,318	1,212	165.6	.....	98.9	1,230	106.5	139	.....	.....	99
July.....	7.80	132½	1,522	1,200	178.6	.....	98.8	1,288	113.6	148	.....	.....	100
October....	7.82	140	1,551	1,202	217.2	.....	106.2	1,266	120.0	145	.....	.....	103
1916													
January....	8.28	145	1,504	1,236	.....	.....	106.5	1,439	125.1	153	143	.....	107
April.....	8.34	149	1,520	1,258	231.5	.....	106.8	1,423	124.9	161	155	.....	109
July.....	8.46	161	1,516	1,276	.....	.....	105.5	1,387	124.6	170	176	.....	111
October....	9.30	168	1,454	1,289	.....	.....	110.0	1,451	124.2	179	182	.....	121
1917													
January....	10.27	187	1,453	1,359	271.7	175.9	114.4	1,491	136.0	186	.....	160	128
April.....	10.77	194	1,473	1,357	279.3	182.2	113.2	1,577	154.6	192	212	175	145
July.....	11.62	204	1,470	1,357	.....	.....	116.0	1,971	161.7	212	261	177	146
October....	11.61	202	1,506	1,392	.....	.....	133.3	1,982	198.0	.....	273	192	157
1918													
January....	12.42	206	1,505	1,427	.....	.....	.....	2,056	180.0	.....	.....	221	160
February....	12.54	208	1,510	1,430	.....	.....	.....	.....	208.8	.....	.....	227	161
March.....	12.66	207	1,519	1,434	.....	.....	.....	.....	223.3	.....	.....	235	154
April.....	12.57	206	1,528	1,464	.....	.....	.....	2,345	222.8	.....	239	247	154
May.....	12.66	207	1,539	1,484	.....	.....	.....	.....	.....	.....	.....	258	158
June.....	12.79	208	1,541	1,485	.....	.....	.....	.....	.....	.....	.....	261	162
July.....	13.00	210	.....	1,491	.....	.....	.....	2,210	.....	.....	.....	268	167
August.....	13.41	218	.....	1,507	.....	.....	.....	.....	.....	.....	.....	284	171
September..	13.31	216	1,489	1,509	.....	.....	.....	.....	251.9	.....	.....	310	178
October....	13.54	229	1,521	1,515	.....	.....	.....	2,554	.....	.....	.....	320	181
November..	13.65	233	1,547	1,535	.....	.....	.....	.....	.....	.....	.....	330	183
December..	13.65	229	1,565	1,603	.....	.....	.....	.....	.....	.....	275	330	187
1919													
January....	13.78	230	.....	1,553	.....	.....	.....	2,665	.....	.....	279	369	185
February....	13.41	230	.....	1,522	.....	.....	.....	2,435	.....	.....	278	334	172
March.....	13.05	220	.....	1,505	.....	.....	.....	2,760	.....	.....	278	331	175
April.....	13.35	213	.....	1,516	.....	.....	.....	.....	.....	.....	.....	.....	154
May.....	13.53	207	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
June.....	18.72	204	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
July.....	13.77	209	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

aCalculated from the annual index number and percentage level, August-December, 1914.

b. Four chief centres only.

*Calculated by the British Board of Trade from official published figures.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, THE UNITED KINGDOM, THE UNITED STATES,
FRANCE AND AUSTRALIA

	Canada	United Kingdom		United States					France	Australia
	Department of Labour	Economist	Statist†	Bureau of Labour Statistics	Annalist	Bradstreet	Dun	Gibson	Statistique Générale	Bureau of Census and Statistics
No. of commodities	272*	44	45	346	25‡	96	200	22‡	45	92
	1890—1899 = 100	1901—1905 = 100	1867—1877 = 100	1913 = 100	1890—1899 = 100				1901—1910 = 100	1911 = 100
						\$	\$			
1890.....	110.3	102.2	72	83.5	109.252		90.876	43.4		1,053
1895.....	95.6	87.6	62	69.2	94.604	6.4346	81.251	42.0		760
1900.....	108.2	110.5	75	81.7	99.388	7.8839	93.355	44.2		894
1905.....	113.8	103.3	72	85.7	110.652	8.0987	99.315	47.3	98.3	910
1906.....	120.0	109.5	77	90.6	114.364	8.4176	104.842	49.8	103.8	948
1907.....	126.2	118.0	80	95.8	117.940	8.9045	110.462	50.9	109.0	1,021
1908.....	120.8	109.0	73	90.8	125.756	8.0094	110.728	54.2	100.9	1,115
1909.....	121.8	107.0	74	93.6	133.852	8.5153	115.434	59.2	101.4	993
1910.....	124.2	113.3	78	67.3	137.172	8.9881	121.301	59.3	108.1	1,003
1911.....	127.4	113.6	80	95.6	131.068	8.7132	116.616	56.9	113.2	1,000
1912.....	134.4	123.4	85	98.8	143.254	9.1867	122.858	62.6	117.8	1,172
1913.....	135.5	122.3	85	100.0	139.980	9.2078	118.576	58.1	115.6	1,088
1914.....	136.1	120.8	86	99.0	146.069	8.9030	122.188	60.8	117.9	1,149
1915.....	148.0	156.0	108	100.0	148.050	9.8530	124.563	64.0	161.6	1,604
1916.....	182.0	196.4	136	123.0	175.720	11.8251	148.808	74.9	217.6	1,504
1917.....	237.0	250.0	175	175.0	261.796	15.6385	204.121	110.8	302.4	1,662
1918.....	278.3	275.3	193	196.0	287.080	18.7117	229.220	122.8	392.1	.....
1914										
January.....	136.5	119.0	83.5	100.0	142.452	8.8857	124.523	58.2	115.4	1,085
April.....	136.7	117.5	82.3	98.0	141.120	8.7562	119.791	57.7	115.7	1,113
July.....	134.6	116.6	82.4	99.0	144.879	8.6566	119.708	58.0		
October.....	138.7	124.2	89.8	99.0	150.245	9.2416	123.531	62.9		
1915										
January.....	138.9	136.5	96.4	98.0	150.95	9.1431	124.168	64.7	143.9	1,387
April.....	146.4	151.2	105.9	99.0	153.21	9.7753	125.099	67.8	156.3	1,660
July.....	150.2	149.1	106.4	101.0	147.29	9.8598	124.958	64.4	163.7	1,322
October.....	152.4	153.2	110.0	101.0	140.91	9.9774	126.663	60.0	182.4	1,544
1916										
January.....	172.1	174.5	123.6	110.0	153.17	10.1936	137.666	65.6	.....	1,502
April.....	181.0	190.5	134.2	116.0	165.73	11.7598	145.990	71.3	.....	1,493
July.....	180.9	191.1	130.5	119.0	170.11	11.5294	145.142	71.9	210.6	1,505
October.....	188.2	208.7	141.5	133.0	190.13	12.0390	152.356	82.2	223.0	1,514
1917										
January.....	212.7	225.1	159.3	150.0	208.88	13.7277	169.562	87.4	249.2	1,525
April.....	231.1	244.5	173.0	171.0	262.50	14.5769	190.012	109.2	286.7	1,587
July.....	248.7	254.4	176.9	185.0	265.20	16.0680	211.950	116.4	309.8	1,715
October.....	244.7	259.1	180.6	180.0	280.20	16.9117	219.679	120.1	327.9	1,804
1918										
January.....	258.1	262.9	186.2	185.0	278.696	17.9366	222.175	118.9	361.6	1,887
February.....	263.5	264.4	187.3	187.0	286.844	18.0776	227.020	121.9	389.2	
March.....	269.2	266.6	188.0	187.0	286.430	18.0732	227.977	126.1	378.1	
April.....	269.4	270.0	189.8	191.0	291.404	18.4656	230.313	130.5	385.4	
May.....	275.8	273.4	191.1	191.0	288.030	18.9133	226.665	125.7	387.8	
June.....	280.6	277.5	192.3	193.0	281.758	19.0091	224.843	122.7	380.0	
July.....	284.0	278.5	193.1	198.0	285.744	19.1849	232.575	123.3	389.9	
August.....	284.3	284.9	195.9	202.0	287.376	19.1162	232.058	122.2	405.0	
September.....	285.3	283.5	197.1	207.0	294.276	19.0465	232.882	123.2	410.5	
October.....	286.6	282.6	197.8	.....	284.213	19.0187	233.227	119.0	416.1	
November.....	290.9	282.6	195.3	.....	288.625	18.9110	230.529	118.8	413.7	
December.....	288.8	277.0	196.0	206.0	291.230	19.0376	230.375	.....	407.9	1,954
1919										
January.....	286.5	265.9	190.7	202.0	299.142	18.5348	230.144	110.7	401.8	
February.....	279.8	263.8	187.5	197.0	281.723	17.4344	220.050	110.7	393.5	
March.....	277.6	260.1	184.7	200.0	297.961	17.2244	217.037	122.9	389.1	
April.....	279.6	262.4	184.6	203.0	311.601	17.2795	219.973	129.8		
May.....	284.1	272.2	194.6	.....	313.041	17.2376	222.193	128.0		
June.....	284.1	281.3	190.4	.....	301.455	18.0900	227.973	122.9		
July.....	294.0			.....	313.647	20.0017	233.707	227.9		

*230 commodities, 1890-1909; 272, 1910-1919.

†Continuing Sauerbeck's index number.

‡Foods only.

INTERNATIONAL PRICE COMPARISONS

First Bulletin of a Series of on the History of Prices during the War

A BULLETIN on prices during the war, entitled "International Price Comparisons," has been issued by the United States Department of Commerce in co-operation with the War Industries Board, as one of a series on the History of Prices During the War,* planned by the latter agency. The aim of the bulletin, it is stated, is to show how the rise in prices in the United States from 1913 to 1918 compared with the rise in other countries. This bulletin was prepared by Wesley C. Mitchell, assisted by Margaret L. Goldsmith and Florence K. Middough. Tables of prices of the more important commodities in most of the commercial countries of the world are given by months for the years 1913 to 1918 inclusive, together with prices for the same articles in the United States; and relative prices or index numbers are given in each case, thus showing the comparative increases from time to time in each commodity.

A brief analysis is given of the movements in prices in the various countries as compared with the United States, illustrating the general movement, and the movement by groups from time to time, mention being made of the chief factors involved. A preliminary analysis of price movements before the war gives index numbers of prices in the United States, England, France and Germany, back to 1890. The analysis shows:

"First, that the general course of wholesale price fluctuations in the United States, England, France, and Germany was, broadly speaking, similar in the 21 years, 1890-1910. The index numbers for these four countries all decline in the middle nineties to the lowest point in the period, all rise in the latter nineties, all fall at some time between 1900 and 1904, all rise sharply again to a new maximum in 1907, all drop in 1908, and all rise once more between 1908 and 1910.

"Second. The fluctuations in the three European countries agree more closely with each other than the fluctuations in any one of the three with the fluctuations in the United States. This result is all the more striking because the index numbers for England, France and Germany are made from different lists of commodities, whereas those for the United States and each of the countries, in turn, are made from incidental lists.

"Third. The differences between price fluctuation in Europe and America correspond to differences in the course run by business cycles on the two sides of the Atlantic. European prices did not drop as much as American prices in 1896, because Europe suffered merely a continuance of the business depression already prevailing, while the United States, racked by the free-silver campaign, went through a period of severe financial stringency. In 1901 opposite conditions prevailed. Europe had a relatively severe business crisis, while the United States did not have a serious reaction from the prosperity following 1897 until 1903-4. The "rich-man's panic" of those years, in turn, was chiefly an American affair. Finally, the recovery from the world-wide depression of 1908 came quicker in this country than in Europe, so that prices rose more rapidly in 1909 in the United States than in England, France, or Germany."

The comparison of price movements in the United States with those in European countries showed that the upward movement began earlier in

*Other bulletins in the series already issued include "A Comparison of Prices During the Civil War and Present War" and "Fluctuations of Controlled and Uncontrolled Prices."

England than in the United States and was steeper until the latter entered the war in the spring of 1917, but "the margin became wider again in the latter half of 1917, when English prices continued to rise, while the American Government succeeded in keeping the price level nearly constant." For other European countries the figures available for comparison were less complete, but it was indicated that the upward movement was greater in some countries than in others according to war conditions, etc. Similar comparisons are given with movements in other countries.

In regard to Canadian and American Price Fluctuations, the bulletin states:

"In its Annual Report on Wholesale Prices in Canada, which can readily be obtained by interested Americans, the Canadian Department of Labour publishes the weekly or monthly prices of about 270 commodities. It also compiles an index number from the data which gives a satisfactory comparison with the American index prepared by the Price Section of the War Industries Board. Under these circumstances it has not seemed necessary to insert long tables of Canadian prices in the appendix of this bulletin or to make medians of relative prices from identical lists of commodities.

"Table 16, which presents the Canadian and American index numbers in parallel columns, shows that the fluctuations of prices in Canada pursued a course intermediate between that followed in England and the United States. Participation in the war from the outset caused prices to rise earlier in Canada than in the United States, though not so early or so rapidly as in England. Throughout 1915 and 1916 the Canadian index averaged not much more than 10 points higher than the American, a margin which was temporarily wiped out by the great uprush of prices in this country when it declared war. But prices seem to have been less efficiently controlled in Canada in 1918 than they were in the United States, so that the Canadian index numbers regained their lead of 10 points or more."

Under the heading "Conclusions" the report states:

"The outstanding fact established by the preceding tables is that the extraordinary rise of prices which started in Europe on the outbreak of the war spread over the whole commercial world. Remoteness from the chief scene of conflict did not protect Japan or Australia from a revolution in prices; difference of economic organization did not protect Italy; the maintenance of neutrality did not protect Argentina. No other development has ever demonstrated so forcibly the strength of the economic bonds that unite all the nations of the globe in a common fortune.

"In comparison with this basic similarity, the differences between the price fluctuations that occurred in various countries are matters of secondary importance; yet they merit attention. In England, France, Italy, Germany, Austria, Russia, Denmark, Sweden, and Norway, and even in the distant British colonies of Canada and Australia, a sustained advance began before the end of 1914. India was definitely drawn into the price revolution early in 1915, Argentina and the United States in the latter part of 1915, and Japan early in 1916. Regarding the ultimate degree of the advance, little can be said until figures for 1917 and 1918 become available for all countries. But there is present evidence that in 1915 food prices, at least, rose more violently in Austria than elsewhere; that French prices advanced more than British prices, and Italian more than French; that at least up to the end of 1916 the Scandinavian neutrals were affected in about the same degree as the European belligerents; and that the rise in other parts of the world was less extreme than in Europe.

"The American price fluctuations were distinctly less violent than the fluctuations in England, not to speak of the belligerents and neutrals in Europe. In Canada also the price level was higher than in the United States, except for the first few months of American participation in the war. Australian prices stood higher than ours in 1914-1916, but lower in 1917-18. Japanese prices, on the contrary, lagged behind American prices until July, 1918, when they seem to have taken the lead. Of the 14 countries studied there are only 2 in which the level of prices was all the time less than in the United States—India, for which the quotations end with 1917, and Argentina, with which the comparison extends to August, 1918."

COST OF LIVING INVESTIGATION IN COLORADO, U.S.A.

THE Industrial Commission of Colorado published in its annual report covering the year ending December 1, 1918, the results of an inquiry into the rise in the cost of living in that State since 1914. Statistics as to prices and the costs of the essentials of living were obtained from retail dealers, etc., for each month back to January, 1914, and the information thus obtained "has been used extensively by the Commission in cases where an increase in wage has been asked of employers by employees, and the Commission was thus enabled to decide these matters accurately and scientifically."

"Economy practiced to excess," states the report, "is in the end harmful, but food, clothing, housing, fuel, medicines, etc., are essential to conserve life. Only the actual necessities of living were considered, with a minimum allowance for recreation, or the so-called "Higher Life." Using the accepted standard of the Bureau of Personal Service, of New York City, which has been adopted by others who have made similar investigations in other localities, a theoretical family of five was selected, consisting of an unskilled labourer, his wife, and three children of school age, as follows: boy, 13 years; girl, 10 years; boy, 6 years."

The expenditures were classified under 8 headings, and the yearly expenditure for each family under each heading was calculated from month to month. The total cost of maintaining a family on the

scale adopted was, therefore, calculated to be \$747.35 in January, 1914, and \$1,035.04 in December, 1918, an increase of 38.5 per cent. The report of this investigation includes a chart showing the comparative increases in the cost of food alone, as compared with the increase in the cost of household needs. The comparison shows graphically a very much greater increase in food from the middle of 1916 to the middle of 1917 than appeared in all items including food, so that the percentage increase in the cost of food was much greater than the percentage increase in all other items.

COMPARATIVE YEARLY TOTALS

Month	1914	1915	1916	1917	1918
January.....	\$747.35	\$744.28	\$790.99	\$871.79	\$ 977.22
February.....	736.85	744.49	797.44	906.17	1,011.12
March.....	731.18	733.15	800.76	908.51	986.52
April.....	722.03	719.95	805.86	910.22	976.59
May.....	726.13	725.72	805.29	937.28	966.87
June.....	736.22	747.25	795.04	971.16	980.98
July.....	741.68	759.99	809.97	957.43	1,005.97
August.....	745.74	770.49	819.79	967.30	1,016.55
September.....	750.73	770.35	808.81	953.46	1,018.10
October.....	750.47	770.54	842.57	976.10	1,042.32
November.....	739.91	759.84	857.34	985.62	1,032.59
December.....	744.80	791.72	866.28	965.72	1,035.04

COST OF LIVING BY GROUPS OF FAMILY EXPENDITURE 1914-1918, IN COLORADO

COMPILED FROM TABLES IN SECOND ANNUAL REPORT OF THE
COLORADO INDUSTRIAL COMMISSION

	January, 1914	June, 1917	December, 1918
I. Housing.....	\$108.00	\$108.00	\$129.19
II. Carfare.....	30.30	30.30	36.36
III. Food.....	368.42	561.03	541.06
IV. Clothing.....	104.20	127.10	166.05
V. Fuel and light.....	33.55	41.85	48.50
VI. Health.....	20.00	20.00	20.00
VII. Insurance.....	22.88	22.88	22.88
VIII. Sundries.....	60.00	60.00	71.00
Totals.....	\$747.35	\$971.16	\$1,035.04

FATAL INDUSTRIAL ACCIDENTS DURING THE SECOND QUARTER OF 1919

DURING the second quarter of 1919, the Department received reports of 249 fatal industrial accidents (84 of which occurred in April, 90 in May, and 75 in June) as compared with 217 during the previous quarter, five of which are noted in a supplementary statement to this report. During the

corresponding quarter of 1918, there were 271 fatal accidents reported (85 of which occurred in April, 90 in May, and 96 in June). The following statement, covering the second quarter of 1919, while not necessarily including all the fatal accidents that may have occurred, has been prepared from information received from all sources available.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING APRIL, MAY AND JUNE, 1919.

Trade or Industry	Locality	Date	Age	Cause of fatality.
AGRICULTURE:—				
Farmer.....	(Near) Port Perry, Ont.	April 1	.....	Caught in sawing machine belt.
Farmer.....	Shannonville, Ont.....	" 25	53	Horses ran away.
Farmer.....	Willowdale, Ont.....	May 19	.....	Team ran away.
Farmer.....	Fort Coulonge, Que.....	June 20	Aged	Knocked down by colts.
Farmer.....	Humberstone, Ont.....	" 30	70	Fell off load.
FISHING:—				
Fishermen.....	Lunenburg, N.S.....	April 17	.....	Bad weather—drowned.
LUMBERING:—				
Loader.....	Otter, B.C.....	April 2	.....	Crushed between car and logs.
Labourer at stove factory.....	Ste. Scholastique, Que..	" 3	21	Caught in saw.
Labourer.....	New Westminster, B.C..	" 4	.....	Struck by falling logs.
Labourer.....	Sturgeon Falls, Ont.....	" 16	.....	Drowned.
Logger.....	Nimkish Lake, B.C.....	" 28	.....	Struck by slab.
River driver.....	Nairn Centre, Ont.....	" 23	.....	Drowned.
River driver.....	Cedar Lake, Ont.....	May 1	25	Drowned.
River driver.....	Galloway, B.C.....	" 19	39	Drowned.
Night watchman.....	Lachine Canal, Que.....	" 2	.....	Fell in canal.
Labourer at saw mill.....	Callander, Ont.....	" 2	16	Caught in saw.
Labourer.....	Hyle, Alta.....	" 11	45	Struck by falling tree.
Lumberman.....	Lac La Biche, Alta.....	" 25	.....	Whittling and knife slipped cutting blood vessel.
Logger.....	Victoria, B.C.....	" 7	30	Struck by falling electric wire.
Logger.....	Drury Inlet, B.C.....	" 17	33	Struck by falling tree.
Feller.....	County Line, B.C.....	" 7	34	Struck by falling tree.
Cutter.....	Holland, Ont.....	" 30	30	Struck by falling tree.
Splitterman.....	Vancouver, B.C.....	" 2	.....	Filing saw—cut in two.
Employees of lumber company (9)	St. Léon, Que.....	" 16	22to30	Boat capsized—drowned.
Millwright.....	Vancouver, B.C.....	" 25	41	Belt broke causing fall.
Millwright.....	Newcastle, N.B.....	" 12	38	Stepped on nail-infection.
Employee of lumber company.....	Madawaska, Ont.....	" 25	.....	Drowned.
Timber packer.....	Cadomin, Alta.....	" 22	25	Fell.
Foreman with sawmill.....	Bridgewater, N.S.....	" 23	52	Fell.
River driver.....	Massey, Ont.....	June 5	.....	Drowned.
River driver.....	St. Tite, Que.....	" 21	18	Drowned.
Workmen with lumber company (2)	Nestorville, Ont.....	" 7	.....	Drowned.
Workman with lumber company.....	Nestorville, Ont.....	" 13	.....	Fell.
Workmen with lumber company (2)	Pickerel, Ont.....	" 18	.....	Drowned.
Employee of logging company.....	Shipanock Channel, Man	" 9	25	Drowned.
Labourer.....	Red Gap, B.C.....	" 13	18	Struck by piece of lumber.
Labourer.....	Blind River, Ont.....	" 13	28	Drowned.
Labourer.....	Jaffray, B.C.....	" 26	26	Struck by falling log.
Millwright.....	Seal Cove, B.C.....	" 26	36	Caught in machinery.
Logger.....	Sooke River, B.C.....	" 8	35	Running logs—drowned.
Chokerman.....	Vancouver, B.C.....	" 8	36	Struck by piece of log.
Axeman boss.....	Anyox, B.C.....	" 11	"	Struck by falling stump.
Cutter.....	Powell River, B.C.....	" 17	40	Struck by snag.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING APRIL, MAY AND JUNE, 1919.—Continued.

Trade or Industry	Locality	Date	Age	Cause of fatality.
MINES, SMELTERS AND QUARRIES:				
Employee at brick works.....	Toronto, Ont.....	April 12.....		Crushed under clay.
Employee of asbestos mine.....	Thetford Mines, Que.....	" 11 37		Fell down shaft.
Coal trimmer.....	Springhill, N.S.....	" 19 33		Caught in fly wheel.
Coal miner.....	Harewood, B.C.....	" 24.....		Fall of coal.
Coal miner.....	Nanaimo, B.C.....	" 24 over 21		Fall of coal.
Miner.....	Sydney Mines, N.S.....	" 20.....		Fall of stone.
Brusher driver.....	No. 1 Mine, B.C.....	" 23 over 21		Cave in.
Labourer.....	Black Lake, Que.....	" 25 30		Crushed between cars.
Labourer.....	Montreal River, Ont.....	" 29.....		Drowned.
Dumper.....	Cumberland, B.C.....	" 26.....		Run over by cars.
Carpenter at colliery.....	Glace Bay, N.S.....	May 2 67		Struck by wood from saw.
Machine tender.....	Weedon, Que.....	" 14 25		When drilling lifter exploded.
Motorman at mine.....	South Porcupine, Ont.....	" 15 23		Thrown from locomotive.
Crusher man.....	Thetford Mines, Que.....	" 15 27		Jammed between drum and gear.
Foreman.....	Copper Cliff, Ont.....	" 16.....		Crushed under rock.
Car repairer.....	Creighton Mines, Ont.....	" 16 49		Fell down shaft.
Miner.....	Britannia Beach, B.C.....	June 7 42		Fall of rock.
Miner.....	Nickelton, Ont.....	" 8 28		Skull fractured.
Miner.....	Kimberley, B.C.....	" 9 20		Muck gave way—buried.
Miner.....	Britannia Beach, B.C.....	" 18 37		Fall.
Miner.....	Saunders, Alta.....	" 19 23		Fall of rock.
Miner.....	Little Bras d'Or, N.S.....	" 20 27		Fall of stone.
Mucker.....	Nickelton, Ont.....	" 8 28		Skull fractured.
Coal shoveller.....	Woodside, N.S.....	" 4 40		Arm caught in belt.
Coal car driver.....	Bienfait, Sask.....	" 11 under 21		Fell under car.
Overman.....	Springhill, N.S.....	" 12 44		Hit by runaway rake.
Brusher driver.....	Nanaimo, B.C.....	" 23 40		Fall of rock.
Barman.....	Anyox, B.C.....	" 25 32		Rock fell when barring.
Labourer at asbestos mill.....	Black Lake, Que.....	" 30.....		Crushed by elevator.
Labourer at brick plant.....	Port Credit, Ont.....	" 16 47		Fell in chute—suffocated.
RAILWAY, CANAL AND HARBOUR CONSTRUCTION:—				
Foreman and engineer (2).....	(Near) Ft. McMurray, Alta.....	April 5 35		Earth slide carried caboose into river—shock.
Dredge employee.....	Toronto, Ont.....	" 13.....		Struck by engine piston rod.
Pile driver.....	Toronto, Ont.....	" 26 24		Machinery started unawares.
Employee on railroad.....	Cabot, Man.....	May 12.....		Struck by engine.
Brakeman.....	Stamford, Ont.....	" 13 56		Crushed under cars.
Teamster.....	Sussex, N.B.....	" 19 60		Team ran away.
Civil engineer.....	East St. John, N.B.....	" 23 over 21		Struck by stone from blast.
Railroad labourer.....	Navilus, Ont.....	June 2.....		Struck by train.
Rodmen (3).....	Temiskaming, Ont.....	" 3.....		Drowned.
Surveyors (2).....	North Bay, Ont.....	" 7.....		Drowned.
Canal employee.....	(near) St. Catharines, Ont.....	" 9.....		Caught in conveyor belt.
Harbour employee.....	Toronto, Ont.....	" 30.....		Struck by falling concrete block.
BUILDING CONSTRUCTION:—				
Teamster.....	Toronto, Ont.....	April 2.....		Kicked by horse.
Carpenter.....	Winnipeg, Man.....	" 4.....		Blood poisoning.
Labourer.....	Toronto, Ont.....	" 7.....		Caught by engine.
Labourer.....	Ottawa, Ont.....	May 7.....		Fell off building.
Labourer.....	Severn Falls, Ont.....	" 8 19		Drowned.
Bricklayer.....	Hesper, Ont.....	" 10 66		Infection.
Plumber.....	Brandon, Man.....	" 30 56		Fall.
Carpenter.....	Burlington, Ont.....	June 7 31		Fall.
Carpenter.....	Thorold, Ont.....	" 16 41		Fall.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING APRIL, MAY AND JUNE, 1919.—Continued.

Trade or Industry	Locality	Date	Age	Cause of fatality.
METALS, MACHINERY AND CONVEYANCES:—				
Labourer at iron foundry.....	Hamilton, Ont.....	April 4	.....	Cut hand—infection.
Labourer at steel plant.....	Hamilton, Ont.....	" 23	56	Crushed in saw-mill.
Labourer at steel plant.....	Sault Ste. Marie, Ont.....	" 24	24	Electrocuted.
Labourer at implement works.....	Toronto, Ont.....	" 26	44	Leg fractured.
Employee at steel plant.....	Hamilton, Ont.....	" 25	57	Cable broke.
Watchman at steel plant.....	St. Catharines, Ont.....	" 29	56	Assaulted.
Employee at car foundry.....	Montreal, Que.....	" 23	73	Turning switch—electrocuted.
Moulder at steel plant.....	Sault Ste Marie, Ont.....	" 5	32	Crushed under sand mould.
Machinist.....	Mitchell, Ont.....	" 28	65	Crushed under castings.
Teamster at shipyard.....	Collingwood, Ont.....	" 8	.....	Run over by train.
Oiler.....	Vancouver, B.C.....	" 11	.....	Fly wheel burst.
Ship carpenter.....	Sand Point, N.B.....	" 12	.....	Struck by falling stanchion.
Employee at steel plant.....	Port Moody, B.C.....	May 2	30	Punctured by hot iron bar.
Employees at steel plant (2).....	Sydney, N.S.....	" 13	24	Staging gave way.
			34	
Employees at steel plant (2).....	Hamilton, Ont.....	" 23	57	Dynamite explosion.
			59	
Brakeman at steel plant.....	Sault Ste Marie, Ont.....	" 21	31	Fell under cars.
Employee at steel plant.....	Sault Ste. Marie, Ont.....	" 30	.....	Crushed by ore.
Employee at rolling mills.....	Montreal, Que.....	" 8	39	Struck by falling steel.
Railway repairman.....	Echo Lake, Ont.....	" 25	38	Struck by truck.
Steamfitter at shipyard.....	Levis, Que.....	June 4	35	Explosion gun cotton.
Employee at steel plant.....	Toronto, Ont.....	" 30	35	Adjusting wire—electrocuted.
PULP AND PAPER:—				
Machine tender at paper mill.....	Dryden, Ont.....	April 18	.....	Struck by bursting fly wheel.
Foreman at pulp mill.....	Sault Ste. Marie, Ont.....	" 19	.....	Thrown off car—skull fractured.
Workman at paper mill.....	Low Bush, Ont.....	June 17	38	Drowned.
FOOD, TOBACCO AND LIQUOR:—				
Miller.....	Vancouver, B.C.....	April 4	.....	Stick used to replace belt caught and penetrated stomach.
Employees at cold storage plant (2).....	Winnipeg, Man.....	" 11	38	Explosion in refrigerator plant—smothered.
			46	
Employee of creamery.....	Winnipeg, Man.....	" 13	.....	Jammed in elevator.
Elevator man at biscuit factory.....	Toronto, Ont.....	" 25	65	Elevator fell—skull fractured.
Employee of sugar refinery.....	Woodside, N.S.....	May 5	.....	Caught in belt.
TEXTILE, CLOTHING:—				
Carpenter with cotton mill.....	Milltown, N.B.....	April 11	67	Struck by stick when adjusting belt.
LEATHER:—				
Pressman at tire factory.....	Kitchener, Ont.....	" 27	33	Struck on head by bolt beam.
WOODWORKING TRADES:—				
Employee at furniture factory.....	Walkerton, Ont.....	" 29	35	Caught by pulley.
Labourer at planing mill.....	Sebringville, Ont.....	" 4	.....	Fall—infection.
Employees at woodenware factory (5).....	Newmarket, Ont.....	June 13	16 to 40	Boiler explosion.
Casemaker at piano factory.....	Toronto, Ont.....	" 24	65	Fell under truck.
Workman at planing mill.....	Espanola, Ont.....	" 10	.....	Struck by board.
CHEMICALS AND EXPLOSIVES:—				
Employees at natural gas wells (3).....	Bow River, Alta.....	April 4	27-33	Overloaded boat—drowned.
			46	
Employees at torpedo factory (4).....	Toronto, Ont.....	" 8	.....	Explosion.
Employee at munition factory.....	Toronto, Ont.....	" 19	.....	Struck by train.
Foreman at chemical plant.....	Sault Ste. Marie, Ont.....	May 10	48	Asphyxiated.
Employee of fertilizer plant.....	St. Stephens, N.B.....	" 21	45	Struck by falling acid phosphate.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING APRIL, MAY AND JUNE, 1919.—Continued.

Trade or Industry	Locality	Date	Age	Cause of fatality.
STEAM RAILWAY SERVICE:—				
Sectionman.....	Mileage 59, Thompson, S.D., B.C.	April 4	40	Struck by engine.
Sectionman.....	Lavaltrie yard.....	" 4	"	Struck by train.
Sectionman.....	Windsor, Ont.....	" 8	35	Crushed by cable boom.
Brakeman.....	Campbell Siding, N.S.....	" 16	"	Crushed.
Brakeman.....	Nanaimo, B.C.....	" 14	under 21	Struck by car.
Brakeman.....	Windsor, Ont.....	" 21	25	Struck by train.
Tunnel watchman.....	Revelstoke, B.C.....	" 21	68	Fire—suffocated.
Engineer.....	Blue River, S.D., B.C.....	" 27	"	Engine went through bridge.
Switch foreman.....	Kamsack, Sask.....	" 30	over 21	Run over by train.
Sectionman.....	(near) Saskatoon, Sask.	May 5	over 21	Hand car jumped track.
Sectionman.....	Edmonton, S.D., Alta....	" 16	"	Struck by train.
Section foreman.....	Alexander, Man.....	" 25	50	Struck by train.
Engineer and fireman (2).....	Canboro, Ont.....	" 8	over 21-40	Brake beam broke.
Engineer and fireman (2).....	St. Thomas, Ont.....	" 8	68-39	Deraiment.
Engineer and fireman (2).....	Darling Road, Ont.....	" 24	"	Deraiment.
Fireman.....	Agincourt, Ont.....	" 16	"	Struck by train.
Fireman.....	Montreal, Que.....	" 28	"	Struck by car.
Fireman.....	Ottawa, Ont.....	" 28	19	Struck by passing car.
Employee.....	Edmonton, S.D., Alta....	" 21	45	Deraiment.
Labourer.....	Fargis, Ont.....	" 6	22	Run over by car.
Labourer.....	Redditt, Ont.....	" 22	"	Struck head on chute.
Baggageman.....	Toronto, Ont.....	" 17	"	Struck by train.
Car repairer.....	Belleville, Ont.....	" 25	37	Struck by crane.
Section foreman.....	Sicamous, B.C.....	June 4	49	Struck by train.
Trainman.....	Markstay, Ont.....	" 9	34	Struck by train.
Brakeman.....	Wyoming, Ont.....	" 20	21	Struck by train.
ELECTRIC RAILWAY SERVICE:—				
Street car conductor.....	Quebec, Que.....	June 23	over 21	Struck by trolley pole.
MISCELLANEOUS TRANSPORT:—				
Steamship employees (5).....	Sydney, N.S.....	April 5	"	Boiler explosion.
Teamster.....	Toronto, Ont.....	" 8	"	Fell from lorry.
Ship liner.....	St. John, N.B.....	" 12	52	Fractured skull.
Tug hand.....	Powell River, B.C.....	" 29	"	Drowned.
Steamship employee.....	Swift's Wharf, Ont.....	May 27	30	Washing windows fell—drowned.
Ship labourer.....	Kingston, Ont.....	" 27	27	Drowned.
Sailor.....	Quebec, Que.....	June 5	18	Drowned.
Longshoreman.....	Vancouver, B.C.....	" 10	42	Blood poisoning from fall.
Ferryman.....	(near) Herbert, Sask.....	" 11	"	Fall—drowned.
Night watchman.....	Levis, Que.....	" 16	60	Struck by deal.
Ship labourers (4).....	Kingston, Ont.....	" 19	50 to 62	Explosion.
PUBLIC UTILITIES:—				
Carpenter with Power Company..	Niagara Falls, Ont.....	April 16	"	Fall.
Employee of Telephone Company	Thamesville, Ont.....	" 25	"	Fall.
Engineer with Power Company...	Cameron Falls, Ont.....	May 12	28	Drowned.
Employee of Power Company...	Niagara Falls, Ont.....	" 13	60	Crushed under car.
Employee of Power Company...	Amherstburg, Ont.....	" 18	31	Electrocuted.
Employee of Telephone Company	Toronto, Ont.....	" 14	38	Touched high tension line.
Carpenter with Power Company..	Niagara Falls, Ont.....	" 21	52	Fall.
Lineman.....	Hilden, N.S.....	" 31	21	Fell between cars.
Lineman.....	Port Credit, Ont.....	June 4	54	Electrocuted.
Lineman.....	Stamford, Ont.....	" 16	25	Electrocuted.
Employee of Power Company...	LaReine, Ont.....	" 6	50	Exposure.
Employee of Power Company...	Welland, Ont.....	" 8	29	Electrocuted.
Employee of Power Company...	Niagara Falls, Ont.....	" 9	"	Caught in machinery.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING APRIL, MAY AND JUNE, 1919.—Continued.

Trade or Industry	Locality	Date	Age	Cause of fatality.
PUBLIC AND MUNICIPAL EMPLOYMENT:—				
Municipal employee.....	Hamilton, Ont.....	May 21.....		Struck by street car.
Shipper.....	Guelph, Ont.....	" 26 44		Fell from staging.
Manager of farm.....	Boggy Creek, Sask.....	June 13.....		Repairing electric connection—shock
MISCELLANEOUS:—				
Electrician.....	Montreal, Que.....	April 14 30		Grabbed live wire.
Hospital cleaner.....	Vancouver, B.C.....	" 16.....		Caught in descending elevator.
Labourer.....	Genoa Bay, B.C.....	" 15.....		Caught in belt.
Labourer.....	Seattle Bay, B.C.....	" 17.....		Drowned.
Laundrymen (2).....	Montreal, Que.....	" 24.....		Using coal oil in stove-clothing took fire.
Teamster.....	Winnipeg, Man.....	" 18.....		Kicked by horse.
Forest ranger.....	M.P. 136, Erwood S.D., C.N.R.....	May 4 33		Motor car derailed.
Forest ranger.....	(near) Squamish, B.C.....	" 9 55		Fall from horse resulting in blood poisoning.
Fire ranger.....	Kapuskasing, Ont.....	" 23 24		Drowned—canoe caught in eddy.
Labourer.....	Sooke, B.C.....	" 26 30		Electrocuted—donkey engine short circuited power line.
Laundresses (2).....	Vancouver, B.C.....	" 5.....		Steam mangle burst.
Teamster.....	Fredericton, N.B.....	" 5 44		Car he was unloading struck by shunter.
Teamster.....	Rockville, N.B.....	" 12 over 21		Run over by wagon.
Driver.....	Hamilton, Ont.....	" 21.....		Struck by street car.
Prospector.....	Montreal River, Ont.....	" 2.....		Canoe caught in eddy.
Military surveyor.....	Mount Uniacke, N.S.....	" 31.....		Canoe upset—drowned.
Stores clerk in hospital.....	Guelph, Ont.....	June 1 over 21		Struck by falling goods.
Labourer.....	Lethbridge, Alta.....	" 7 37		Excavating earth—cable broke releasing car.
Roadmaker.....	Cowichan Lake, B.C.....	" 10 30		Struck by falling tree.
Watchman.....	Penticton, B.C.....	" 18 21		Fall.
Cab driver.....	Quebec, Que.....	" 24 over 21		Struck by automobile.

SUPPLEMENTARY STATEMENT OF ACCIDENTS THAT OCCURRED IN FIRST QUARTER OF 1919

Steamfitter.....	Hamilton, Ont.....	Jan. 8 38		Struck by chains.
Conductor.....	Revelstoke, B.C.....	Feb. 20.....		Knocked from top of car by overhead tramway.
Foreman at steel plant.....	Sault Ste Marie, Ont.....	Mar. 6 49		Struck by flying ore.
Timberman.....	Mountain Park, Alta.....	" 18 62		Cave occurred while repairing timbers.
Labourer.....	Edmonton, Alta.....	" 20 58		

RECENT LEGAL DECISIONS AFFECTING LABOUR

AFTER obtaining a judgment, a creditor put a seizure on the salary of his debtor, serving the writ of garnishment at the Montreal office of his employers. In the Superior Court the garnishee on whom the writ was served claimed that the defendant

debtor was employed at the head office at Toronto, and that, as he was paid there, he was beyond the jurisdiction of the Quebec courts, and, further, that the Superior Court, before which the action was brought, was incompetent to condemn the garnishee to pay to the plaintiff the defendant's salary under this attachment. The Court, however, maintained the seizure on the ground that the garnishee had been regularly summoned to answer the writ of seizure and was subject to the jurisdiction of this Court, and that the plaintiff's rights were not affected by the fact that the money was earned by the defendant in Ontario and other provinces outside of the province of Quebec. The garnishee was, therefore, ordered to deposit in Court \$350, representing the seizable portion of the defendant's salary up to September 6, 1917, and to comply with the provisions of the law with regard to his subsequent salary until the judgment was paid with costs. (*Quebec—Perkins vs. Berman and Regal Films, Limited, garnishee.*)

Frostbite within scope of Quebec Workmen's Compensation Act

A labourer lost three fingers from each hand by frostbite sustained when shovelling snow in a railway yard. He sued his employers for \$5,000 in the Superior Court of Quebec under the Workmen's Compensation Act, alleging inexcusable fault. The defendant company contested the claim on the plea that the accident complained of did not come within the provisions of the Workmen's Compensation Act, and that if there were grounds for an action it

should have been brought under the Common Law. It was held by the Court that the natural action of the frost was "force majeure" and that it was aggravated, as regards the hands, in the operation of shovelling. The aggravation of the effects of "force majeure" by the nature of the work brings it within the scope of the Workmen's Compensation Act. In answer to the plea of the defendant that there were heated cars and buildings which the plaintiff could have entered, the Court said it did not appear that the plaintiff had been informed he could do so. Finding that the plaintiff had suffered a permanent and partial disability of 75 per cent of his earning capacity, the Court awarded him \$2,000 as compensation. (*Quebec—Primpiero vs. Canadian Pacific Railway Company.*)

Industrial diseases not included in Quebec Workmen's Compensation Act

A machinist who had been employed in a metallurgical laboratory became gradually ill after he had been working there for three years. His employer continued to pay his wages for three more years, when, on finding that he would not be able to resume his occupation, he resigned. He then took action in the Superior Court of Quebec under the Workmen's Compensation Act, claiming damages on the ground that he was permanently partially disabled by lead poisoning contracted through his employment with the defendant. The decision of the Court was that this action could not be maintained unless the plaintiff's condition was due to accident, and a precedent was quoted to the effect that "injury by disease alone and not accompanied by an accident is expressly excluded." Taking the meaning of an accident as an unexpected fortuitous event of which the date can be fixed, it was held that it was impossible to come to the conclusion that the plaintiff's bad state of health was due to an accident. The action was accordingly dismissed with costs. (*Quebec—Redmond vs. University of McGill.*)

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DEPUTY MINISTER—T. A. ACLAND.

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Number 9

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

At the beginning of August the percentage of unemployed among members of trade unions was 2.40, as compared with 2.57 at the beginning of July. During August there was a continued upward trend to employment throughout the country as a whole. In the Maritime provinces and the Western provinces there was a slight drop, but in Ontario, Quebec and British Columbia there was an increase. According to preliminary figures, the various offices of the Employment Service of Canada received 56,000 applications for employment, were notified of 67,000 vacancies, and made 49,000 placements during August. In civic employment there was a decrease of 2 per cent in comparison with July, 1919, and an increase of 34 per cent in comparison with August, 1918.

The time loss on account of industrial disputes during August was less than during July, but greater than during August, 1918. There were in existence during the month 44 strikes involving 21,254 workpeople and resulting in a loss of 316,187 working days. Fourteen strikes were reported as having commenced during August. There remained unterminated at the end of the month 20 strikes affecting about 6,664 workpeople.

The average cost of the weekly family budget of staple goods rose in August,

being \$14.43, as compared with \$13.77 in July, 1919, and \$13.41 in August, 1918. The index number of wholesale prices rose to 301.1 for August as compared with 294.0 for July, 1919, and 284.3 for August, 1918.

Proceedings under the Industrial Disputes Investigation Act

During the month of August the Department received ten applications for Boards of Conciliation and Investigation. A Board was established in connection with an application received during the month of June.

Alberta Indus- trial Congress

An industrial congress was held in Alberta during August, attended by about two hundred delegates from various parts of the Dominion and from the United States, representing the transportation, manufacturing and mercantile industries. Representatives of the federal and provincial governments were also present. The object of the Congress was to promote the development of the natural resources of the province. The members of the Congress met first at Medicine Hat and proceeded from there to Calgary where the most important sessions of the Congress were held. Further sessions took place at Edmonton. Addresses were delivered on "The Natural Resources of Western Canada" by J. S. Dennis,

Chief Commissioner of the Canadian Pacific Railway Department of Colonization and Development; "Provincial Government and Industrial Development," by Honourable A. J. Mackay; "Coal Areas of Alberta," by Dr. D. B. Dowling, of the Dominion Geological Survey; "Industry's Relation to Agriculture," by Professor R. D. MacLaurin, and on many other subjects. The Dominion Government was represented by the Honourable Gideon Robertson, Minister of Labour, who spoke on the need of co-operation between employers and labour, and on the sympathetic attitude of the federal and provincial governments toward labour.

Insurance and Sick Benefit Plan of Ottawa Electric Railway

On August 15, the Ottawa Electric Railway Company announced the inauguration of an insurance and sick benefit plan for its employees.

The plan is open to all employees except those over fifty years of age who have only been in the service for a few years, though it is possible that some future arrangement may be made to meet such cases. It is proposed that the life insurance of the employees participating in this scheme will be underwritten by a responsible life insurance company, the payment of the premiums being guaranteed by the railway company. It was expected that the monthly charge for each man would not exceed \$2 and would probably be less. The following advantages are offered under this plan: (1) \$1,000 insurance in case of death. (2) \$10 weekly after the first week's illness, during absence from duty caused by any sickness or accident while off duty. (3) Substantial cash return for the policy at the age of 65, the exact amount to be determined after the premium rate is known. (4) Full rights and ownership of the policy for each employee who leaves the service for any cause, at any time, after the first three years' premiums are paid. This means that an employee who leaves the service can continue his policy by the payment

of the full premium, or can surrender it and obtain cash in return, which after five years will amount to more than he has paid in. In case a man should leave the service, the company would not ask to share in the cash value of the policy, but would be willing to turn it over to the man whose name appears on it. (5) The company undertakes to pay an equal amount to that paid by all those taking out the insurance; to provide similar benefits at the same rate for employees whose age would make them unacceptable by any insurance company; to provide free medical attendance; and to meet all expenses of operation.

Industrial Conference at Washington

It has been announced by President Wilson that a conference between representatives of capital and labour will be held at Washington between October 5 and 10. The President has requested the United States Chamber of Commerce, the American Federation of Labour, representative agricultural associations and investment bankers to submit names for his consideration. Others will be chosen by the President from the country at large. About forty-five persons will be invited to attend the conference.

Appeals for industrial peace in Great Britain and United States

The last quarterly report of the General Federation of Trade Unions of Great Britain contains the following warning against the calling of unnecessary strikes: "November 1919 to May 1920 will be fateful months; unless sanity returns and production increases they will be tragic months. Strikes have been precipitated which might have been avoided and union funds have been needlessly dissipated. Some strikes had a distinctly political origin. Political strikes must either fail or end in revolution. They are not against the capitalists, but against the community. It is not the capitalist who suffers, but the people. Against such strikes, the government must protect the

people or surrender its functions. The effect of such strikes is to decrease production and increase the price of all commodities. In view of the national situation and the possibility of a grave shortage, it is imperative that the trades unions face the facts. The outstanding ones are that the war is over, that competitive laws as between nations are now forcefully operating, that food and raw materials required for the subsistence of Great Britain must be bought from countries over whose merchants our government has no control, and that commodities must be paid for with goods, not paper."

Similar efforts along the line of industrial peace have been made by labour leaders in the United States. Following a state of unrest in the railway service, while a referendum on the strike issue was being taken, the railway employees' department of the American Federation of Labour issued a circular letter urging the trade union men to maintain at least a ninety-day truce while attempts were being made to reduce the high cost of living. A similar truce for six months for all trades was recommended by a committee of the New York Federation of Labour.

**United States
War Labour
Board discontinued**

The existence of the National War Labour Board of the United States, whose activities have been somewhat cur-

tailed since February last, was formally terminated in August. The Board was created by President Wilson early in 1918, and its expenses were paid out of a war emergency appropriation which is now exhausted. During the fifteen months of its existence the Board dealt with and adjusted more than 1,200 labour disputes and expended \$750,000. It is stated that in every case brought before it labour benefitted by increased wages, and that war production was maintained without interruption.

**Eight-hour
day in Hol-
land**

The government of the Netherlands has introduced a bill, which passed the Legislative Chamber almost unanimously, providing for an eight-hour day and a forty-five hour week in factories, workshops, and offices. Post, telegraph and telephone offices are excluded. It is proposed to introduce two other bills relating to hours of labour, one limiting dock labour to eight hours a day and the other establishing for agriculture an eight-hour day in winter, a ten-hour day for summer months and a twelve-hour day for harvest weeks.

**Employees'
committees
in United
States govern-
ment harness
shops**

The United States War Department has handed over the control of the harness shops of the Rock Island Arsenal to committees of employees except with regard to matters of administration which are still left to the regular management. The work of these employees' committees includes the appointment of foremen, the determination of prices to be paid workmen, and assisting in the figuring of cost when bidding for work. Official reports state that "the result of the adoption of this plan has been not only greatly increased efficiency and contentment among the men, but a radical reduction in manufacturing costs."

**Scientific
research and
vocational
training in the
United States**

At the Annual Convention of the American Federation of Labour held in June, a resolution was passed in favour of Government aid to scientific research. The resolution declared that "Whereas scientific research and the technical application of the results of research form a fundamental basis upon which the development of our industries... must rest.... Resolved that a broad programme of scientific and technical research is of major importance to the national welfare and should

be fostered in every way by the Federal Government, and that the activities of the Government itself in such research work shall be adequately and generously supported in order that the work shall be greatly strengthened and extended."

The United States Railroad Administration in cooperation with the Federal Board for Vocational Education is taking steps to promote the establishment and development of part-time vocational schools for mechanics and apprentices in the railroad shops under its control. Apprentices on roads where such schools are established will be required to attend not less than 208 hours per year.

Jottings

A new early closing by-law became effective in Montreal on August 11, closing shops at 7 p.m. on the first four days of the week, 9 p.m. on Friday and 11 p.m. on Saturday. Drug stores are exempted, also shops selling tobacco, newspapers and periodicals, flowers, fruits, pastry, confectionery, etc.

Steps are being taken to form a Dominion Labour Party and it is proposed to hold a convention next January in Edmonton for the purpose of organization.

A unique experiment has recently been concluded at the plant of the Humphreys Glass Works at Moncton, N.B. Last May when the employees demanded higher wages the directors proposed to hand the plant over to the men for three months if they would agree to deposit with the Board twenty-five per cent. of their wages as a guarantee. This arrangement was carried out and during June, July and August the factory was under the control of the men, and the union scale of wages was paid. It is reported that the experiment was success-

ful and that at the end of the period the guarantee of twenty-five per cent was returned to the men.

A call has been issued by the National Women's Trade Union League of the United States for the holding of an international congress of working women at Washington on October 23, a week before the meeting of the International Labour Conference. The women of thirty-four countries have been invited to send delegates, each country being entitled to ten delegates and ten votes. The Congress will consider the agenda of the International Labour Conference especially bearing on the employment of women and children.

The principle of equal wages for men and women has been adopted by the majority of the State Wage Commission of Denmark and embodied in legislation that seems likely to pass in the near future. The Commission, it is stated, has published a very comprehensive report on the subject, containing data deserving of international notice.

A new development of the trade union movement in England is the formation of the Professional Workers' Federation, with about 174,000 members comprising organizations of teachers, civil servants, and other public officials.

A Middle Class Union has been formed with branches in many of the chief cities of Great Britain and Ireland. Its objects are "To promote mutual understanding between all classes of the community and secure an equitable distribution of national taxation. To obtain the removal of unfair burdens on the middle class and to enable them, by collective action, to protect their interests from legislative or industrial oppression."

INDUSTRIAL CONDITIONS DURING AUGUST, 1919

I.—General Review

Disregarding the temporary unemployment directly caused by strikes there was a continued upward trend to employment during August, a slight increase being noted each week for the country as a whole. Considering the country by sections the depression recorded in the previous month in the Maritime provinces was slightly accentuated, due partly to a reduction in railway operation. In the Ontario and Quebec area there was a slight rise for the first three weeks followed by a very slight drop in the fourth week. In British Columbia there was a slight rise each week throughout the month. In the Prairie provinces there was a slight drop, mainly confined to railway construction, during the middle of the month at which new level employment was maintained.

In metals and machinery there was a slight but steady increase which was mainly confined to the Ontario and Quebec area. In vehicles a fair increase was noted followed by a slight drop towards the end of the month in Ontario and Quebec. In the food group employment fluctuated but the general average remained the same. There was a noticeable increase in British Columbia, due to fish and vegetable canning, and also in the Maritime provinces, but a fairly considerable decline in the Prairie provinces. In textiles and clothing there was a rise which, except for a drop in British Columbia at the end of the month, was maintained. In pulp, paper and printing the weekly rises and falls balanced one another. In woodworking and furniture there was no appreciable change from the previous month. In the leather group there was a slight increase in employment in Ontario and Quebec. In clay, glass and stone, there

was a slight decline at the beginning of the month in Ontario and Quebec followed by a rise which became pronounced. In chemicals there was a drop followed by a greater rise. In railway operation there was a sharp drop in the Maritime provinces which was only partially recovered later. In mining and quarrying there was a further decrease in employment in the Maritime provinces, an increase in Ontario and Quebec, and, towards the end of the month, a pronounced increase in the Western provinces. In building and construction a considerable rise was noted during the latter half of the month. This was mainly confined to Ontario and Quebec, there being a considerable decline during the third week in the Prairie provinces. The lumbering industry as a whole showed a steady rise. There was a slight drop in the Maritime provinces, a fair increase in the Ontario and Quebec area, and a considerable increase in British Columbia at the beginning of the month which increase was maintained. In railway construction there was a steady decline in the Western provinces.

The time loss on account of industrial disputes during August was less than during July, but greater than August, 1918. There were in existence at some time or other during the month 44 strikes, involving 21,254 workpeople and resulting in a loss of 316,187 working days, as compared with 73 strikes, 35,696 workpeople and 561,010 working days in July, 1919; and 38 strikes, 9,039 workpeople and 105,543 working days in August, 1918. On August 1, there were on record 30 strikes, affecting 18,311 workpeople. Fourteen strikes were reported as having commenced during August, com-

The Labour Market

pared with 32 in July. Fourteen of the strikes commencing prior to August and ten of those commencing during August were reported terminated, leaving 20 strikes, affecting about 6,664 work-people, on record at the end of August.

The prices movement continued upward. The index number of wholesale prices rose to 301.1 for

Prices August as compared with 294.0 for July, 284.3 for August, 1918, and 134.6 for August, 1914. The chief increases for

the month appeared in dairy products, breadstuffs, hides, leathers, and boots, in metals, fuel, and building materials, while there were slight increases in several other groups. There were decreases in cattle, and also in some fruits and vegetables. In retail prices the average cost of a list of staple foods in some 60 cities was \$14.43, as compared with \$13.77 in July, \$13.41 in August, 1918, and \$7.68 in August, 1914. The chief increases for the month were in butter, eggs, sugar, and potatoes, but there were slight decreases in some meats.

II.—The Industries and Trades

Sydney reported a further slight accentuation during August of the depressed condition of employment that prevailed during the past few months at the steel plants. The output of

**Metals,
machinery,
conveyances**

the Dominion Steel Company's plant was, in tons, as follows: pig iron, 12,500; rails, 1,600; rods, 3,500; wire and nails, 1,400. After August 25, the steel plant was practically idle. The Sydney mines plant was under repairs as a result of which there was no output. Many of the men from the operating forces of these plants were, however, put on repair work. Halifax reported the rolling mills active and the boiler shops very busy. All available help was employed in the stove and furnace foundries and in the skate factory. Automobile repair plants were active. Metal roofers and tinsmiths were very well employed toward the latter part of the month. The boat and shipbuilding yards were actively engaged, employing between 1,500 and 2,000 men. Westville reported that the Nova Scotia Steel and Coal Co.'s plant worked at about half capacity, and that the Eastern Car Co. was practically shut down. Amherst reported that a number of men were laid off at the Canada Car and Foundry Co.'s plant. At St. John the

rolling mills and iron works were active and tin and sheet metal workers were well employed. The foundry and machine shops at Fredericton were well employed. Montreal reported that the structural steel industry was active, that engine and boiler plants were busy, that sheet metal plants were active and that the electrical trades were normally employed. Quebec reported that the structural steel plants were busy and that the shipyards were very busy following the termination of the strike. Stove and furnace foundries, automobile and motor engine plants were active and electrical plants were very busy. Sherbrooke reported some slackness in this group. Foundries and metal working establishments at St. Hyacinthe were active. The foundries and shipyards at Three Rivers were normally employed. St. John and Iberville reported a demand for help in this group. Sorel reported a considerable amount of unemployment due to a strike in the shipyards. Ottawa reported the foundries fairly busy but the machine shops rather quiet. Toronto reported that the metal trades were more active than during July, though the structural steel industry continued to be quiet. Engine and boiler plants were fairly active and farm implement and tractor plants were busy. The electrical and roofing industries had a busy

month. The shipyards were rather quiet. Hamilton reported that the metal group generally was active. At Niagara Falls the auto-parts factory and the can factory were advertising for both male and female labour. At St. Catharines electrical workers and boilermakers were well employed. Brockville reported fair activity in this group. The National Manufacturing Co., manufacturing cream separators, etc., employed about 75 men, and anticipated increasing their force. Kingston reported the locomotive works idle but the shipyards very active. Belleville reported fair activity in the steel plants, in the portable engine and boiler plants and in the manufacture of small water crafts. The metal working industries at Peterborough continued to be affected by the strike. Electrical workers were well employed. Galt reported general activity throughout the group. Brantford reported the stove and furnace foundries very busy, the electrical companies working overtime and the farm implement companies working full time. Kitchener reported a demand for foundry workers, tinsmiths and sheet metal workers. Moulders were in demand at Guelph. Stratford reported considerable activity. Woodstock reported that moulders were in demand at the stove and furnace foundry, and that the wagon and sleigh factories were normally employed. London reported considerable activity in the rolling mills, stove factories and farm implement plants. The automobile factories at Chatham were working to full capacity. Windsor reported the structural steel companies continued to be very busy and that the automobile and auto-parts companies were working overtime and in need of help. The Whittaker foundry had over 100 men employed. Owen Sound reported some slackness. The carriage factory at Orillia took on additional help. Employment at the steel plants at Sault Ste. Marie was affected by a strike. Winnipeg reported slackness in structural iron and steel work but activity in the automobile works. Brandon reported the machine shops and

farm implement firms very busy. Medicine Hat reported some slackness in the rolling mills but considerable activity in the pump and brass plant. Other metal working industries were rather quiet. The iron foundry at Lethbridge was rather slack. At Calgary the iron works were fully employed, the automobile and motor engine works were very active, but the farm implements plants were dull. Vancouver reported activity in the wire and nail factories and in the auto and motor engine repair shops. The stove, furnace and sheet metal plants were fairly active. The steel shipbuilding plants were fairly busy, but the wooden shipyards were rather quiet. Victoria reported some reduction in employment at the iron foundries. The wooden shipbuilding industry continued to be brisk and the outfitting plant at Ogden Point worked to capacity installing boilers, etc., in wooden vessels. Work at the iron shipyards was fairly active.

Halifax reported the sugar refinery working full time, the bakeries and creameries very active

Foods, liquors and tobacco and the mineral water and soft drink plants working overtime.

Westville reported that the flour mills were quiet but that the feed mills were fairly active. The soft drink plants were working to full capacity. The condensed milk factory at Truro worked full time. The tobacco factory also worked to capacity. Charlottetown reported employment steady in this group except that creameries and condensed milk plants were a little slack. St. John reported that flour and feed mills were working steadily, that the sugar refinery was active and that the soft drink plants and breweries and distilleries were well employed. Moncton reported that the bakeries and biscuit plants and cheese factories and creameries were all very active and that the soft drink plants were very busy. Fredericton reported that the flour mills and packing houses were rather quiet but that bakers

were very well employed. Montreal reported that the flour and feed plants and abattoirs and packing houses showed steady activity, but that the canning establishments were rather quiet owing to the somewhat small tomato crop. Quebec reported soft drink plants very busy and considerable activity throughout the rest of the group. The tobacco factories were well employed. Sherbrooke reported considerable activity. Aerated water plants at St. Hyacinthe were working to capacity and the cheese and butter factories were well employed. Tobacco workers and cigarmakers at Three Rivers had a busy month. Ottawa and Hull reported general activity in this group. Toronto reported that flour mills and cereal plants and abattoirs and packing houses were in steady operation; and that bakers, confectioners and biscuit workers were busy, especially during the latter part of the month. Fruit and vegetable canners were working to capacity and there was a continued demand for female help. Soft drink plants, breweries and cigar factories were active. Hamilton reported a demand for help in the fruit and vegetable canning plants and general activity throughout the rest of the group. The canneries at Niagara Falls were working to capacity. Brockville reported that creameries, dairies and condensed milk plants were unusually active, but that the cheese factories in the district were closing and sending their milk to the Lyang Condensery, owing, it was stated, to the price of cheese being set at 25 cents. Kingston reported flour and feed mills and breweries active. At Belleville the flour and feed mills had a busy month and the creameries and dairies were very active. Soft drink plants also were busy. Peterborough reported that the packing house and the flour and feed mills were all working to full capacity. The bakeries and confectioneries were busy and the cheese factories were active. Galt reported general activity. At Brantford the flour mills were rather quiet but the biscuit and confectionery plants were very busy

and took on 100 extra girls. The preserving company was working day and night. Cigar workers were well employed. Kitchener reported that the flour mills ran full time and that the sugar factory was getting ready for the fall season. There was a demand for workers in the meat packing houses and sausage houses and for a few girls at the candy factories. There was some demand also for bakers and brewery workers. Cigarmakers were steadily employed. Woodstock reported a steady demand for girls in the biscuit and confectionery plants. London reported a steady demand for female help in the biscuit and candy factories, also for cigar workers. The milling company and the cereal companies were very busy. Chatham reported that the flour mills were active and that the sugar refineries were working to capacity, but that the abattoir was idle. Windsor reported that the cereal company was short of help, and that the breweries and soft drink plants were running to full capacity. The flour and grinding mills ceased operations during the month. Sault Ste. Marie reported a falling off in dairy work owing to the scarcity of pasture. Winnipeg reported normal conditions in the food group; the vegetable canneries were quite active but able to secure all the help required. Brandon reported general activity except that tobacco workers were **only fairly well** employed. Regina reported the flour mill still closed, the abattoir active, and a demand for help in the bakeries and confectioneries. Soft drink plants were very busy. At Medicine Hat the flour mills were quiet and the breweries only fairly active. Bakeries and creameries were active and soft drink plants were busy. The flour mills at Lethbridge continued to be steadily employed. The breweries were working overtime. At Calgary the flour mills and the abattoir and packing houses were fully employed, and the breweries, distilleries and soft drink firms were active. At Fernie the breweries and soft drink plants continued to work to capacity. Owing to

the unfavourable feed situation the Canadian Dairy Company sold most of its cattle, etc., intending to operate in this district only on a very small scale in the future. Vancouver reported considerable activity in the food group, including the fish drying and packing plants and canneries. Brewery workers were fairly well employed, but tobacco workers were rather quiet. Victoria reported the bakeries active, fruit and vegetable canneries busy and the breweries well employed.

Truro reported that the woollen mills were active but that the mattress factory continued to be closed down, due to shortage of excelsior. St. John reported the cotton mills working

steadily. Moncton reported the woollen mills and the underwear factory in steady operation. The Maritime linen mill closed down for a short time on account of shortage of raw material, but partially resumed operations later. The cotton mill at Fredericton ran at full capacity during the month. Montreal reported the textile mills and knitting factories working at full capacity following the settlement of the strike. Quebec reported that the cotton mills, the operations of which were interfered with by the strike, had not returned to full activity. Hosiery and knitted goods workers were active, and tent, awning, sail and flag makers were very busy. Sherbrooke reported the cotton and woollen mills and bleaching and printing mills all busy. The woollen and cotton mills at St. Hyacinthe were working overtime. The Wabasso Cotton Co. at Three Rivers was working normally. Toronto reported the woollen mills and knitted goods factories busy, though handicapped to some extent by shortage of material. Tent and awning makers and carpet makers were well employed. Hamilton reported a demand for carpet weavers and hosiery, underwear and knitted goods workers. St. Catharines reported activity in the textile mills. The cotton and woollen mills at Kingston were ac-

tive. Peterborough reported the woollen mills and knitting factories working to capacity with a shortage of help. Galt reported the cotton, woollen and silk mills short of help. At Brantford the woollen mills were short of female help and the cordage company was very busy. At Kitchener the felt factories were busy and the twine factory was short of help. Guelph reported general activity with a demand for female help in the cotton and woollen spinning mills. There was also a demand for carpet weavers. Girls were in demand at the woollen and knitting factories at Stratford and Woodstock. The hosiery companies at London were working to full capacity and advertising for help. St. Thomas reported the knitting company busy. The worsted factory at Orillia employed some 80 hands. Winnipeg reported a shortage of help in the bag factory and the knitting factories. Tent and awning factories were rather quiet, though normal staffs were employed. Vancouver reported the knitting factories and tent, awning and sail factories busy.

Halifax reported that the clothing firms continued to employ their regular help. Steam laundries were busy but the dyeing and cleaning establishments were inclined to quietness. Truro reported the hat and cap factory working to capacity. Charlottetown reported tailors and garment workers steadily employed and the steam laundries and dyeing and cleaning plants fairly active. St. John reported the ready-made clothing firms active and the hat and cap and fur houses increasingly active. Steam laundries were well employed. Moncton reported a demand for seamstresses. Fredericton reported the clothing establishments well employed and the steam laundries and cleaning plants exceptionally busy. Montreal reported clothing workers well employed during the month. The laundries, however, were only fairly active. Quebec reported that ready-made clothing firms were busy, that glove factories

**Textiles,
cordage and
carpets**

**Clothing and
laundering**

were active and fur goods firms very busy. The steam laundries and cleaning firms also were very busy. Sherbrooke reported ready-made clothing firms and steam laundries active. Garment workers at St. Hyacinthe were steadily employed. The glove factories at Three Rivers were working full time. At Iberville the straw hat works was short of female help. The shirt factory at Sorel employed its usual number of hands. The clothing factories at Ottawa and Hull were well employed, largely on orders for Roumania. Toronto reported that the cloak and suit business was quiet during the greater part of the month owing to the garment workers' strike but that workers on men's clothing were well employed. Women's whitewear factories were busy, with a shortage of female workers. Steam laundries, dyeing and cleaning establishments were active, with some shortage of help. Hamilton reported a demand for help in the shirt, collar and button factories and in the steam laundries and dyeing and cleaning houses. The hat and suspender factories at Niagara Falls were in need of female labour. Brockville reported a demand for glove workers. Kingston reported the ready-made clothing firms and steam laundries active. The Deacon Shirt factory at Belleville continued to be busy on a Roumanian order. Galt reported that the shirt factory and steam laundries were short of help. Brantford reported the Niagara Silk Co. working to full capacity and short of female help. The overall and shirt company also ran to capacity. The whitewear factory was very busy. Kitchener reported a demand for female help in the whitewear factories and in the shirt, collar and button factories. The robe and clothing factory ran full time, but the glove factories were rather quiet. Cleaning establishments had a good month. Women's whitewear workers at Guelph were active, and female help was wanted at the pant factory. Stratford reported the ready-made clothing factories and steam laundries very busy. London re-

ported both women's and men's clothing factories very busy and the fur company was working overtime. The shirt and overall factories at Windsor were short of help. Laundries and cleaning establishments were unusually active. Ready-made clothing firms at Orillia were busy. Winnipeg reported a general demand for help throughout the clothing group. Laundries and cleaning houses continued active without change of employment. Regina reported a demand for help at the steam laundries and dyeing and cleaning works. Vancouver reported general activity in the clothing factories and steam laundries and dyeing and cleaning works. The shirt and overall factories at Victoria were busy.

The pulp and paper company at St. Anne's, C.B., employed about 300 hands

Pulp, paper and fibre and required additional help. St. John reported the pulp mill running to capacity. The pulp and paper mills at Sherbrooke were active. The pulp and paper mills at Three Rivers employed over 1,500 hands. The pulp and paper mills at Ottawa and Hull were busy. St. Catharines reported that the pulp and paper mills, beaver board and other pulp products concerns continued to be active. Brantford reported that the roofing company was working to capacity. Vancouver and Victoria reported the pulp and paper mills of the district increasingly active.

Halifax reported that printers and binders were all well employed, due partly to school book work. Lithographers were busy and paper box workers very active. Charlottetown reported printers, pressmen and bookbinders exceptionally busy. St. John reported some scarcity of job printers and that binders were well employed. The paper box firms were very busy on Christmas orders. Job printing offices at Moncton were active. Mon-

Printing, publishing and paper goods

trepreneur reported activity. Quebec reported printers and bookbinders active and paper box and bag makers busy. Printers were very active at St. John's and Iberville. The printing trades at Sorel were quiet. Ottawa and Hull reported some improvement in the printing trades. Toronto reported the printers, bookbinders, engravers and lithographers busy and paper box and bag workers very active, and that apprentices and skilled box workers were in demand. Hamilton reported activity. Niagara Falls reported a demand for paper box workers. St. Catharines, Brockville and Kingston reported binderies and printing plants busy. Belleville reported the bindery exceptionally busy. Galt reported a demand for paper box workers. The Hempell box factory at Brantford was active. Kitchener reported job printers exceptionally busy on voters' lists. The paper box factory was very active. At Woodstock all local printers were well employed. London reported that printers were working overtime on voters' lists. The paper box companies were very busy. The paper box factory at Windsor was short of female help. Winnipeg reported some demand for help in the binderies and paper box factories. At Brandon printers were only fairly active, but at Regina they were in demand. Job printers at Medicine Hat and Lethbridge were rather quiet. Printers at Calgary were fully employed. Fernie reported the printing trades fairly active despite the general depression in local industries. Vancouver reported printers well employed, publishing houses busy, and paper box and bag plants fairly active. At Victoria the printing industry was active and the paper box factory was working to capacity.

Halifax reported that all sash, door and planing mills were running full time with many orders ahead. At Westville, woodworking plants operated only part time. Charlottetown reported some reduction

in activity, although coopers had a busy month. St. John reported the sash, door and planing mills running steadily, the wooden box factory active, the broom factory very busy and the brush factories active. Moncton reported the sash, door and planing mills working to capacity and the cooperage plant steadily engaged. The sash, door and planing mills at Fredericton were active. Montreal reported that wooden box, furniture, and piano workers had a fair month. Quebec reported the sash, door and planing mills and wooden box factories busy and the broom and brush factories active. At Sherbrooke, the sash, door and planing mills were busy but the chair factories were only fairly active. The organ factories at St. Hyacinthe had orders ahead for several months, and the sash and door factories were very busy on orders for outside points. Sorel reported quietness in this group. Toronto reported that all departments of the woodworking industry, including piano making, were active. Niagara Falls reported the planing mills very busy and the carpet-sweeper and sporting goods factories advertising for help. St. Catharines reported steady employment in this group. At Brockville the sash, door and planing mills were fairly active. Kingston reported fair activity in the broom and piano factories. The sash, door and planing mills at Belleville were very busy and the furniture factories were operating normally. The planing mills at Peterborough were active. Galt reported some demand for help in the planing mills and furniture factories. Brantford reported the sash, door and planing mills working to full capacity and the piano case company very busy. The furniture and chair factories at Kitchener were short of help, and the wooden box and sash and door factories were busy. Guelph reported the planing mills and piano and sewing-machine factories active. The planing mills at Stratford were well employed and the furniture and chair factories were very busy. Woodstock reported a demand for machinists, cabinet makers

and handymen. London reported the planing mills and barrel companies unusually busy. Chatham reported the sash, door and planing mills active but the wooden box factories quiet. Windsor reported a general demand for help in all woodworking factories, except the piano factory which was rather quiet. Owen Sound reported a scarcity of expert furniture workers but little doing in the sash and door factories. The sash and door factories at Sault Ste. Marie were working to capacity. The sash, door and planing mills at Winnipeg were working normally without change in employment. The sash and planing mills at Brandon and Regina were working full time, and Medicine Hat reported an improvement over the previous month. Fernie reported depression in this group. Vancouver reported the sash and door factories, also the furniture and cooperage plants, only fairly busy. At Victoria the sash and door factories were rather quiet.

St. John reported normal conditions in the tannery and in the harness and horse goods factory. At Fredericton the shoe and leather factories were very busy and looking for help. The tanners

**Leather,
boots, shoes
and rubber**

and harness workers were also busy. Montreal reported the boot and shoe factories busy with indications of continued employment for some months to come. Quebec and St. Hyacinthe reported the tanneries busy and the boot and shoe factories very busy. Leather and boot and shoe factories at Three Rivers were active. Toronto reported the boot and shoe, trunk, harness and rubber trades all active. Hamilton reported a demand for shoe workers. The shoe-parts factory at Niagara Falls was busy. St. Catharines reported the rubber footwear factories active. The tannery at Kingston was active. Galt reported a demand for girls in the shoe factory. The shoe company at Brantford worked to full capacity. Kitchener reported activity in the tanneries, shoe factories and rub-

ber and tire companies, with a demand for help in the trunk and rubber footwear factories. The tanneries at Stratford and Woodstock were very active. At London the shoe companies were working overtime and the tannery took on extra help. St. Thomas reported a scarcity of skilled shoe workers. Windsor reported that extra help had been taken on in the harness repair plants. Brandon reported the tanneries and trunk and bag firms busy. Calgary reported a dull month for trunk, bag and horse goods workers. Vancouver reported boot and shoe workers well employed.

Amherst reported that the clay works were very active, employing about 50 men. St. John reported cut stone and granite work and brick-making dull. Moncton reported

**Clay, glass
and stone**

that the glass works closed down at the end of the month for about two weeks on account of difficulty in securing raw material. The cement block plants were all very busy. The brickyard at Fredericton gave steady employment to a large number of hands. Montreal reported the glass factories working normally. Quebec reported brick, tile and sewer pipe workers active but stone cutters and limekiln workers dull. Toronto reported that brick makers were busy, the demand for bricks considerably exceeding the output. The glass factories were working steadily. Brockville reported that cut stone and granite workers were active, but that the brickyard was closed down. Monument workers at Kingston were fairly well employed. Belleville reported that the Canada Cement Co. was working day and night, and that the pottery had an active month. Brantford reported all brick yards and cement works very busy. Kitchener reported stone cutters and granite workers and brick, tile and sewer pipe makers very well employed. The brick yard at Stratford was very active. At London the stone cutters and brick makers were working to capacity. The brick, tile and sewer pipe works at Chat-

ham were short of help. Regina reported that cut stone and granite workers were busy. Medicine Hat reported the brick and tile plants fairly active and the Dominion Glass Co. well employed. Vancouver reported window and plate glass plants busy.

Montreal reported the paint and varnish industry active and the chemical,

**Paints, oils,
chemicals,
explosives**

drug and medicine plants fairly well employed. Quebec reported the soap factory and cartridge and ammunition factories dull. The gunpowder factory at Sherbrooke was fairly busy. The paint mills at Three Rivers were fairly active. Toronto reported the paint and varnish, and soap and chemical works active. Hamilton reported activity in this group. Niagara Falls reported a demand for labourers and furnace men in the electro-chemical plant. Brantford reported the varnish and paint company running to full capacity. The oil and grease companies at Kitchener had a good month. Windsor reported that the paint and varnish companies had a record month, and that the Canadian Salt Co. was very busy making soda ash. Female help was required in the patent medicine plants. At Regina the oil refinery ran full time with a full staff, and the soap works had a fair month although handicapped by a fire. Medicine Hat reported that the linseed oil mill was very active. Vancouver reported that the paint and varnish firms were fairly active and that the oil and soap works were busy. At Victoria the paint and soap factories were active.

The earnings of the Canadian Pacific Railway Co. during July were \$14,720,-

362 as compared with
**Railways,
shipping and
'longshore work** \$12,374,164 in July,
1918. Sydney reported that the steam railways

were rather quiet during August, but that railway repair shops and 'longshore work continued to

be active. Halifax reported that railway traffic was exceptionally heavy both in freight and passenger traffic, also that 'longshoremen were very well employed for the season of the year. Westville reported that freight traffic on both steam and electric railways continued quiet but that passenger traffic was heavy. Truro reported that railway employees were working full time. Railroad men at Charlottetown had steady work. St. John reported that the steam railways were busy on passenger traffic and that the street railways were increasingly active. A slight improvement also took place in navigation, and 'longshoremen were better employed. Garages were very busy. Moncton reported normal conditions in the railway repair shops. Fredericton reported that railway and steamship employees had an active month, and that liveries and garages were very busy. Montreal reported railway workers very active. Quebec reported the steam and electric railways active, particularly on passenger traffic. Railway repair shops were active and the new railway repair shop at St. Malo, which opened during the month, employed some 400 hands. Coastal navigation was very active but the number of ocean steamers was limited, making 'longshoremen busy and ship labourers dull. Transfers, liveries and garages were very active. The railway repair shops at Sherbrooke were busy. The steam and electric railways and steamship lines at Three Rivers had a very good month. St. John's and Iberville reported navigation more active than during the previous month. Toronto reported that the steam railways had a busy month, especially towards the close, both passenger and freight traffic being heavy. Street railwaymen were well employed, and, owing to a reduction in the hours of work, the company took on 200 more men. Navigation was very active, particularly in tourist traffic. Garages were very busy. Hamilton reported the electric and steam railways very active and the steamship

lines very well employed. Brockville reported the steam railways active and navigation good in passenger work, though 'longshore work was only fair. Transfers, liveries and garages were active. Kingston reported that steam railways and railway repair shops were active, and that street railway, navigation and 'longshore work was fair. Beileville reported activity, excepting in 'longshore work which was quiet. Kitchener reported steam railways very busy in freight departments, also, during the latter part of the month, in passenger traffic. Electric railways were very active. Stratford and London reported the steam railways and railway repair shops well employed and garages very busy. St. Thomas reported the railway shops busy with a scarcity of skilled workers, particularly boiler makers. Train men on the Pêre Marquette were busy, on the Michigan Central they were better employed than in the previous months, but on the Wabash Railway they were quiet. Windsor reported general activity. Winnipeg reported the railway repair shops and electric railways normal without any change in employment. Brandon reported the railway repair shops fairly active and the rest of the group busy. Regina reported the steam railway passenger traffic very heavy and the freight business improving due to the new wheat crop having started to move. Railway repair shops were very active. There was increased activity on street railways. Transfers and garages were rushed. The garages at Lethbridge were active. Moose Jaw reported that passenger business on the steam railways was good but that freight business was light. The railway repair shops at Calgary were fully employed. Vancouver reported that steam and street railways were busy and that navigation was fair. 'Longshore work was dull at the beginning of the month but improved later, although not all the men available were employed. Transfers and garages were busy. Victoria reported that transportation in all branches was exceedingly active.

Quebec reported that the stone quarries were busy, mainly in getting out broken stone for road making and for concrete work. Sherbrooke reported the chrome iron mines quiet but the granite quarries active and the asbestos mines busy. Niagara Falls reported that quarrymen were in demand. The mines in the Cobalt district remained closed due to the strike. In the Porcupine district the gold output increased due to the number of workers available. At Kirkland Lake the mines were closed as a result of the strike. Fernie reported very fair activity in metalliferous mining. Nelson, Trail and Rossland reported that mining, smelting and refining were active owing to the higher price in metals, and that there was a shortage of skilled labour, every available man being employed. Owing to the high cost of living there was an increase in pay of 25 cents per day from August 1 to all employees of the Consolidated Co.; also an increase of 10 cents per day to all mechanics and 5 cents per day to labourers owing to the increase in the price of copper.

Sydney reported the output of the Dominion Collieries during August as 51,000 tons of coal and 19,000 tons of coke, as compared with 49,000 tons of coal in July. The output of the Sydney mines was 50,000 tons of coal as compared with 42,500 tons in July. The depression in employment continued. Westville reported that the Intercolonial Coal Co. worked regularly during the month. The Arcadia Coal Co. slightly increased the output from their Allan Shaft mine, and employed an additional number of men. The total amount of coal raised in the locality was 37,000 tons. It was stated that the resolution of the miners to work only five days a week was withdrawn and that the men would continue to work six days for the present. Mining operations at Minto continued to be quiet. Lethbridge reported that between 150 and 200 men started to work following the strike, and that a full shift was anticipated shortly. Calgary reported that

following the strike the mines were being operated as fully and as quickly as possible. Fernie reported that following the termination of the strike on August 23, a comparatively large force of men were employed in the Fernie and Michel mines, though it was anticipated that some considerable time would elapse before the coal mining industry would completely recover. Preliminary preparations were made to resume the manufacture of coke.

The value of building permits issued in 35 cities during July amounted to \$8,174,869, as compared

Building and construction with \$6,470,215 in June, and \$5,852,493 in July, 1918. Sydney reported

that the building trades were active. Halifax reported great activity in the erection of dwelling houses, all available skilled help being employed. Painters continued to be active although about 50 or 60 were laid off during the month. The building trades at Westville were slightly more active than during the previous month. Charlottetown reported that carpenters, bricklayers and masons had a dull month, but that plasterers, painters, plumbers, etc., were better employed. St. John reported dullness. Moncton reported a great demand for all classes of building tradesmen, including unskilled labour. Montreal reported activity. Quebec reported some activity mainly on repairs for shops and dwellings. Building tradesmen were fairly active at Sherbrooke but dull at St. Hyacinthe. Building tradesmen were well employed at Three Rivers and at St. John's and Iberville. Sorel reported quietness. Ottawa reported activity. At Toronto and Hamilton building tradesmen were very well employed. Niagara Falls reported a large number of dwelling houses under construction. At Port Colborne the building trades were very active. Building at St. Catharines continued to be fairly brisk. Kingston reported a falling off in employment in building. The building tradesmen at Galt and Brantford were active and at

Kitchener they were busy. There was a demand for bricklayers at Guelph. All building trades were well employed at Stratford and Woodstock. London reported a further increase in activity. Building trades at St. Thomas were quiet, but at Chatham they were active. Windsor reported great activity, but at Owen Sound there was dullness. Building operations at Sault Ste. Marie, Port Arthur and Fort William were very active. Winnipeg reported that all mechanics in the building trades were well employed, with a prospect of work ahead for some time. There was some demand for workers, particularly carpenters. Brandon and Regina reported fair activity, with a demand for plasterers, painters and paperhangers. A number of dwellings were in course of construction at Moose Jaw. Employment was fairly good at Lethbridge and good at Calgary. There was dullness at Fernie. Vancouver reported an increase in employment in the building trades.

The total number of railway construction workers employed at the end of August was about 900 less than during the last week of July. The Canadian Pacific Railway showed a reduction of some 1,250 persons, the principal decreases being recorded in Manitoba (400), Saskatchewan (300), and Ontario (300). The Grand Trunk Railway showed increases in their working forces of about 350 persons, chiefly in Ontario.

Westville reported that lumbering operations showed a further slight decline. Charlottetown reported quietness. The **Lumbering** saw and shingle mills at

St. John were operating steadily. Fredericton reported that the lumber mills and booms were very busy and that preparations were being made for the season's operations in the woods. Quebec reported the sawmills of the district still working at full capacity except in a few cases where the last season's cut was limited through failure to obtain men and through the epidemic. The saw and shingle mills at Sherbrooke were

well employed. The sawmills at Ottawa and Hull were rather busy. Peterborough reported quietness. Owen Sound reported that the sawmills continued to be active. Sault Ste. Marie reported that the lumber yards were very active and that lumbermen were experiencing difficulty in securing the right class of men for their operations. Calgary reported that men were being sought for the lumber camps and sawmills. Following the severe bush fires in July, Fernie report-

ed further fires in August which resulted in a serious curtailment in the amount of logs taken out so that in some instances mills were forced to close down while others operated only at limited capacity. Despite this, however, lumbermen in nearly all cases were actively engaged in making preparations for logging operations on a very large scale. Vancouver reported the saw and shingle mills busy. Victoria reported the lumber trade very active on foreign shipments.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

PROCEEDINGS FOR THE MONTH OF AUGUST, 1919.

DURING the month of August the Department received ten applications for Boards of Conciliation and Investigation. A Board was also established in connection with an application received during the month of June from the shop employees of the Toronto Railway Company and the Toronto Electric Light Company, Limited.

Applications Received

During the month of August applications for Boards were received as follows:

(1) From the employees of the Fort William Coal Dock, being coal handlers, members of the Coal Handlers' Union. In this case the employees had gone on strike before making an application for a Board of Conciliation and Investigation, as required by the terms of the Industrial Disputes Investigation Act, and in view of the recent ruling of the Minister of Labour that a Board would not be established under these circumstances, the application of the employees was refused.

(2) From the employees of the Alliance Power Company of Edmonton, Alta., members of Local Division No. 569, Amalgamated Association of Street and Electric Railway Employees of America. This industry being one under municipal control, a Board could be established only by the joint consent of the disputants. This consent was granted by the corporation of the City of Edmonton and a Board was established, composed as follows: Mr. John R. McIntosh, Edmonton, chairman, appointed on the joint recommendation of the other two members, Messrs. H. R. Milner and Robt. E. McLaughlin, nominees of the corporation and employees respectively.

(3) From the employees of the Canadian Northern Express Company, Montreal, Toronto and Winnipeg, members of the Canadian Brotherhood of Railroad Employees. This application was under consideration at the close of the month.

(4) From the employees of the Bedford Construction Company of St. John, N.B., engaged on the Courtenay Bay Harbour contract. This dispute did not

fall within the scope of the Act and a Board could be established only by the joint consent of both parties. This consent was granted by the Company and a Board was established, composed as follows: the Honourable Sir Ezekiel MeLeod, Hampton, N.B., appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. C. L. Hervey, Montreal, and James E. Tighe, St. John, nominees of the company and employees respectively.

(5) From the employees of the Port Arthur Shipbuilding Company, Limited, being boilermakers and iron shipbuilders and helpers, members of Current River Lodge, No. 461, International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America. A Board was established, Messrs. D. W. Davies and W. N. Welsh, Fort William, being appointed members on nomination of the company and employees respectively. Failing a joint recommendation for the chairmanship, the Minister appointed the Hon. Mr. Justice J. S. MacLennan, Montreal, chairman of the Board.

(6) From the employees of the Canadian Locomotive Company, Kingston, members of various unions affiliated with the Metal Trades Council. This industry did not fall within the scope of the Act and a Board could be established only by the joint consent of the disputants. This consent was refused by the company.

(7) From the Guelph Radial Company, Guelph, Ont., and also from their employees, being motormen and conductors, members of the Amalgamated Association of Street and Electric Railway Employees of America. A Board was established, composed as follows: His Honour Judge Colin G. Snider, Hamilton, appointed on the joint recommenda-

tion of the other two members, Messrs. Harry Mahoney and Thos. Hall, Guelph, nominees of the company and employees respectively.

(8) From the employees of the Minto Coal Co., South Minto, N.B., members of Local Union, No. 4552, United Mine Workers of America. A Board was established, Mr. John A. Walker, Halifax, being appointed a member on the recommendation of the employees.

(9) From the employees of the Bell Telephone Company of Canada, Limited, Toronto, members of Local Union, No. 353, International Brotherhood of Electrical Workers. This application was under consideration at the close of the month.

(10) From the employees of Messrs. Willis and Company, also A. Lesage and Messrs. Senecal and Quindaz, respectively, piano manufacturers, Montreal. This industry did not fall within the scope of the Act and a Board could be established only by the joint consent of the disputants. This consent had not been received at the close of the month.

Other Proceedings under the Act

During August a Board was established in connection with the dispute between the Toronto Railway Company and the Toronto Electric Light Company, Limited, and their shop employees, being electrical workers, machinists, blacksmiths, patternmakers, brass moulders and coremakers, for which application was received during the latter part of June. The Board was composed as follows: His Honour Judge J. H. Denton, Toronto, appointed by the Minister in the absence of a joint recommendation from the other two Board members, Messrs. Wm. H. Moore and Fred Bancroft, Toronto, nominees of the companies and employees respectively.

PROCEEDINGS OF THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

DURING August eleven new decisions of the Canadian Railway Board of Adjustment No. 1, were received by the Department. These included three Supplements relating to the interpretation of decisions of the Board in Cases Nos. 13, 16 and 28. Case No. 31 relates to wages schedules on the Canadian National Railways and No. 33 to a claim for payment for delayed time. No. 34 deals with the charge for board made to sectionmen on western lines. No. 35 has reference to wages of sleeping-car conductors of the Canadian Pacific Railway. No. 36 relates to the dismissal of two employees of the Canadian National Railways and No. 37 to a wage schedule of the Canadian Pacific Railway commercial telegraphers. No. 38 deals with a claim for higher wages of railroad telegraphers of the Edmonton, Dunvegan and British Columbia railway, and No. 39 has reference to a claim of dining car employees of the Canadian Pacific Railway for higher wages.

Supplement No. 2 to Case No. 13—Canadian Pacific Railway (Western Lines) and Brotherhood of Railway Clerks, Freight Handlers and Station Employees

This dispute relates to the clerical employees of the Canadian Pacific Railway in the local freight office and yard offices at Vancouver and Coquitlam, B.C., with respect to the dating of retroactive pay in connection with the application of General Order No. 27. The decision of the Board of Adjustment No. 1 in Case No. 13 which appears in the *LABOUR GAZETTE* of December 1918, on page 1099, reads as follows:

Notwithstanding that the freight shed employees covered by local schedule agreements at Winnipeg, Calgary, Medicine Hat, Lethbridge, and Vancouver, did not, as such, serve notice in proper form for the opening of their schedule agreements for revision as from May 1st, 1918, it is the opinion of this Board that these employees in good faith believed

that the required notices had been given in the notifications served upon the Company in connection with the proposed Western Lines Federation of Freight Handlers, Clerks and Station Employees.

The Board, therefore, decides that the application of the increases under the so-called McAdoo Award (General Order 27) to those freight shed employees specifically named in the agreement for the five places mentioned, should be effective from May 1st, 1918, pursuant to the Order of Canadian Railway War Board that the increases would be made effective from the date of expiry of agreements dating back not earlier than May 1st, 1918.

The employees contended that as the clerical staffs of the local freight office and yard offices at Vancouver were embodied in the schedule presented to the company after the convention at Calgary in February, 1918, they were, therefore, included among the employees specifically named, and that all the clerical workers should be paid the McAdoo Award as from May 1st, 1918, and that as Supplement No. 7 to General Order No. 27 supersedes the same, retroactive pay should be based on the former. The company contended that when the question of the date at which the new rates were to become effective, covering freight handlers at Winnipeg, Calgary, Medicine Hat, Lethbridge and Vancouver, was before the Board of Adjustment, the matter was brought up as to whether freight office clerks, car checkers and others were to be included in the decision, and it was stated that the Railway Board of Adjustment's decision covered only freight handlers and did not include clerks. The company stated that in any negotiations with freight handlers at Vancouver, it had consistently declined to consider the clerical staff in respect to the freight handlers.

The decision of the Board was as follows:

"On the question now submitted the Board decides that if the clerical staff concerned was specifically named in the agreement or

award under which they were working prior to May 1st, 1918, they are entitled to the application of the increases provided for in the so-called McAdoo Award (General Order 27), as from May 1st, 1918.

"If they were not so specifically named in such agreement or award they are entitled to such increases as from August 1st, 1918."

Supplement No. 2 to Case No. 16.—The Kettle Valley Railway and the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, and the Brotherhood of Railway Trainmen

In Supplement No. 1, to Case No. 16 which appears in the LABOUR GAZETTE of May, 1919, on page 537, the Board gave the following decision in answer to Question No. 2 (a):

"Since December, 1918, regular daily passenger train service (on the Kettle Valley Railway) has been discontinued, and it would appear to be impossible to recognize the application of minimum monthly guarantees (as in effect on C. P. R.) for passenger train crews on the Kettle Valley Railway.

"The Board, therefore, decides that in computing retroactive pay from August 1st, 1918, for passenger trainmen on the Kettle Valley Railway, they shall be paid a rate per mile not less than the rates paid to passenger trainmen in adjacent territory (between Revelstoke and Vancouver) on the British Columbia Division of the Canadian Pacific Railway."

The Kettle Valley Railway Company and its conductors and trainmen were unable to agree as to the interpretation of this answer and submitted the following question to the Board—What rate for passenger crews will apply on the Kettle Valley Railway?

The decision of the Board was as follows:

"Inasmuch as it appears to have been impossible for the officers of the Company and the Committee to agree on a satisfactory basis for the payment of back time to passenger trainmen, August 1st, 1918, to the date when the decision of the Board was made known, and inasmuch as average mileage

made by passenger trainmen during the period in question was insufficient on the basis of any passenger rate per mile in effect to ensure equitable monthly guaranteed earnings, the decision of the Board is that the men in passenger service shall be paid back pay for the period August 1st, 1918, to December 31st, 1918, on the following basis: Conductors, \$4.82; baggagemen and brakemen, \$3.72 per hundred miles for the actual miles made during that period, with overtime on the basis of twelve and one-half miles per hour.

"For the period January 1st, 1919, to May 31st, 1919, the Company shall pay to the passenger conductors, baggagemen and brakemen, who were in the service during that period, the through freight rates per mile under the through freight conditions provided for in Supplement No. 16 to General Order No. 27 of the United States Railroad Administration (as recognized and made effective on the British Columbia Division of the Canadian Pacific Railway between Vancouver and Revelstoke) for the actual miles made by these employees, or, at the option of the Company, these employees shall be paid the minimum mileage daily and monthly guaranteed passenger rates for this period as made effective on the above specified division of the Canadian Pacific Railway for the same period.

"On and after June 1st, 1919, passenger trainmen on the Kettle Valley Railway shall be paid the same rates per mile, per day and per month as are conceded to passenger trainmen on the British Columbia Division of the Canadian Pacific Railway between Revelstoke and Vancouver, unless the Company and the Employees agree to other mutually acceptable arrangements."

Supplement No. 1 to Case No. 28.—The Canadian Express Company and its employees being members of the Canadian Brotherhood of Railroad Employees

A dispute arose between the Canadian Express Company and its employees with regard to the interpretation of certain rules in the award of the Board in Case No. 28 which appears in the LABOUR GAZETTE of May, 1919, on pages 528-535. A point in dispute was with regard to the meaning of the word "position" in Article 1 (a) which contains the following words: "To the monthly rate of pay of position as of January 1st, 1918, add \$25.00 per month". The employees contended that the flat increase of \$25 was to be added to all salaries actually paid on January 1, 1918; while the Company contended that the new rate of pay

should be computed by ascertaining the pay of each position on January 1, 1918, and adding to that \$25, making the new pay of position effective on February 1, 1919.

The decision of the Board was as follows:

"The Board assumed that the rates shown in Schedule of December 1st, 1917, were in effect on January 1st, 1918, and, therefore, decided that \$25.00 per month be added to the rates of such schedule positions.

"For ranges of rates shown in Schedule (as for example \$55.00 to \$95.00 for clerks at London) and for which the rates for specific positions are not named, the intent of the Board was that a total increase should be granted equal to the number of positions covered by such ranges of rates, respectively, as of January 1st, 1918, multiplied by \$25.00. If through any changes in the duties of positions, any questions arise regarding the application of the increase to any individual position, the matter should be adjusted under a joint arrangement between the representatives of the Company and employees, with the understanding that the total amount of increase involved on the basis outlined will be applied to the number of positions as existing on January 1st, 1918, even though the increase applied to some positions may be more or less than \$25.00. Where the number of positions covered by such ranges of rates at any point have been increased, the rates to be paid such additional positions shall be the same as the rates paid existing positions covering similar duties, after the application of increases on the basis outlined.

"For positions not covered by schedule in effect as of January 1st, 1918, the decision of the Board required payment of an increase of \$25.00 to each of the rates then in effect for such positions".

The other point of difference was in the interpretation of Article 18 (a) which provides that "Employees (except messengers) will not be expected to work more than six days per week. If required to work a seventh day or seventh night, they shall be paid at schedule overtime rate with minimum of three hours at hourly rates". The question was: How should pay for the seventh day (or Sunday) be computed? The employees understood that when called upon to work a seventh day or seventh night all employees, except messengers, would be paid for overtime at the rate of time and one-half for the

seventh day or seventh night with a minimum of three hours. The Company claimed that the three words "schedule overtime rate" in Article 18 (a) must refer to the overtime defined in Article 4 (a and b), and held that Article 4 (a) applies only to overtime work on any one of six week days, and, therefore, does not apply to the seventh day (or Sunday) work, and that Article 4 (b) is the only one that could be considered as applying.

The decision of the Board was as follows:

The decision of the Board dated April 19th, 1919, clearly provides that the only overtime rates for employees (except messengers) in excess of a pro-rata rate per hour, is for work after 10 hours duty per day. The Board, therefore, decides that if employees (except messengers) are required to work a seventh day in any week, they shall be paid overtime at a pro-rata rate per hour up to 10 hours for such seventh day, and at the rate of time and one-half if required to work in excess of 10 hours.

Case No. 31.—The Canadian National Railways and certain classes of Employees (Clerical Forces, Station Employees, etc.)

A dispute between the Canadian National Railways and various classes of employees arose in connection with negotiations for wage schedules. There was a difference of opinion as to the number of schedules required. The railways contended that only such employees as come under any one system officer should be included in one schedule but that for convenience there should be separate schedules for Eastern and Western lines in the operating department, a schedule for dining car employees, one for the traffic department employees, and one for the accounting (or auditing) department employees. The men contended that there should be only two schedules, one for all employees on the Eastern lines and another for all on the Western lines. It was agreed by all parties to the dispute that the decision of the Board should be final and binding.

The decision of the Board was that schedules should be prepared and should govern separately on Eastern and Western lines and should contain such basic rules as may be necessary to apply generally for the various departmental groups, except for parlor, sleeping and dining car service for which a separate schedule should be prepared for Eastern and Western lines respectively.

Notwithstanding the above mentioned difference of views, negotiations for a basic set of conditions were carried on and an agreement was reached with regard to thirteen articles. The remaining ten articles numbered 1-7-14-15-17-18-19-20, 22 and 23, upon which no agreement was reached, were referred to the Board for decision. These articles were as follows:

ARTICLE 1. The Railways submitted the following wording: "It is understood that the Canadian National Railways Employees' Committee will represent all employees, male or female, covered by this schedule, in matters pertaining to rates, seniority and general grievances". The men wished the Canadian Brotherhood of Railway Employees to be substituted for the Canadian National Railways Employees' Committee.

The Board gave the following decision:

Article 1 shall read as follows: "The following rates and rules shall govern the services of employees in positions enumerated in the Wage Schedule set forth herein, always provided, however, that a majority of the employees in the respective departmental groups and territories desire to be covered by this schedule".

ARTICLE 7. This article deals with the question of promotions. The Railways urged the adoption of the provisions of Article 12 of Supplement No. 7, to General Order No. 27. (This appears in the issue of the LABOUR GAZETTE for October, 1918, on page 863). The employees desired a modification of this article, the principal changes being that employees be considered for promotion on each superintendent's division; that

all vacant and new positions be bulletined for ten days in the departments where they occur; and that the staffs of the superintendent's office should have seniority, as, otherwise, it would be pure discrimination against such employees.

The decision of the Board was as follows:

"Article 7 shall read as follows: (a) Employees shall be promoted on their respective Superintendent's divisions and within their respective departmental groups as enumerated in the Wage Schedule, to positions requiring the same character of work as in their present positions, ability, merit and seniority to govern; provided, however, that this rule shall not apply to the personal office forces of such offices as superintendent, trainmaster, division engineer, master mechanic, general freight or passenger agent, or their superiors in rank.

(b) For the purpose of promotion to positions specified in wage schedules, employees shall be grouped as follows:

"Mechanical Department.—Under the Assistant Master Mechanic on each Division. General Mechanical Offices.—Each general office shall be considered a separate promotion group.

Mechanical and Stores Accounting.—Under the Mechanical and Stores Accountant.—Each general office shall be considered a separate promotion group.

Stores Department.—Under the General Storekeeper within each General Superintendent's District.—Each general store shall be considered a separate promotion group.

Operating Department.—In various departments under Division Superintendents, each Department on a Division being considered a separate promotion group.

Car Service and Car Accounting Departments.—Car Service and Car Accounting Offices.—Each general office shall be considered a separate promotion group.

Audit Department.—Traffic Audit Offices.—Each general office shall be considered a separate promotion group.

Freight Claims Agent.—Each office shall be considered a separate promotion group.

Fuel Department.—Each office shall be considered a separate promotion group.

Insurance and Provident Fund Department, Moncton.—A separate promotion group.

(c) All vacant positions and new positions created by this schedule shall be bulletined in their respective departmental groups, as specified above, for ten days on the Superintendent's Division; and senior applicants, merit, fitness and ability being satisfactory, shall be given preference in filling the vacancies.

(d) An employee not wishing to accept promotion becomes junior to the employee accepting such position, but for that position only. This will not debar any employee not wishing to accept promotion from applying for any vacancy occurring thereafter.

(e) The rules for promotion and seniority do not apply to employees having less than six months' service, or to the following named positions: Janitors, Watchmen, Charwomen and Matrons.

(f) Seniority of employees governed by this schedule shall count from the date of last entry into a position covered by this schedule.

(g) Within sixty days after the adoption of this schedule, seniority lists for each of the promotion groups specified above, showing names, positions and dates of last entry into positions covered by this schedule, will be posted in a place accessible to those affected. Such lists will be revised and posted in January of each year, and will be open for correction for a period of sixty days from date of posting, on presentation of proof of error by an employee or his duly accredited representative.

(h) The provisions of this Article will not prevent Superintendents or higher officials from transferring employees from positions in any one of the departmental groups to positions in their own office if they consider it advisable to do so. Employees may also be transferred from one departmental group or territory to another, as may be mutually agreed between the Railways and the Employees' Committee.

ARTICLE 14. This article refers to the observance of holidays and Sundays. The railways agreed that Article 14 of the Canadian Government Railways' Eastern Lines schedule should be adopted for all lines. This article makes exception of certain employees, who do not receive extra pay for holidays. It was contended by the employees that there should be no distinction and that holidays and Sundays should be granted to all classes of employees, and that when it is necessary to call upon any class to work on these days they should be paid at the regular overtime rates.

The decision of the Board was that Article 14 should read as follows:

(a) The following holidays will be granted with pay to employees rated by the month, viz., New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. When it is

necessary to call upon such employees to work on holidays above named they will be paid one-half day extra, to be added to their monthly pay. When such employees are called upon to work full days on Sundays or on their regularly assigned week-day off, they will be paid one and one-half day extra, to be added to their monthly pay, but if arrangements are made to relieve staff one regularly assigned day a week, Sunday work will be treated the same as week-days, the intent being that, where possible to do so, employees will not be expected to work on holidays or Sundays, and will not be paid any extra time unless they are specially instructed by head of department to do so; night employees to receive same consideration as day employees. For Sundays, daily paid employees shall receive time and one-half, minimum call to be two hours at time and one-half; and monthly-rated employees (except those specified in paragraph (b) of this Article) a minimum of half a day for four hours or less, and one day for over four hours, at time and one-half.

(b) All monthly-rated employees engaged in passenger service, including station, baggage-masters, assistant baggage-masters, porters, ticket agents and assistants at passenger stations, when required to work on holidays specified in clause (a) of this Article, shall not receive extra compensation therefor. When required to work on Sundays and they are not relieved one regularly assigned day a week, they shall be paid at the rate of time and one-half, with a minimum of two hours at overtime rate.

(c) Clauses (a) and (b) of this Article do not apply to employees in parlor, sleeping and dining car train service.

(d) The compensation of all monthly-rated employees except those specified in Clause (b) of this Article for broken time and overtime shall be based on the number of days in the month, Sundays excepted. For the classes specified in Clause (c) the compensation shall be based on the total number of days in the month.

ARTICLE 15. This article deals with the hours of work. Both parties agreed to an eight-hour day, but the railways wished the employees to start and finish their work between the hours of 6 a.m. and 7 p.m. for day work and between 6 p.m. and 7 a.m. for night work, while the employees wished the hours to be between 7 and 7. The railways wished to extend the hours of the baggage-room staff, ticket agents and station porters to provide for eight hours' service within ten consecutive hours. The employees took the stand that those who had been working less than eight hours should not

have their hours increased. The railways asked that the pro-rata rate be paid for the ninth and tenth hours while the men claimed that inasmuch as employees on the Canadian Government Lines' schedules were being paid time and one-half after the eighth hour, it was only fair that this principle be established for all employees.

The decision of the Board was as follows:

"Article 15 shall read as follows: (a) Eight consecutive hours exclusive of the meal period will constitute a day's work for all employees covered by this schedule. (b) Employees will start and finish work between the hours of 6 a.m. and 7 p.m. for day work, and between 6 p.m. and 7 a.m. for night work, except as otherwise mutually agreed, and also where local conditions make it necessary to change the above hours so as to conform to the working hours of other trades in same shops, roundhouses or stores. (c) Overtime shall be paid for at the rate of time and one-half time after eight hours' continuous service exclusive of meal periods, except as provided in Clause (d) hereof. (d) The hours of baggageroom staff, ticket agents and assistants, also station porters may be extended to provide for eight hours' service within ten consecutive hours. (e) Employees who are notified or called upon to work outside the hours constituting their regular assignment (eight consecutive hours, exclusive of meal periods) shall be paid a minimum allowance equal to three hours at straight time for two hours or less; if held over two hours, time and one-half will be paid on the minute basis. (f) Where it has been the practice of the staff to work regularly less than eight hours per day that practice shall be continued, but if required in an emergency to work beyond regular hours extra pay at overtime rates shall not apply until after eight hours' duty. Employees who now enjoy a half-holiday on Saturday afternoon shall have the privilege continued, and shall not be required to work unless in an emergency, in which event extra pay at overtime rate shall not apply until after eight hours' duty".

ARTICLE 17. This article deals with the classification of employees. Various definitions were given by both parties. It was claimed by the men that the railways took exception to the inclusion of freight shed foremen on the Western lines although allowing them in a schedule on Eastern lines.

The decision of the Board was that Article 17 should read as follows:

"Classification of 'Freight Shed Men' where positions mentioned exist, or are created, shall be as follows:

An 'Assistant Freight Shed Foreman' is one who has charge of a number of crews of Freight Checkers and Truckers or Porters, in either inward or outward freight shed, under the supervision of a Freight Shed Foreman or General Foreman.

A 'Freight Shed Checker' is one who checks freight between freight sheds, cars, boats, or teams, who supervises the proper loading and unloading of freight, and is responsible for the accuracy of weights, number of packages, addresses and marks.

A 'Stower' is one who stows or loads freight into cars.

A 'Trucker' or 'Porter' is one who handles freight by trucks or barrows".

ARTICLE 18. This article deals with men in charge of power plants. The railways declared that they had no objection to continuing in the schedule those men in charge of power plants that are now covered by Canadian Government Railway schedules, but as another body had made claims to represent stationary engineers and firemen, the railways could not agree to include these classes of employees on Canadian National Railway lines until the apparent confliction in representation is cleared up. The employees declared that the railways had agreed to the inclusion of stationary boiler firemen and engineers on the Canadian Government Eastern and Western lines but refused to include the same class in the Canadian Northern portion. The employees wished the schedule to be extended to this class over the entire Canadian National system.

The following was the decision of the Board:

"The question involves a jurisdictional dispute, other Committees claiming representation.

The Board cannot consistently decide that Stationary Boiler Firemen and Engineers on the Canadian Northern portion of the Canadian National Railways shall be included in this schedule".

ARTICLE 19. This article deals with the minimum rates of wages for certain employees. The railways submitted the following minimum rates: "(1) Janitors, elevator and telephone switchboard

operators, office station and warehouse watchmen, \$70 per month. (2) For all employees who devote a majority of their time to clerical work of any description the following rates will be paid: First year, \$55 per month; second year, \$65 per month; third year, \$75 per month; fourth year, \$87.50 per month. Experience in another department of the Railways, or equivalent qualifications shall count toward the apprenticeship term". The men declared that their committee would offer their arguments at the time rates of wages were being discussed before the Board.

The Board declared that minimum wages were determined by the application of the Board's decision regarding rates of pay.

ARTICLE 20. This article had reference to wages for new positions. The railways proposed that it should read as follows: "(a) The wages for new positions as created shall be in conformity with the wages for positions of similar kinds or classes: (1) at the agency where created if there is a position of similar kind or class, or (2) if none, the seniority group or district established". The employees contended that this schedule should extend to all employees filling positions of all classes legislated for therein, at any point on the lines of the Canadian National Railways, and that the rates of pay for such employees should be based on the rate for a like position at a similar point specifically mentioned therein. They declared that this clause now appears in the schedule on the Canadian Government Railways and they could not see any reason why it should be taken out.

The decision of the Board was that the article should read as follows:

"When additional positions of the classes covered by this agreement are created in the departmental groups and territories specifically named in the wage schedule, compensation will be fixed in conformity with that for position of the same classes as shown in the schedule for such departmental groups and territories".

ARTICLE 22. This article deals with rates of pay. The Railways took the

position that the McAdoo Award and supplement thereto provided the increases in pay that are applicable to employees concerned. The employees contended that the rates on the Canadian Northern lines should be brought up to the standard being paid to the Canadian Government Railways employees, and that a \$15 increase be granted over and above these rates to all employees.

The decision of the Board was as follows:

"For the various positions which, as a result of negotiations between Officers of the Railways and the Committee (and in accordance with the decision of the Board as outlined herein) it is decided to include or continue in the schedule, increased compensation shall be conceded in accordance with the provisions of Supplement No. 7 to General Order No. 27, effective as of September 1st, 1918, except as otherwise provided for employees in sleeping, dining and parlor car train service.

"After agreement has been reached between the officers of the Railways and the Committee representing the employees in accordance with the preceding paragraph, and after the aggregate amount of increase to be granted on the basis mentioned has been ascertained, it is recommended that the Company's officers and the Committee shall arrange an equitable adjustment of wage rates for the various similar positions to ensure that the wage rates of such positions shall be generally uniform, having due regard to the responsibilities of and qualifications required in the various positions, and provided that the rates of all positions shall be increased not less than \$25.00 per month on the rates in effect at December 31st, 1917.

NOTE: The Board finds that on account of the many variations in respect to classifications, duties and relative importance of stations, offices or positions, it is impossible for it to deal with the matter specifically, but recommends to the Company that it give consideration to those cases in which it can be shown that the rates for certain positions are substantially lower than those paid for others of like character and equal importance on other parts of the system or other railways in the same territory".

ARTICLE 23. The Railways agreed that any increase or working conditions to which employees were entitled under Supplement No. 7 of General Order No. 27 should be retroactive to September 1, 1918, but contended that as to the other conditions or increases that may be agreed to or awarded by the Board of

Adjustment, the effective date should be a matter of agreement, or should be decided by the Board. The employees claimed that since the Canadian Government lines' schedule expired on September 1, 1918, and the Canadian Northern had no recognized schedule in effect, these rates should, therefore, become effective on the Canadian National Railways as of September 1, 1918.

The decision of the Board was as follows:

"The Board's decision on Article 22 provides that the effective date of any increases in rates of pay and improved working conditions to which the employees concerned are entitled under the application of Supplement No. 7, shall be September 1st, 1918.

"It came to the notice of the Board in hearing this case that for many positions the increased rates of pay had not been properly applied, but it is now expected that this will be promptly arranged. For any increased rates of pay and improved working conditions which may be agreed upon between the parties better than those provided by the application of Supplement No. 7, the Board recommends that the parties should agree jointly upon an effective date not later than April 1st, 1919".

ARTICLE 24. This article is the same as Article 24 of the schedule of the Canadian Government Railways Eastern lines, and relates to employees who are called upon regularly to do several classes of work which call for different rates of pay. The Railways stated that this article had a limited application and under certain conditions would be acceptable to the Railways and that it was dependent on the question of segregation of schedules.

The Board decided upon the insertion of this article in the schedule, which reads as follows:

Employees called upon regularly to do several classes of work which call for different rates of pay, shall be paid as if doing the highest rated work continuously, provided that 50 per cent or more of time is devoted to the highest rated work; when the proportion is less than 50 per cent of time, employee will be paid at the average of the highest and lowest rated work.

This rule does not apply to clerical staff.

GENERAL. The employees submitted a detailed list of the classes which they

desired to be included in the schedules in addition to those already shown in the schedules on the eastern and western lines of the Canadian Government Railways, together with corresponding and like classes existing on the Canadian Northern System. The Railways objected to the inclusion in the schedules of chief clerks, accountants, private secretaries, and other members of the personal staff of superintendents, their superiors in rank, heads of departments and executive officers. They also objected to the inclusion of any class of employees for which representation claims had been made by other committees, feeling that they should not be asked to take action that would involve them in a jurisdictional dispute as regards the representation of any class of employees.

The decision of the Board was as follows:

"Positions which were included in former schedules for the Canadian Government Railways Lines, East and West, and in the schedule for the Canadian Northern Railway Lines, West (as printed in LABOUR GAZETTE, November, 1918) as similar positions in corresponding departments and offices on the consolidated National Railways, shall be included in the schedule with the following exceptions:

First: Existing positions, or new positions that may be created similar to positions that are now specified in other wage schedules, or positions which another organization has claimed and established the right to represent; Second: Foremen and other employees acting in a supervisory capacity with authority to administer discipline, also the chief clerks, accountants, and personal secretaries of superintendents, master mechanics or other officials of equal or superior rank; Third: Employees on the Prince Edward Island and Pacific Coast Ferries.

NOTE: The above decision is based on the assumption that a majority of the employees or staff in any department shall maintain the right to determine if the employees of that department shall be included in the schedule".

With regard to the wages of parlor, sleeping and dining car employees, both parties presented their arguments orally, and the Board rendered the following decision:

The Board's decision on Article 1 disposes of the question with respect to the inclusion of these classes of employees in a general schedule. Increased compensation for parlor and sleeping car employees shall be made effective as of January 1st, 1919, in an amount not less than that provided for in Supplement No. 17, with the following minimum monthly rates:

	1st year.	2nd year.	3rd year.
Conductors	\$135.00	\$145.00	.....
Porters	70.00	80.00	\$85.00

NOTE: The present first year porters' rate of \$71.50 per month on the Canadian Northern portion of the Line shall be preserved for such first year porters as are now in service.

Increased compensation for dining car employees shall be made effective as of January 1st, 1919, in an amount not less than that provided for in Supplement No. 18, with the following minimum monthly rates:

	1st year.	2nd year.	3rd year.
Stewards	\$125.00	\$135.00	\$145.00
Chefs	125.00	135.00	145.00
2nd Cooks	95.00	105.00	.....
3rd Cooks	77.50	87.50	.....
Waiters	72.50	82.50	.....
Pantrymen	70.00	.....	.....

The above awarded monthly rates to sleeping and dining car employees shall include mileage and work under conditions and practices as at present established, and shall maintain other privileges heretofore in effect unless otherwise mutually agreed between the representatives of the men and the Company.

Case No. 32.—

No decision has been issued with regard to this case, the question referred to the Board having been subsequently mutually arranged between the parties concerned.

Case No. 33.—The Canadian National Railways (Western Lines) and the Order of Railway Conductors, and the Brotherhood of Railroad Trainmen

A conductor and his crew who were assigned to trains running between Winnipeg and Yorkton passing through Neepawa and Russell, both of which points were terminals specified in their schedules, made claim for switching and delayed time at those points, but the claim for delayed time was denied by the railway. Both parties submitted written ar-

guments and gave oral evidence before the Board in connection with this case. The Board found that the articles in controversy in the conductors' and trainmen's schedules originally framed were intended to provide for an arbitrary extra allowance to be paid trainmen for switching at terminal and turn-around points, but that in more recent schedules these articles were changed so as to include delayed time at terminals and turn-around points with time actually consumed in terminal switching. The Board did not believe that the articles in question were ever intended to mean that train crews on their regular runs should be paid an extra allowance for the time delayed in passing through an intermediate terminal on their rounds where no switching was performed.

The decision of the Board was as follows:

The Board decides that under Article 9 of Conductors' schedule, and Article 14 of Trainmen's schedule, on the Canadian National Railways Western Lines (formerly the Canadian Northern Railway), delayed time at an intermediate terminal should only be paid for where switching is performed at such terminals. Where switching is performed by a crew at an intermediate terminal, all time delayed either before commencing the switching, between the switching movements, or after the switching has been completed, shall be included and paid for, and such time shall be deducted in computing overtime.

Where no switching is performed by a train crew in passing through an intermediate terminal, the time delayed for meals, changing engine, train connections, or other causes, shall be computed only as road time.

Case No. 34.—Canadian Pacific Railway (Western Lines), Canadian National Railways (Western Lines), Grand Trunk Pacific Railway and Maintenance of Way Employees

This dispute has reference to the rate of board charged by the various railways to their maintenance-of-way employees in the West by order of the Administrative Sub-Committee of the Canadian Railway War Board, the rate having been increased from \$6.00 to \$7.50 per week. The employees contended that this increase was excessive

and not justified and that either the rate should be reduced or they should be given the privilege of boarding themselves under conditions said to be in force on parts of some of the railways in Canada. The Administrative Sub-Committee of the Canadian Railway War Board on behalf of the Western Railways, contended that the increased rate of board did not in all cases even cover the actual cost, and they objected to the principle of allowing the employees to board themselves, as in the past this had generally proven unsatisfactory. It was pointed out on behalf of the railways that at least one of them had an agreement with a boarding contractor which would not expire for some time, providing for a rate of \$7.50 per week. It was further contended that it would be difficult, if not impossible, in some sparsely settled districts for employees to secure supplies in order to board themselves.

The decision of the Board was as follows:

"In the absence of any agreement between the railways and their employees, respectively, providing that their board shall be furnished by the railways or by the contractors, permanent bridge and building gangs shall be permitted to furnish their own board; provided, however, that if the railways desire to furnish board themselves or by contractors, and are prepared to do so at a rate not to exceed \$6.50 per week, they may arrange accordingly. This decision shall be effective August 1st, 1919".

Case No. 35.—The Canadian Pacific Railway Company and its sleeping-car conductors

A disagreement between the Canadian Pacific Railway Company and its sleeping-car conductors regarding the schedule of wages was submitted to the Canadian Railway Board of Adjustment No. 1, on the understanding that the decision of the Board would be accepted as final. The employees claimed that the rate they were receiving was insufficient and, further, that Supplement No. 17 to General Order No. 27 which formed the basis of these rates related to conductors of the Pullman Company, whereas the

sleeping-car conductors on the Canadian Pacific Railway were under different conditions as regards duties, runs, climate and territory. The company claimed that the rate being paid exceeded the rate of wage provided by Supplement No. 17 and that it provided an equitable increase in the rate. This supplement provides for allowance of 1.1 cent per mile for a mileage in excess of 11,000 miles, also for certain terminal time. The representatives of the company and the men stated to the Board that they would be agreeable to an arrangement on the basis of a flat monthly salary rather than the minimum salary and remuneration provided in Supplement No. 17.

The decision of the Board was as follows:

"The Board finds that the monthly wage rates of sleeping-car conductors on the Canadian Pacific Railway have been generally higher than those paid to similar employees in the Pullman Company's service, that certain conditions of employment are different, and that such difference in respect to mileage, terminal time and clerical work justify a departure from the rates and conditions established by Supplement No. 17.

"The Board, therefore, decides that from May 1st, 1919, the salary of sleeping-car conductors in the employ of the Canadian Pacific Railway shall be \$150.00 per month for the first year's service as such, and \$160.00 per month thereafter. The above awarded monthly rates to include mileage and work under conditions and practices as at present established or as may be otherwise mutually agreed to between the representatives of the men and the Company".

Case No. 36.—Canadian National Railways (Eastern Lines) and the Brotherhoods of Locomotive Engineers, and of Locomotive Firemen and Enginemen

An engineer and a fireman of the Canadian National Railways were found by special railway police officers to be tampering with car seals and they were arrested and charged with an attempt to commit theft. They elected to be tried under the Speedy Trial Act and when the case came before the County Court, the judge held that the charge was not proven and dismissed the case. A joint investigation by the superintendent and

inspector of the railway resulted in the two men being dismissed from the service for breaking seals and opening cars. It was urged, on behalf of the railway, that the interests of the railway would not be well served should the re-instatement of these men be permitted. It was contended on behalf of the employees that one of the police officers who made the arrest stated in court that he did not see the engineer break seals or open the car door, and they claimed that the railway had not proven the charges made against these men. The request was, therefore, made that they be re-instated and paid schedule rates for time lost.

The Board found from the evidence submitted that the Company was justified in the action taken with regard to the two men implicated, but, in view of all the circumstances and facts as submitted in the evidence, recommended to the Company a reconsideration of the discipline administered.

Case No. 37.—The Canadian Pacific Railway Company's Telegraphs and its employees, members of the Commercial Telegraphers Union of America

A dispute arose between the Canadian Pacific Railway Company and its commercial telegraphers in connection with certain articles in a revision of rules for which they were negotiating. The disputed points were referred to the Board for adjustment and both parties agreed to be bound by the decision of the Board. The questions on which they differed were as follows:

ARTICLE 1, CLAUSE 1.—The men desired this clause to read as follows: "1. The term Telegrapher as hereinafter used shall include all employees assigned to the Commercial Telegraph Service in any capacity, whether in the operating, clerical, bookkeeping or telephone departments, including those exercising supervisory duties and mechanics in charge of, or handling telegraph and telephone equipment.

"The term Operator where used in the wage scale shall include such of the above enumerated employees who are required

to devote any portion of their time to the transmission or receiving of telegraph matter by any device whatsoever, excepting employees handling such matter by telephone during the act of filing for transmission or delivery".

The company contended that this clause should remain as in the present schedule.

The following decision was rendered by the Board:

"The Board decides that Article 1, Paragraph 1, shall be retained as in the existing schedule as follows:

"1. Employees assigned to the Commercial Telegraph Service, whether operated by the Morse System, telephone or any automatic device of any character, or who are required to devote any portion of their time to the transmission or receiving of telegraph matter by any device whatsoever (not including agents, wire chiefs, traffic supervisors or traffic chiefs having authority to hire or discipline employees), will be considered Commercial Telegraphers within the meaning of this schedule. This does not apply to employees handling such matter by telephone during the act of filing for transmission or delivery".

"The employees' committee have shown their authority to represent the clerical staff, and representatives of the employees and of the company shall jointly negotiate an agreement with respect to rates of pay and working conditions.

"With regard to chiefs and sub-chiefs at functional offices, the following shall be excluded from the schedule: Chief operator; Assistant chief operator; Night chief operator and late night chief operator (where employed), and at the larger functional offices on the busy trick: One Morse supervising official, and one automatic supervising official, both of whom shall be properly designated.

"Other chiefs and sub-chiefs shall be included in the wage schedule when the majority of such employees involved express a desire to be so included. To determine this a ballot shall be promptly taken by two representatives appointed jointly by the company and the committee representing the employees".

ARTICLE 1, CLAUSE 2.—The men requested that this clause be amended to read as follows: "2. Morse telegraphers shall have the right to operate any automatic device for the purpose of transmitting or receiving telegraph matter,

without reduction in salary and seniority shall govern”.

The Company contended that this clause should remain as in the existing schedule reading: “2. Morse Telegraphers, when not required to work as such, shall, if competent, have the right to operate any automatic device for the purpose of transmitting or receiving telegraph matter at the rate he was receiving in optional group as Morse telegrapher in the office affected. Seniority shall govern”.

The Board decided that this clause should read thus:

“2. A Morse telegrapher, when not required to work as such, shall, if competent, have the right to operate any automatic device for the purpose of transmitting or receiving telegraph matter at the rate he was receiving in the percentage or optional group as Morse telegrapher in the office affected. Seniority shall govern”.

ARTICLE 5, CLAUSE 1.—The original clause, relating to leave of absence reads as follows: “Telegraphers shall be granted leave of absence each year, with pay, at the regular wages, as follows: One week after the first and second years; and two weeks after three years’ service”.

The company contended that there should be no change in this clause but the men requested that it be amended to read: “Telegraphers shall be granted leave of absence each year, with pay at regular wages as follows, viz., Two weeks after one year’s service.”

The Board decided that this clause should be retained as in the existing schedule.

ARTICLE 5, CLAUSE 4.—The company contended that this clause, relating to holidays, should be retained. It provides for half-holidays on New Year’s Day, Good Friday, Victoria Day, (or King’s Birthday), Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. The employees requested an amendment giving them a full holiday on these days.

The Board decided that this clause be retained as in the existing schedule.

ARTICLE 5, CLAUSE 5.—In the existing schedule this clause reads as follows: “All time worked on Sunday shall be paid for on overtime basis, it being understood that the company may assign part of Saturday night staff, whenever practicable, to Sunday night duty on regular hours, being part of their regular week’s service.” It was contended by the company that this clause should remain unchanged except that the company should have the same right to assign men to day hours on Sunday as part of their regular week as it has to assign them to night hours. The men desired an amendment making the clause read simply, “All time worked on Sundays and public holidays shall be paid for on overtime basis.”

The Board decided on the following wording for this clause:

“All time worked on Sundays or on the half-holidays accruing to employees on public holidays shall be paid for on the basis of time and one-half in addition to monthly rate, it being understood that the company may assign part of Saturday night staff, whenever practicable, to Sunday night duty on regular hours as part of their regular week’s assignment.”

ARTICLE 5, PROPOSED CLAUSE 9.—The men proposed an amendment to this article by the addition of a new clause 9, as follows: “No discrimination shall be shown toward Commercial Telegraphers in the matter of transportation. They shall be entitled to the same privileges as any other employees.” The company objected to the inclusion in any schedule of a clause concerning transportation.

The decision of the Board was as follows:

“The Board cannot decide that discrimination is shown toward Commercial Telegraphers in the matter of issuing free transportation, but rather assumes that this question has not been dealt with on the basis of discrimination towards any particular class of employee. The Board, however, holds the view that the question of the issue of free transportation to employees is one to be determined by those in charge of the Railways, and is, therefore, not a question which this Board should be asked to deal with.”

ARTICLE 6, CLAUSE 1.—This clause relates to hours of duty. The existing schedule provided that "at offices where two or more telegraphers are employed . . . eight hours shall constitute straight day duty . . . , between 7 a.m. and 6 p.m. Seven hours shall constitute all night duty, beginning at or later than 8 p.m. Seven and one-half hours shall constitute all other tricks. No trick shall be split more than once nor extended over twelve hours. At all other offices the hours of duty shall be ten consecutive hours, including one hour for lunch." The company contended that the hours of day duty should begin and end between 7 a.m. and 7 p.m. and that the hours of duty at the small offices should not be changed. The men wished the hours of duty at smaller offices to be nine consecutive hours instead of ten, including one hour for lunch.

The Board decided that this clause should read as follows:

"1. At offices where two or more telegraphers are employed, the hours of duty shall be as follows: Eight hours shall constitute straight day duty, beginning and ending between 7 a.m. and 6 p.m. Seven hours shall constitute all night duty, beginning at or later than 8 p.m. Seven and one-half hours shall constitute all other tricks. No trick shall be split more than once, nor extended over twelve hours. At all other offices the hours of duty shall be eight hours within ten consecutive hours."

ARTICLE 6, CLAUSE 3.—This clause reads: "Overtime accruing within eight hours' service shall be paid *pro rata*. Overtime after eight or nine hours' service, as the case may be, shall be paid for at time and one-half." The Company contended that there should be no change in this clause. The men proposed an amendment as follows: "All overtime shall be computed at the rate of time and one-half."

The Board decided that this clause should read thus:

"Any overtime accruing within eight hours' service shall be paid for "pro rata." All overtime accruing after eight hours shall be paid for at the rate of time and one-half."

ARTICLE 6, CLAUSE 4.—In the existing schedule this clause reads as follows: "The average minimum performance on all Vancouver-Winnipeg, Montreal-Winnipeg, Montreal-Vancouver, and Toronto-Winnipeg circuits, not including Morkrum operators, shall be thirty messages per hour, and on all other first-class circuits thirty-three messages per hour, allowing thirty words to count as one message in case of press, and twenty shall be counted as one message in R. S. business and night lettergrams. Chief operators and traffic chiefs shall determine the carrying capacity of the circuit, and any loss through interruption shall not be charged against the telegraphers' average." The men offered no material change in this clause, but the company asked that it be amended by making 35 instead of 30 messages per hour the average minimum performance on the Vancouver-Winnipeg, Montreal-Winnipeg, Montreal-Vancouver, and Toronto-Winnipeg circuits, (not including Morkrums) and 30 messages instead of 33 on all other first-class circuits, and adding that fractions over the 30, 60, or 90 words, as the case may be, will be added together for the total hours or day's performance, then divided by thirty, and the number thus obtained, added to the actual number of messages handled.

The Board decided that this clause should be retained as in the existing schedule.

ARTICLE 8. This article at present reads as follows: "The rate for Morkrum employees shall be \$75.00 per month for the first year's service, and \$85.00 per month thereafter." The men requested that this article be eliminated, while the company wished it to remain in the schedule.

The Board decided that it should read:

"The minimum rate for Morkrum employees shall be \$90.00 per month."

WAGE SCALE.—The men asked for a complete revision of the wage scale. The company requested that there should be

no increase in salaries beyond the limit of the McAdoo Award. The decision of the Board was as follows:

"The Board decides that minimum rate for Morse operators shall be \$100 per month, provided, however, that the minimum rate for operators (sending only) in city branch offices shall be \$75.00 per month, and at Guysboro the minimum rate shall be \$70.00 per month.

"The Board further decides that in Morse operator percentage group offices an aggregate amount equal to \$12.00 per month per position in first, second and third groups shall be added to the compensation of operators at present employed in such groups in all percentage group offices, which aggregate amount shall be allotted in establishing rates for such groups in percentage group offices throughout the system, as may be mutually arranged between the representatives of the company and the employees."

Case No. 38.—The Edmonton, Dunvegan and British Columbia Railway and the Order of Railroad Telegraphers

A dispute arose between the British Columbia Railway and the telegraphers with regard to certain proposed amendments to the telegraphers' schedule submitted by the Order of Railroad Telegraphers. The men claimed that in the last revision of the schedule, which became effective on July 1, 1918, the wage scale and working conditions were about the same as those on all other lines in that territory and that the cost of living had increased to the telegraphers on these railways to the same extent as to those on other lines, and that in computing rates and additions, the committee had compared the service with similar services on other lines in the same territory and had not asked for higher rates than those paid on such lines. The company contended that the representatives of the men who presented the schedule claimed that it was not within their authority to negotiate any differentials with regard to rates quoted and that there could be no departure from these rates. It was further contended that if rates were established regardless of the volume of service asked by employers as comparable to major lines, the smaller lines would be legislated into bankruptcy. The Board declared its opinion that under

the agreement between the Canadian Railway War Board and the several organizations creating the Canadian Railway Board of Adjustment No. 1, this case was properly before the Board of Adjustment for decision.

The decision of the Board was as follows:

"The Board decides that the monthly rates for employees included in the telegraphers' schedule on the Edmonton, Dunvegan and British Columbia Railway shall be increased as from January 1st, 1919, to the amounts necessary in each case to ensure rates equal to the rates paid to similar employees on other lines in that territory, viz., Canadian Pacific, Canadian National and Grand Trunk Pacific Railways, and that back payments for monthly increases shall be made accordingly. The Board further decides that the overtime arrangements in effect for similar employees on other lines shall also be made effective on this line as of April 1st, 1919, and that back payments for overtime accruing under this decision shall be conceded from that date."

Case No. 39.—The Canadian Pacific Railway Company and its employees in Dining Car Service

The employees in the dining car service on the Canadian Pacific Railway contended that the rate of wages proposed under Supplement No. 18 to General Order No. 27 was insufficient to meet their expenses on account of the cost of living having risen out of proportion to the wage increase. The company contended that it should not have to vary from the rate of wages covered by Supplement No. 18 to General Order No. 27.

The decision of the Board was that from May 1st, 1919, the wages of the employees in Dining Car Service shall be as follows:

"Stewards, 1st year, \$135.00; 2nd year, \$145.00; 3rd year, \$160.00.

"Dining Car Chefs, 1st year, \$135.00; 2nd year, \$140.00; 3rd year, \$150.00.

"Second Cooks, 1st year, \$105.00; 2nd year, \$110.00; Third Cooks, \$85.00; Fourth and Fifth Cooks, \$70.00; Café Car Chefs, \$125.00; Waiters, 1st year, \$65.00; 2nd year, \$75.00.

"The above awarded monthly rates include mileage and work under conditions and practices as at present established or as may be mutually agreed upon between the representatives of the men and the Company."

WESTERN COAL MINERS' STRIKE

Orders of Director of Coal Operations

ON September 2, following conferences between the parties and orders from Mr. W. H. Armstrong, the Director of Coal Operations, operations had been resumed in nearly all the mines in District 18 which had been closed down since the general strike of mine workers called on May 24. The circumstances under which the strike arose and the nature of the orders of the Director of Coal Operations in regard thereto may be briefly reviewed as follows:

Under the Agreement which was in force in District 18, covering a period up to April 1, 1919, all underground men worked eight hours, while the majority of outside men worked nine hours, though in some cases ten and eleven hours were worked. This Agreement would ordinarily have expired on April 1, but owing to the fact that representatives of District 18, United Mine Workers of America, were unable to meet the Western Coal Operators' Association, for the purpose of negotiating a new agreement, until after the return of union officers from a special convention at Indianapolis on March 18, it was mutually agreed to continue the old agreement until such time as a new one could be drawn up, namely, as soon as possible after the return of the men's representatives from the Indianapolis convention, and an order to this effect (Order No. 116) was issued by the Director of Coal Operations on March 6.

On April 1, the eight-hour day law, applicable to employees of coal mines in

British Columbia, came into effect. The new law was in conflict with the tentative agreement existing, and it was therefore found necessary by the Director of Coal Operations to issue Order No. 123 to the effect that, in the case of mines in British Columbia, hours of work should conform with the new law, and that the rates of wages to be paid, where by law the hours of work would differ from those provided in the existing agreement, should be in proportion to those provided in the tentative agreement, for example: where the hours of work specified were nine hours, and by statute changed to eight hours, the rate would be $\frac{8}{9}$ of that specified. This order was not acceptable to the workers and a conference was held between the representatives of the men and the operators, at which the former declined to discuss matters until the ruling made by Director Armstrong in his last order was rescinded.

As the result of further conferences, Order No. 124 was issued by the Director of Coal Operations, setting forth (1) that the rates as outlined in the existing tentative agreement for an eight-hour work-day should remain in force, (2) that the rates covering a nine-hour work-day should be made to apply to an eight-hour work-day, and (3) that the rates covering ten and eleven-hour work-days should be adjusted on the basis of nine hours' pay for eight hours' work. This ruling gave the majority of workers nine hours' pay for eight hours' work,

but reduced slightly the earnings of those who had been working ten and eleven hours. The order was acceptable to the Operators' Association, but the representatives of the men declined to consider it and demanded the ten and eleven hour rates for those workers who had been working that number of hours, but who would now work only eight hours. The Director of Coal Operations declined to change his ruling and was requested by the men's representatives to appoint a committee composed of six members, two to be appointed by the Director of Coal Operations, two by District 18, United Mine Workers of America, and two by the Western Coal Operators' Association, for the purpose of making an investigation into the working conditions and rates of wages of mine workers. This request was forwarded to Mr. Armstrong, who at the time was in Vancouver, and a reply was received to the effect that he would give consideration to the request upon his return to Calgary in the near future. This reply was not satisfactory to President Christophers and other officers of the United Mine Workers of America, who then demanded a reply to their request by noon the following day, threatening a general strike if the request were not granted. It was also decided by these officers to put the issue to a referendum vote asking the membership to decide whether they were in favour of the rejection of Order 124 as it stood, and the calling of a general strike. The result of the ballot favoured a general strike in District 18, and a strike notice was sent out later calling upon the men to come out of all mines in the District on Saturday, May 24, at 3 p.m. In the meantime, upon further request being made for the appointment of the Com-

mittee before mentioned, the Director of Coal Operations agreed to the formation of such committee providing the men would agree to accept its decision when made. The representatives of the men would not, however, promise to abide by such a decision. Further negotiations failing, the mines ceased operation on May 24. The strike was not authorized by the International Executive of the United Mine Workers of America and no support was given to it by that body.

During the latter part of June further attempts at negotiation were made by the representatives of the men, but as it was claimed that officers and members of District 18, United Mine Workers of America, had gone on record as being in favour of the One Big Union, many of the members of the Western Coal Operators' Association would not enter into negotiations with them.

About the middle of July the Policy Committee of District 18, United Mine Workers of America, approached the Director of Coal Operations, making an offer that the men return to work under Order 124, providing that all employees be reinstated. To this Mr. Armstrong replied that when the officers, who would direct the affairs of District 18 when the men resumed work, were properly vouched for by the International Executive and also when he was assured that the terms of agreements would be fulfilled, he would take the matter into consideration.

During the latter part of July the International Executive Board of the United Mine Workers of America, in session at Indianapolis, appointed a Commission of three to proceed to District 18 in an endeavour to stabilize the situation existing there. This Commission, after completing investigations,

instructed their headquarters of their findings, which resulted in the charter of District 18 being revoked on July 28, it having been reported by the Commission that officers and members of that District were members of dual organizations, having taken membership in the One Big Union. The International Commission took possession of the District office and commenced reorganization of the District.

As the result of further conferences, and the reorganization of the District under the United Mine Workers of America, Orders 126A to 126T were issued between August 14 and September 2, directing employees to resume work

on the following basis: (1) Acceptance of tentative agreement and all orders to date; (2) that negotiations for a new agreement commence as soon as the International Convention of the United Mine Workers of America had met and formulated a policy; this territory to be granted the same privileges as other outlying districts affiliated with the International Union of the United Mine Workers of America in negotiating new contracts; and (3) that the non-suspension policy of the International Organization be in force and effect pending all negotiations. At the end of the month operations had been resumed in most of the mines.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1919

FOURTEEN strikes, involving 2,943 employees, were reported as having commenced during August. There were in existence at some time or other during the month 44 strikes, involving 21,254 workpeople. The total time loss on account of industrial disputes was estimated at 316,187 working days, as compared with 561,010 in the previous month, and 105,543 in August, 1918. The time loss occasioned by the 14 strikes which began in August was 31,559 working days, while a loss of 284,628 is charged to the 30 strikes that commenced prior to August. Termination of the dispute was reported in the case of 14 disputes which commenced prior to August. Ten of the disputes com-

mencing during August terminated during the month, leaving the following 20 strikes, affecting approximately 6,664 workpeople on record August 31: miners, Cobalt, Kirkland Lake and Rossland; pottery workers, St. John's; construction employees, Princeton; marble cutters, Montreal; boilermakers, St. Catharines; metal workers, Kingston; moulders, Brantford and Peterborough; moulders and patternmakers, Toronto; moulders and coremakers, St. Catharines; papermakers, Fort Frances; bakers, Montreal; linemen, Greenwood to Allenby; glass workers, Thorold; building trades, Montreal; labourers, Dundas; roofers and plumbers, Quebec, and shipbuilders at Sorel.

Disputes by Industries

The following is a review of the disputes by industries in the order in which they appear in the statistical table. A brief summary is given of the more important strikes.

LUMBERING.—There were two strikes in existence, involving 35 workpeople and resulting in a loss of 88 working days. Both strikes which concerned wages changes and other working con-

ditions occurred during the month and affected mill hands at Buctouche, N.B., and yardmen at Meaford. Termination of both of these disputes was reported a few days after the commencement of the strike.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—Five strikes, involving 5,018 workpeople and resulting in a loss of 98,928 working days, were carried over from the previous month. The principal strike in this group, that of coal miners in District 18, which commenced on May 24, and which involved questions of jurisdiction between the United Mine Workers of America and the One Big Union, was practically terminated at the end of the month. Finally, after conferences between the parties and the Director of Coal Operations, the latter issued a number of orders directing that operations be resumed, and by the close of the month the great majority of those who had been idle had returned to work. More extended reference is made to these orders and to the strike in a special article elsewhere in this issue. Four strikes—miners at Cobalt, Kirkland Lake and Rossland, and pottery workers at St. John's—remained untermiated at the close of the month.

RAILWAY, CANAL AND HARBOUR CONSTRUCTION. — One strike—construction employees at Princeton—was carried over from the previous month's record and remained untermiated at the close of the month. This strike involved 600 workpeople and resulted in a loss of 15,600 working days.

BUILDING AND CONSTRUCTION.—There were six strikes in existence, involving 603 workpeople and resulting in a loss of 12,988 working days. Two strikes,

marble cutters at Montreal and plumbers at Calgary, were carried over from the previous month. Termination early in the month was reported in the case of the latter. Four new strikes occurred during August, affecting building tradesmen at Montreal, labourers at Dundas and Guelph, and roofers and plumbers at Quebec. Settlement was reported in the case of labourers at Guelph; the other strikes remained unsettled at the close of the month.

METALS, MACHINERY AND CONVEYANCES.—Thirteen strikes were in existence, involving 5,819 workpeople and resulting in a loss of 65,744 working days. Ten strikes were carried over from the previous month of which those disputes affecting moulders at Hamilton, plumbers and steamfitters at Montreal, shipbuilders at Lauzon, and wire workers at Montreal, terminated during the month. Of the three new strikes, those affecting carriage makers at Montreal and iron and steel workers at Sault Ste. Marie were terminated, while a strike of shipbuilders at Sorel remained untermiated at the end of August.

PULP AND PAPER.—One strike—paper-makers at Fort Frances—was carried over from the previous month's record and remained untermiated at the close of the month.

CLOTHING.—Three strikes were in existence, involving 2,070 workpeople and resulting in a loss of 34,850 working days. These strikes had been carried over from the previous month's record and were terminated during August.

TEXTILES.—Two strikes were in existence, those of textile workers at Montreal and Montmorency. The former

strike had been in existence since the middle of June and was terminated during August by the employees returning to work under the same conditions as prevailed prior to the strike. In the last issue of the LABOUR GAZETTE the strike of textile workers at Montmorency Falls, who went out in sympathy with the Montreal strikers, was reported as having terminated the latter part of July. Later information received in the Department indicates that this strike was terminated the first week of August, the men returning to work on being granted a partial increase.

FOODS, LIQUORS AND TOBACCO.—There were three strikes in existence involving 385 workpeople and resulting in a loss of 2,075 working days. Two strikes—bakers and cigarmakers, Montreal—were carried over from the previous month, the latter being terminated early in August. A strike of butchers occurred during the month at Ottawa for an increase in wages. Negotiations were carried on which resulted in the employees being granted a partial increase and the men returned to work after being out three days.

CHEMICALS AND EXPLOSIVES. — One strike—steam and operating engineers employed in an alkali factory at Amherstburg—had been carried on the Department's record, but information received indicated that this strike was settled July 28.

TRANSPORTATION.—Three strikes were in existence, involving 835 workpeople and resulting in a loss of 3,515 working days. Two strikes were carried over from the previous month's record—street railwaymen at Moose Jaw and teamsters at Toronto; in both cases settlement was

reported during August. At St. Catharines a strike of electric railway employees occurred during the month, about 400 employees objecting to the suspension by the Company of some of its employees. Following explanations to the strikers by the Company of its reason for suspending the men in question, the striking employees returned to work four days after the commencement of the strike.

PUBLIC UTILITIES. — There was one strike in existence, involving 137 workpeople and resulting in a loss of 3,569 working days. This strike—linemen employed from Greenwood to Allenby, B.C.,—was carried over from the previous month and remained unterminated.

MUNICIPAL EMPLOYMENT.—One strike occurred in this group during the month, namely, that of teamsters at London, who demanded increased wages and shorter hours. After negotiations had been carried on the men secured a partial increase and returned to work after being unemployed about fifteen days.

MISCELLANEOUS.—There were three strikes in existence, involving 300 workpeople and resulting in a loss of 2,770 working days. Information received in the Department indicated that the strike of barbers at Kingston, which had been carried on the Department's record, had been terminated during July. A strike of glass workers at Thorold carried over from the previous month remained unterminated. During August two strikes occurred, affecting ice-house men and teamsters at Hamilton and silversmiths at Toronto. Both strikes involved wage changes and other working conditions and were terminated before the close of the month.

STRIKES AND LOCKOUTS DURING AUGUST, 1919

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
STRIKES AND LOCKOUTS COMMENCING PRIOR TO AUGUST, 1919			
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.:—			
Coal miners, in British Columbia and Alberta, (District 18).	Commenced May 24. Against a reduction in wages caused by operation of the 8-hour day. Settled by mediation of the Department of Labour. Work resumed August 15.	2,100	23,100
Miners, Cobalt, Ont.	Commenced July, 23. For higher minimum wages, 44-hour week and recognition of the union. Unterminated.	2,200	57,200
Miners, Kirkland Lake, Ont.	Commenced June 12. For increased wages, 44-hour week and recognition of the union. Unterminated.	610	15,820
Miners, Rossland, B.C.	Lockout commenced May 20. Company objected to affiliation with One Big Union by its employees. Unterminated.	60	1,560
Pottery workers, St. John's, Que.	Commenced November, 1913. Against a reduction in wages. Unterminated.	48	1,248
RAILWAY, CANAL AND HARBOUR CONSTRUCTION:—			
Construction employees, Princeton, B.C.	Commenced April 1. For increased wages and shorter hours. Unterminated.	600	15,600
BUILDING AND CONSTRUCTION:—			
Marble Cutters—Montreal, Que.	Commenced July 7. For increased wages and shorter hours. Unterminated.	300	7800
Plumbers, Calgary, Alta.	Commenced July 3. For increased wages. Settled by negotiations; partial increase granted. Work resumed August 4.	47	94
METALS, MACHINERY AND CONVEYANCES:—			
Boilermakers, St. Catharines, Ont.	Commenced April 23. For increased wages. Unterminated.	75	1,950
Metal workers, Kingston, Ont.	Commenced May 9. For increased wages and shorter hours. Unterminated.	700	18,200
Moulders, Brantford, Ont.	Locked out May 1. Demand for increased wages. Unterminated. .	17	442
Moulders, Hamilton, Ont.	Commenced May 5. For increased wages and shorter hours. Information received indicates conditions no longer affected.	150	3,900
Moulders, Peterborough, Ont.	Commenced May 1. For increased wages and shorter hours. Unterminated.	27	702
Moulders, and patternmakers, Toronto, Ont.	Commenced May 1. For increased wages, 8-hour day and other conditions. Unterminated.		
Moulders and coremakers, St. Catharines, Ont.	Commenced May 23. For increased wages and shorter hours. Unterminated.	100	2,600
Plumbers and steam-fitters, Montreal, Que.	Commenced July 25. For increased wages, shorter hours and improved working conditions. Settled by negotiations; men returned to work under former conditions. Work resumed August 5.	50	150

STRIKES AND LOCKOUTS DURING AUGUST, 1919—*Continued.*

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
METALS, MACHINERY AND CONVEYANCES:—			
<i>Continued.</i>			
Shipbuilders, Lauzon, Que.	Commenced July 28. For increased wages, shorter hours and better working conditions. Settled by negotiations. Work resumed August 8.	900	5,400
Wire workers, Montreal, Que.	Commenced July 21. For increased wages and shorter hours. Settled by negotiations; strikers' places filled. Strike terminated August 7.	2,000	10,000
PULP AND PAPER:—			
Papermakers, Fort Frances, Ont.	Commenced May 12. For increased wages. Unterminated.	800	20,800
CLOTHING:—			
Furriers, Montreal, Que.	Commenced July 8. For increased wages and against alleged discrimination. Settled by negotiations; demands partially granted. Work resumed August 19.	50	750
Garment workers, Toronto, Ont.	Commenced July 2. For increased wages and shorter hours. Settled by negotiations; work resumed August 21.	2,000	34,000
Raincoat workers, Toronto, Ont.	Commenced June 23. Against discharge of employee. Settled by negotiations; men returned to work without employee being reinstated. Work resumed August 7.	20	100
TEXTILES:—			
Textile workers, Montreal, Que.	Commenced June 16. For increased wages and shorter hours. Settled by negotiations; men returned to work under former conditions. Work resumed August 18.	3,520	49,280
Textile workers, Montmorency Falls, Que.	Commenced July 28. In sympathy with the textile workers' strike at Montreal. Settled by negotiations; partial increase granted. Work resumed August 7.	1,100	5,500
FOODS, LIQUORS AND TOBACCO:—			
Bakers, Montreal, Que.	Commenced June 21. For increased wages and shorter hours. Un-terminated.	40	1,040
Cigarmakers, Montreal, Que.	Commenced July 14. For increased wages. Settled by negotiations; demands partially granted. Work resumed August 5.	145	435
CHEMICALS AND EXPLOSIVES:—			
Steam and operating engineers, (alkali factory) Amherstburg, Ont.	Commenced June 28. For increased wages and union recognition. Information received indicates this strike terminated during July.		
TRANSPORTATION:—			
Street railwaymen, Moose Jaw, Sask.	Commenced July 24. For increased wages. Settled by mediation; partial increase granted. Work resumed August 16.	35	515
Teamsters, Toronto, Ont.	Commenced July 8. For increased wages, shorter hours and other changes. Settled through mediation of Department of Labour; partial increase granted. Work resumed August 5.	400	1,200
PUBLIC UTILITIES:—			
Linemen, Greenwood to Allenby, B.C.	Commenced May 28. For increased wages. Unterminated.	137	3 562

STRIKES AND LOCKOUTS DURING AUGUST, 1919—Continued.

Industry or occupation	Particulars	No. of employees affected	Time loss in working days
MISCELLANEOUS:—			
Barbers, Kingston, Ont.	Locked out June 30. Demanded increased wages and shorter hours. Settled by arbitration; partial increase granted. Work resumed July 28.		
Glass workers, Thorold, Ont.	Commenced June 18. For increased wages and shorter hours.	80	1,680
STRIKES COMMENCING DURING AUGUST, 1919.			
LUMBERING:—			
Mill hands, Buctouche, N.B.	Commenced August 5. For increased wages and shorter hours. Settled by negotiations; men returned to work under former conditions. Work resumed August 7.	35	88
Yardmen, Meaford, Ont.	Commenced August 25. For increased wages and abolition of piece work. Settled by negotiations; partial increase granted but piece work to be continued. Work resumed August 30.		
BUILDING AND CONSTRUCTION:—			
Building trades, Montreal, Que.	Commenced August 22. For shorter hours. Unterminated.	20	150
Labourers, Dundas, Ont.	Commenced August 28. For increased wages. Unterminated.		
Labourers, Guelph, Ont.	Commenced August 13. For increased wages. Settled by negotiations; strikers returned to work August 19.	36	144
Roofers and plumbers, Quebec, Que.	Commenced August 4. For increased wages. Unterminated.	200	4,800
METALS, MACHINERY AND CONVEYANCES:—			
Carriage makers, Montreal, Que.	Commenced August 8. For increased wages and shorter hours. Settled by negotiations; demands partially granted. Work resumed August 14.	350	1,750
Iron and steel workers Sault Ste. Marie, Ont.	Commenced August 18. For shorter hours. Settled by mediation; demands not granted. Work resumed August 30.	800	9,600
Shipbuilders, Sorel, Que.	Commenced August 12. For increased wages and shorter hours. Unterminated.	650	11,050
FOODS, LIQUORS AND TOBACCOS:—			
Butchers, Ottawa, Ont.	Commenced August 11. For increased wages. Settled by negotiations; partial increase granted. Work resumed August 14.	200	600
TRANSPORTATION:—			
Electric railway employees, St. Catharines, Ont.	Commenced August 21. Owing to suspension of employees. Settled by negotiations; men resumed work August 25.	400	1,800
MUNICIPAL EMPLOYMENT:—			
Teamsters, London Ont.	Commenced August 6. For increased wages and shorter hours. Settled by negotiations; partial increase granted. Work resumed August 22.	32	480
MISCELLANEOUS:—			
Ice-house men and teamsters, Hamilton, Ont.	Commenced August 7. For increased wages and alleged discrimination against employees. Settled by negotiations; partial increase granted. Work resumed August 12.	20	90
Silversmiths, Toronto, Ont.	Commenced August 21. For a minimum rate of wages. Settled by negotiations; demands granted. Work resumed August 26.	200	1,000

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING JULY, 1919

THE following details with regard to strikes and lockouts in the United Kingdom during July, 1919, are taken from the August issue of the *British Labour Gazette*.

NUMBER AND MAGNITUDE.—The number of trade disputes beginning in July was 126, as compared with 127 in the previous month, and 90 in July, 1918. In these new disputes about 327,000 workpeople were directly, and 11,000 indirectly, involved; and these figures, when added to the number of workpeople involved in disputes which began before July and were still in progress at the beginning of the month, give a total of about 839,000 workpeople involved in disputes in July, 1919, as compared with 548,000 in June, 1919, and 97,000 in July, 1918. In the following table the new trade disputes for July are summarized by groups of trades:

Groups of Trades	No. of disputes	No. of workpeople involved		
		Directly	Indirectly	Total
Building.	18	4,632	384	5,016
Coal Mining.	26	263,184	5,299	268,483
Other Mining and Quarrying	3	940	.....	940
Engineering and Shipbuilding	7	918	76	994
Other Metal.	13	6,657	5,031	11,688
Textile.	1	64	.....	64
Clothing.	5	471	96	567
Transport.	13	14,631	.....	14,631
Printing, Etc.	1	3,500	.....	3,500
Woodworking and Furnishings	4	7,960	33	7,993
Chemical, Brick, Pottery, etc.	3	326	.....	326
Food, etc.	5	1,871	.....	1,871
Other Trades.	19	17,569	40	17,609
Local Authority Services.	8	3,913	.....	3,913
Total, July, 1919.	126	326,636	10,959	337,595
Total, June, 1919.	127	509,376	13,813	523,189
Total, July, 1918.	90	64,831	15,725	80,556

CAUSES.—Of the 126 new disputes, 70, directly involving 256,475 workpeople, arose on demands for advances in wages; 14, directly involving 16,161 workpeople, on other wages questions; 19, directly involving 27,282 workpeople, on questions affecting hours; 3, directly involving 8,660 workpeople, on details of working arrangements; 15, directly involving 9,595 workpeople, on questions respecting the employment of particular classes or persons; one, directly involving 7,500 workpeople, was a sympathetic lockout; and 4, directly involving 963 workpeople, arose on other questions.

RESULTS.—During the month settlements were effected in the case of 62 new disputes, directly involving 146,332 workpeople, and 26 old disputes, directly involving 11,940 workpeople. Of these new and old disputes, 19, directly involving 14,353 workpeople, were settled in favour of the workpeople; 19, directly involving 15,184 workpeople, in favour of the employers; and 50, directly involving 128,735 workpeople, were compromised. In the case of 32 other disputes, directly involving 14,152 workpeople, work was resumed pending negotiations.

AGGREGATE DURATION.—The number of working days lost in July by disputes which began or were settled in that month amounted to about 7,441,000. In addition, 577,000 working days were lost owing to disputes which began before July and were still in progress at the end of the month. Thus the total aggregate duration in July of all disputes, new and old, was 8,018,000 days, as compared with 3,836,000 days in June, 1919, and 583,000 days in July, 1918.

NATIONAL INDUSTRIAL CONFERENCE ON INDUSTRIAL RELATIONS AND LABOUR LAWS

REFERENCE was made in the August number of the *LABOUR GAZETTE* to the National Industrial Conference between representatives of the Dominion Government, and of the various Provincial Governments and representative employers and Labour men which had been summoned by the Government of Canada to meet in Ottawa during the week beginning September 15 for the considering of Industrial Relations and Labour Laws. The selection of the employers' delegates to the Conference was left to the national organizations representing the different branches of industry in Canada, such as the Canadian Manufacturers' Association, the Canadian Lumbermen's Association, the Canadian Fishermen's Association, the Canadian Mining Institute, the Canadian Association of Building and Construction Industries, the Retail Merchants' Association of Canada, the Canadian Credit Men's Trust Association, the Canadian Electric Railway Association, and other similar bodies. The selection of the employees' delegates was entrusted to the Trades and Labour Congress of Canada, and in the case of the public service employees of Canada, to the Civil Service Federation. The twelve members of the Canadian Railway Board of Adjustment No. 1, being six representatives of employers and six of employees, were invited to attend the Conference in a body on behalf of railway transportation and telegraphs. The financial interests of the country were given representation through the selection of three delegates from the Canadian Bankers' Association. There being no organization among farm labourers, it was found impossible to secure representation of employers' and employees' interests in agriculture on the same basis as in other industries. The Government was, however, desirous that agriculture should be represented, and five delegates were, accordingly, selected through the Depart-

ment of Agriculture on behalf of the farming interests of the Dominion.

Authority was given for the selection of an equal number of spokesmen for employers and employees respectively, viz., 75 delegates in each case. In addition to these delegates and to the representatives of the Dominion and Provincial Governments, a third group of delegates was appointed, numbering forty in all, comprising the members of the Royal Commission on Industrial Relations, the members of the Labour Sub-Committee of the Reconstruction and Development Committee of the Canadian Cabinet, municipal delegates, representatives of the returned soldiers, and others.

It was arranged that the sessions of the Conference would be held in the Victoria Museum Building, Ottawa, and that the Conference would be opened by the Right Honourable Sir Robert Borden, Prime Minister, who would also act as chairman. The Honourable G. D. Robertson, Minister of Labour, was selected by the Dominion Government as vice-chairman. Among those invited to attend the Conference is the Honourable W. L. Mackenzie King, the new Leader of the Liberal party, who was invited to speak on the opening day, immediately following the address of the Prime Minister.

Col. David Carnegie, of London, England, Overseas Member of the Labour Sub-Committee of the Reconstruction Committee of the Cabinet, who since last spring has been following closely the developments of British industrial policy, came over to Canada to give the Conference first hand information respecting the plan of Joint Industrial Councils of employers and of workpeople, which has made such remarkable progress in Great Britain during the past year.

W. Jett Lauck, of Washington, D.C., late secretary of the United States War

Labour Board, accepted an invitation to address the Conference on the most recent developments in the field of industrial relations in the United States.

Gerald H. Brown, who during the past two years has served as secretary of the Reconstruction Committee of the Dominion Cabinet and of the Labour Subcommittee, and who was for eight years Assistant Deputy Minister of Labour, was appointed to act as secretary of the Conference.

A special pamphlet was printed and distributed, containing the proposed agenda and various memoranda relating to the Conference, including the labour features of the Treaty of Peace. Tables were specially prepared for this pamphlet relative to the industrial disputes of the past 18½ years, for which statistics are available in the Department of Labour. In these tables the statistics of industrial disputes were classified by industries, by provinces, and by causes and results. In addition to the summary tables for the period of 18½ years, summary tables were also included respecting the industrial disputes which occurred during the first half of the present calendar year.

A summary was included in the pamphlet of the laws of the Dominion Parliament and of the Provincial Legislatures relating to industrial disputes.

Sections were devoted to a discussion of the subject of Hours of Labour in Canada, showing the extent to which the 8-hour day has already been adopted in the different provinces and in different industries, by agreement and by legislation respectively. A summary statement was also presented showing the present position of the 8-hour day movement in Great Britain, the United States and various other countries.

Summaries were given of the Minimum Wage Laws which have been enacted in the Provinces of Manitoba, British Columbia, Saskatchewan and Quebec, and reference was made to the present position of the subject of the minimum wage in other countries.

The employers' and employees' lists of delegates include many of the best known names in Canadian industry, trade and labour, and are representative of all branches of business and industry in Canada, and of all parts of the country. On account of limitations necessarily imposed on the total number of employees' delegates, it was found impossible to give direct representation to all of the individual trade unions, and the delegates were chosen rather on industrial lines. The interests, however, of any trade unions not directly represented at the Conference, were entrusted to the delegates at large of the Trade and Labour Congress and delegates of allied trades.

The following is a list of those invited to the Conference in addition to the members of the Dominion and Provincial Governments:

Employers' Delegates

Representing Manufacturing Interests in General.—T. P. Howard, Phoenix Bridge & Iron Works, Ltd., Montreal; S. R. Parsons, British American Oil Co., Ltd., Toronto; M. P. White, Canadian General Electric Co., Ltd., Toronto; J. E. Davies, Alberta Foundry & Machine Co., Ltd., Medicine Hat; J. G. Gerant, International Harvester Co. of Canada, Ltd., Hamilton; J. Burns, P. Burns & Co., Ltd., Calgary; E. Parnell, Spiers, Parnell Baking Co., Winnipeg; T. R. Deacon, Manitoba Bridge & Iron Works, Ltd., Winnipeg; J. B. Thompson, James Thompson & Sons, Ltd., Vancouver; A. B. Weeks, Canadian Northwest Steel Co., Ltd., Vancouver; J. J. Coughlan, J. Coughlan & Sons, Vancouver.

Shipping.—Thos. Robb, secretary Shipping Federation of Canada, 218 Board of Trade Building, Montreal, (on behalf of Eastern shipping interests); G. M. Bosworth, chairman, C. P. Ocean Service, Montreal, (on behalf of Pacific Coast shipping interests).

Shipbuilding.—H. B. Smith, Collingwood Shipbuilding Co., Ltd., Collingwood; R. W. Wolvin, Halifax Shipyards, Halifax.

Pulp and Paper.—F. A. Sabbaton, Laurentide Co., Ltd., Grand Mère; T. B. Wilson, Spanish River Pulp & Paper Co., Sault Ste. Marie.

Milling.—W. A. Black, Ogilvie Flour Mills, Ltd., Montreal; Brig.-Gen. A. E. Labelle, St. Lawrence Flour Mills, Montreal; N. C. Sinclair, Empire Flour Mills, St. Thomas.

Packing.—J. S. McLean, Harris Abattoir Co., Ltd., Toronto; O. W. Waller, Swift Canadian Co., Ltd., Toronto.

Steel and Iron—F. W. Whitton, The Steel Co. of Canada, Ltd., Hamilton; Mark Workman, Dominion Steel Corporation, Sydney.

Food Products (other than milling and packing)—G. F. Benson, Canada Starch Co., Ltd., Montreal.

Woollens — Richard Thomson, Hawthorn Mills, Carleton Place.

Garment Manufacturers—J. S. McKinnon, S. F. McKinnon & Co., Ltd., Toronto.

Cottons—F. G. Daniels, Dominion Textile Co., Ltd., Montreal.

Lumber and Timber — Angus McLean, Bathurst Lumber Co., Ltd., Bathurst, N.B.; J. Fraser Gregory, Murray & Gregory, Ltd., St. John, N.B.; J. Fred Booth, J. R. Booth, Ottawa; Bruce N. Farris, King Lumber Co., Newton, B.C.

Manufacturers of Lumber and Timber—John R. Shaw, Canada Furniture Manufacturers, Ltd., Woodstock.

Printing, Publishing and Bookbinding—W. J. Bulman, Bulman Brothers, Ltd., Winnipeg.

Rubber—C. H. Carlisle, Goodyear Tire & Rubber Co., of Canada, Ltd., Toronto.

Chemicals & Allied Products—E. G. Henderson, The Canada Salt Co., Ltd., Windsor.

Clay, Glass and Stone Products—F. P. Jones, Canada Cement Co., Ltd., Montreal.

Tobacco and its Manufactures. — W. T. Gregory, Imperial Tobacco Co., Leamington, Ont.

Vehicles for Land Transportation—G. M. McGregor, Ford Motor Co., of Canada, Ltd., Ford, Ont.

Oils, Paints and Varnishes—Dr. D. Strachan, Imperial Oil Co., Ltd., Sarnia.

Leather and its Products—Hon. E. J. Davis, Davis Leather Co., Ltd., Newmarket, Ont.

Machinery—Henry Bertram, John Bertram & Sons, Co., Ltd., Dundas, Ont.

Telephones—J. E. Macpherson, district superintendent, Bell Telephone Co. of Canada, Ottawa.

Building and Construction—Col. J. A. Little, Thunder Bay Harbour Improvement Co., Port Arthur; H. T. Hazelton, president, Winnipeg Builders' Exchange, Winnipeg; E. R. Reid, Engineers & Contractors, Ltd., St. John, N.B.; Fred Armstrong, F. Armstrong Co., Toronto; J. P. Anglin, 65 Victoria street, Montreal; G. A. Whitlock, Moose Jaw.

Wholesale Trade—James H. Ashdown, J. H. Ashdown Hardware Co., Winnipeg; Hugh Blain, Eby-Blain Co., Ltd., Toronto; George B. Fraser, vice-president, Greenshields, Ltd., Montreal.

Retail Trade—J. A. Banfield, president, Dominion Executive Council, Retail Merchants' Association, Winnipeg; J. G. Watson, first vice-president, Dominion Executive Council, Retail Merchants' Association, Montreal; E. M. Trowern, secretary, Dominion Executive Council, Retail Merchants' Association, Ottawa.

Fishing—A. H. Brittain, Maritime Fishing Corporation, Ltd., Montreal; A. W. Sterrett, Canadian Fishing Co., Vancouver.

Street Railways—G. Gordon Gale, vice-president and general manager, Hull Electric Company, Hull.

Electric Power—A. Monro Grier, K.C., president, Canadian Electrical Association, Adelaide street east, Toronto; (Delegate not yet chosen), Hydro Electric Commission.

Moving Pictures—J. T. Moxley, Ottawa.

Other Theatrical Interests—(Delegate not yet selected).

Railway Transportation and Telegraphs—A. D. MacTier, vice-president, Eastern Lines, C.P.R.; A. J. Hills, assistant president, Canadian National Railways; G. C. Jones, assistant to the president, Grand Trunk Railway; F. P. Brady, general manager, Eastern Lines, Canadian National Railways; S. J. Hungerford, assistant vice-president, Canadian National Railways; George Hodge, assistant to vice-president, Eastern Lines C. P. R., (Members of Canadian Railway Board of Adjustment No. 1).

Mining—D. H. McDougall, president, Nova Scotia Steel & Coal Co., Ltd., New Glasgow, N.S.; B. Neilley, superintendent, Penn. Canadian Mines, Ltd., Cobalt; Geo. R. Smith, Bell Asbestos Mines, Thetford, Que.; O. E. S. Whiteside, International Coal & Coke Co., Coleman, Alta.; W. R. Wilson, Crow's Nest Pass Coal Co., Fernie, B.C.

Canadian Bankers' Association—Sir Frederick Williams-Taylor, general manager, Bank of Montreal; S. P. Bell, general manager, Bank of Hamilton, Montreal; Henry T. Ross, secretary, Canadian Bankers' Association, Montreal.

British Columbia Employers' Association—E. C. Knight, president, Vancouver.

Employees' Delegates

Trades and Labour Congress.—Tom Moore, United Bro. of Carpenters and Joiners, Ottawa; P. M. Draper, Int. Typographical Union, Ottawa; Robert Baxter, United Mine Workers of A., Glace Bay, N.S.; Arthur Martel, United Bro. of Carpenters and Joiners, Montreal.

Building Trades—A. E. Stirling, Intern. Bro. of Painters and Decorators, Regina; Tom Izzard, Bricklayers, Mason and Plasterers, Toronto; F. H. Healey, Portable and Hoisting Engineers, Niagara Falls; Jas. F. Marsh, United Bro. of Carpenters and Joiners, Niagara Falls; Jos. P. Hunter, Bro. Painters, Decorators and Paperhangers, Niagara Falls; James Winning, Bricklayers, Masons and Plasterers, Winnipeg.

Clothing Trades—Fred Bush, United Garment Workers of America, Toronto, Ont.; S. Koldofsky, Int. Ladies' Garment Workers' Union, Toronto.

Metal Trades—J. H. Kennedy, Amalgamated Sheet Metal Workers, Toronto; W. G. Hunter, Pattern Makers' Assn., Toronto; J. T. Foster, Int. Assn. Machinists, Montreal; W. G. Powlesland, Int. Bro. of Blacksmiths and Helpers, Toronto.

Railway Shop Trades—Frank McKenna, International Bro. Railway Carmen, Vancouver; R. J. Tallan, Int. Assn. of Machinists, Calgary; Stanley Steeves, International Bro. of Blacksmiths, Moncton, N.B.; James Somerville, Int. Assn. of Machinists, Moose Jaw.

Freight Handlers—A. C. Hay, Bro. Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Winnipeg; A. R. Mosher, Canadian Brotherhood of Railroad Employees, Ottawa.

Shipping—J. E. Tighe, Int. Longshoremen's Assn., St. John, N.B.; A. F. Brunet, Montreal.

Woodworking Manufacturing—T. Jackson, United Bro. of Carpenters and Joiners, Toronto.

Power House Employees—Jas. W. Frame, Int. Bro. of Electrical Workers, Calgary.

Electric Railway Employees—J. L. Bourbonnière, Amal. Assn. Street and Electric Railway Employees, Montreal.

Printing Trades—James Drury, Int. Typographical Union, Montreal; R. A. Rigg, Int. Bro. Bookbinders, Winnipeg; W. R. Trotter, Int. Typographical Union, Vancouver; A. J. Larden, Printing Pressmen and Assistants, Ottawa.

Mining—David Irvine, Calgary; L. J. Rouseau, Mine, Mill and Smelter Workers, Thetford Mines, Que.; Jos. Gorman, Mine, Mill and Smelter Workers, Cobalt.

Boot and Shoe Workers—E. W. A. O'Dell, Boot and Shoe Workers' Union, Hamilton.

Broom Makers—W. R. Rollo, Broom and Whisk Makers' Union, Hamilton.

Metal Trades—Arthur O'Leary, Hotel and Restaurant Employees' Int. Alliance and Bartenders' Int. League, Toronto; Wm. McKenzie, Hotel and Restaurant Employees' Int. Alliance, Vancouver, B.C.

Packing Houses—L. Braithwaite, Amal. Meat Cutters and Butcher Workmen of N. A., Toronto.

Tobacco—James A. Sullivan, Cigar Makers' International Union, Hamilton.

Paper Trades—Jas. Lockwood, Int. Bro. of Paper Makers, Sault Ste. Marie; Maurice LaBell, Int. Bro. Pulp, Sulphite and Paper Mill Workers, Ottawa.

Iron and Steel—E. Dalrymple, Amal. Assn. Iron, Steel and Tin Workers, Sault Ste. Marie; J. A. Gillis, Amal. Assn. Iron, Steel and Tin Workers, Sydney, N.S.; J. Barnett, Inter. Assn. of Moulders, Hamilton.

Civic Employees—W. P. Harpur, Policemen's Federal Assn., London, Ont.; Henry Bishop, Civic Employees' Union, Edmonton.

Clerical and Retail Trades—Joseph Sexton, Clerical Workers' Union, Glace Bay, N.S.; E. S. Woodward, Retail Clerks' Int. Bro. Association, Victoria.

Pottery Trades—Geo. Smith, National Bro. Operative Potters, St. John's, Que.

General Trades—John A. Flett, Federal Unions, Hamilton; G. R. Melvin, Federal Unions, St. John, N.B.

Publishing Trades—James Simpson, Int. Typographical Union and Industrial Banner, Labour Temple, Toronto; Gus. Franceq, Int. Typographical Union and Labor World, Montreal.

Amusement Trades—Wm. P. Covert, Int. Alliance Theatrical Stage Employees and Moving Picture Machine Operators, Toronto; D. A. Carey, American Federation of Musicians, Toronto.

Women Workers—Doris Meakin, Int. Bro. of Electrical Workers (Telephone Operators), Labor Temple, Winnipeg; Helena Gutteridge, United Garment Workers, Vancouver; Mrs. Kathleen Derry, Boot and Shoe Workers' Union, Toronto.

Dominion Public Service Employees—F. Grierson, president, Civil Service Federation of Canada, Ottawa; J. C. O'Connor, 2nd vice-president, Civil Service Federation of Canada, Ottawa; Major M. A. McInnes, president, Western Canada Interior Assn., Saskatoon; W. A. MacDonald, vice-president, Dominion Letter Carriers' Assn. Hamilton.

Railway Transportation and Telegraphs—S. N. Berry, senior vice-president, Order of Railway Conductors, Cedar Rapids, Iowa; J. M. Main, deputy-president, O. R. T., Montreal; Geo. K. Wark, vice-president, B. of L. E. and E., Montreal; James Murdock, vice-president, B. of R. T., Montreal; Ash Kennedy, asst. grand chief, B. of L. E., Montreal; Wm. Dorey, gen. chairman, U.B.M. of W.E. and S.L., Montreal; W. L. Best, legislative representative, Bro. of Locomotive Firemen and Enginemen, Ottawa; L. L. Pelletier, Dominion legislative representative, Order of Railroad Conductors, Ottawa—Canadian Railway Board of Adjustment No. 1.

Shipbuilding and Marine Trades—Fred Welsh, United Assn. Plumbers and Steamfitters, Vancouver; R. C. McCutcheon, Int. Bro. Boilermakers and Iron Shipbuilders, Winnipeg; J. E. Morash, Bro. Boilermakers and Iron Shipbuilders, Halifax; Omer Fleury, United Brotherhood of Carpenters and Joiners of America, Quebec City; John A. McClelland, International Association of Machinists, Montreal.

Textile Workers—Lena Comier, Moncton; H. A. Foucher, United Textile Workers, Montreal.

Leather and Tannery Workers—F. Grant, Inter. Bro. Amal. Leather Workers, Kingston.

Third Group

Chief Justice Mathers, Winnipeg; Carl Riordon, Montreal; Charles R. Harrison, M.P., North Bay; J. W. Bruce, Toronto; Hon. W. L. Mackenzie King, Ottawa; Hon. Senator Smeaton White, Montreal; F. A. Acland, Ottawa; Wills MacLachlan, Toronto; Calvin Lawrence, Ottawa; H. J. Daly, Toronto; G. Frank Beer, Toronto; Col. David Carnegie, London, Eng.; W. D. Tate, Ottawa; J. A. Stevenson, Ottawa; F. Pauzé, Montreal; John Lowe, Valleyfield; H. Mortimer-Lamb, Mon-

treil; R. R. Grant, Toronto; Alfred Burton, Toronto; Charles A. Magrath, Ottawa; F. E. Ewart, Toronto; Sir John Willison, Toronto; Alderman C. H. Grant, Edmonton; Arthur Roberts, Bridgewater, N.S.; Mayor T. D. Boucharde, St. Hyacinthe, Que.; W. E. Segsworth, Ottawa; W. Jett Lauck, Washington, D.C.; Col. Thos. Cantley, New Glasgow, N.S.; Major L. L. Anthes, Ottawa; T. A. Stevenson, Ottawa; R. B. Maxwell, Ottawa; C. C. MacNeil, Ottawa; W. A. Brown, Ottawa; W. S. Blair, Ottawa; H. S. Arkell, Ottawa; J. A. Ruddick, Ottawa; Geo. H. Clark, Ottawa.

THE BOARD OF COMMERCE OF CANADA

AT the last session of the Dominion Parliament, a select committee of the House was appointed to inquire into the cost of living, particularly with regard to the prices of foodstuffs, clothing, fuel and other necessities of life. This Committee, in its report, which was printed in the August issue of the *LABOUR GAZETTE*, recommended the creation of a tribunal with power to investigate mergers, trusts, monopolies or other similar organizations, and with regulative power in connection with discriminations in price, exclusive purchases, sale arrangements and unfair methods of commerce.

In accordance with this recommendation, an Act was passed providing for the creation of a Board of Commerce charged with the administration of the Combines and Fair Prices Act, 1919, the purpose of which is to provide machinery for the investigation and restraint of combines, monopolies, trusts and mergers, and to restrain the enhancement of the prices of commodities.

The Board was established in August, by the appointment of Mr. Justice Robson of Winnipeg as Chairman, Mr. W. F. O'Connor as member, Mr. F. A. Acland, Deputy Minister of Labour, as temporary member of the Board, and Captain William White, secretary. The Board is empowered and directed to restrain and prohibit the formation and operation of combines, but the Act expressly recognizes that only combinations which are injurious to the public

are harmful. Any British subject resident in Canada, who believes that a combine exists or is being formed, may apply in writing to the Board for an order directing the investigation into such alleged combine, or the Board may itself act without request. If a Commissioner is satisfied that the request is made on reasonable grounds, he may order an inquiry. If after investigation the Board is of opinion that a combine is being formed, it may order that such acts or practices complained of shall cease. Failure to observe such an order renders the person against whom it is directed liable to a heavy fine or imprisonment. Whenever it is found that with respect to any article of commerce a combine exists unduly promoting the advantage of manufacturers and dealers at the expense of consumers, the Governor General in Council may order that such article be admitted into Canada free of duty, or that the duty be reduced. The unreasonable accumulation or withholding of any **necessary of life** is forbidden. The Board is also empowered to restrain and prohibit the taking of unfair profits. Disobedience to its orders is criminal and punishable by a fine of \$1,000 per day.

An announcement was made on August 29, that co-operation has been established between the Board of Commerce of Canada and the United States authorities in a continent-wide campaign against high prices. The first action taken by the Board was with a

view to control the price of sugar by restraining and prohibiting certain parties from disposing of sugar in such a way as to enhance its cost, particularly restraining them from exporting sugar out of Canada; also the fruit growers of British Columbia having represented that a shortage of sugar for preserving was likely to cause a wastage of fruit,

the Board called the refiners of the country together at Montreal and arranged for the immediate dispatch of a sufficient quantity of sugar to relieve the shortage. An investigation into the milk situation in Winnipeg was also authorized by the Board, and Mr. James Auld, barrister, of Winnipeg, was appointed to conduct the investigation.

THE INTERNATIONAL LABOUR CONFERENCE

IN the May issue of the LABOUR GAZETTE, it was stated that the Peace Conference at its plenary setting in April last approved the recommendation of the commission on international labour legislation for the institution, as part of the machinery of the League of Nations, of an international organization consisting of an international labour conference and an international labour office. The Peace Conference decided that the first of these labour conferences, which are to be held annually, should convene at Washington during October of this year; and authorized the immediate appointment of an organizing committee to make the necessary arrangements in connection therewith. A committee was accordingly appointed, constituted as follows: UNITED STATES OF AMERICA—Dr. J. T. Shotwell (provisionally), of Columbia University; GREAT BRITAIN—Sir Malcolm Delevigne, Assistant Under-Secretary of State; FRANCE—Mr. Arthur Fontaine, Director of Labour; ITALY—Mr. di Pauma Castiglione, Inspector of Emigration; JAPAN—Dr. M. Oka, formerly Director of Commercial and Industrial Affairs; BELGIUM—Mr. E. Mahaim, of Liege University; SWITZERLAND—Mr. W. E. Rappard (provisionally), of Geneva University.

Mr. Arthur Fontaine was elected chairman, and Mr. H. B. Butler, assistant secretary of the British Ministry of Labour, was appointed secretary.

It is provided that the Conference, the opening date of which has now been

fixed as October 29, shall be composed of "four representatives of each of the Members (of the League of Nations), of whom two shall be Government delegates and the two others shall be delegates representing respectively the employers and the workpeople of each of the Members. Each delegate may be accompanied by advisers, who shall not exceed two in number for each item on the agenda of the meeting." With respect to questions specially affecting women, it is suggested that one at least of the advisers should be a woman.

The Dominion Government, as a member of the League, will proceed shortly to name its quota of delegates and advisers. The Canadian Manufacturers' Association and the Trades and Labour Congress of Canada are being requested to name a delegate and a number of advisers for the employers and the workpeople respectively of Canada. Each of the Provincial governments is being requested also to name an adviser.

The agenda for the Conference is as follows:

1. Application of principle of the 8-hours' day or of the 48-hours' week.
2. Question of preventing or providing against unemployment.
3. Women's employment:
 - (a) Before and after child-birth, including the question of maternity benefit;
 - (b) During the night;
 - (c) In unhealthy processes.

4. Employment of children:
 - (a) Minimum age of employment;
 - (b) During the night;
 - (c) In unhealthy processes.

5. Extension and application of the International Convention adopted at Berne in 1906 on the prohibition of night work for women employed in industry, and the prohibition of the use of white phosphorus in the manufacture of matches.

In order to secure the most complete information available in regard to the existing legislation and practice in the different countries in respect of the subjects upon the agenda, and to obtain proposals as to how they should be dealt with by the Conference, a questionnaire was drawn up by the organizing committee and copies were forwarded to the respective governments. The main headings of the questionnaire are as follow:

I. Application of the Principle of the Eight Hours' Day or 48 Hours' Week: (a) Present law and practice; (b) Proposals for legislation under consideration at present time.

II. Question of Preventing or Pro-

viding against Unemployment: (a) Nature and extent of the problem; (b) Prevention of unemployment; (c) Compulsory insurance against unemployment; (d) Public organization; (e) Voluntary provision against unemployment.

III. Women's Employment: (A) Employment of women before and after child-birth—(a) Present law and practice; (b) Proposals under consideration at the present time. (B) Employment during the night. (C) Employment of women in unhealthy processes.

IV. Employment of Children: (a) Minimum age of employment; (b) Employment during the night; (c) Employment in unhealthy processes.

V. Extension and application of the International Convention adopted at Berne in 1906 for the Prohibition of the Use of White Phosphorus in the Manufacture of Matches.

The complete questionnaire, together with the answers thereto made by the Dominion Government, is embodied in a report published by the Department of Labour relating to the International Labour Conference.

WHITLEY COUNCILS IN THE BRITISH CIVIL SERVICE

Application to (a) Government Industrial Establishments, and (b) Administrative Departments of the Civil Service

INDUSTRIAL ESTABLISHMENTS.

IN the June issue of the LABOUR GAZETTE mention was made of a provisional committee that had been appointed to draft constitutions for the various Departmental and Trade Joint Councils to be set up in Government industrial establishments in accordance with a general scheme previously approved. The Provisional Committee has now drafted constitutions for Departmental Joint Councils, Trade Joint Councils, and Local Committees. These draft constitutions (which have been printed as a supplement to the June issue of the British

Labour Gazette) are based on the general requirements of all the Government departments and the trade unions concerned. For the purpose of adopting them to the particular requirements of each of the various departments joint conferences have been convened for each Government department consisting of official representatives of the department and of the trade unions having members in its industrial establishments. Each of these conferences will be invited to appoint a Joint Drafting Committee, and it will be the duty of this committee to make any necessary amendments in the constitution as at present drafted,

and in particular to determine the trade union representation on the proposed Departmental Joint Council. When the constitution for each Departmental Joint Council has been prepared by the Drafting Committee it will be referred to the department and to the trade unions concerned, and if it is approved the representatives will be appointed and the first meeting of the Council will be held. It will be the duty of the Departmental Joint Council to see that arrangements are made for the setting up of local machinery of the kind proposed by the scheme. The formation of the Trade Joint Councils, which will cover a number of Government departments concerned in any particular trade or group of trades, must necessarily be left over until the Departmental Joint Councils have been set up.

ADMINISTRATIVE DEPARTMENTS.

It was mentioned in the June issue of the *LABOUR GAZETTE*, that a National Provisional Joint Committee had been appointed by a conference of representatives of Government departments and of civil service associations, to carefully examine the report of a previous committee and the various schemes and memoranda submitted. The National Provisional Joint Committee has now issued its report (Cmd. 198), the chief features of which are summarized in the *British Labour Gazette* for July, 1919, as follows:

“The proposals are based on the establishment of joint bodies falling into the following categories:—

- I. A National Council.
- II. Departmental Councils.
- III. District and Office (or Works) Committees.

“The National Council will consist of 54 members, one half appointed by the Government and the other half by the staff associations. The official side will include at least one representative of the Treasury and one representative of the Minister of Labour. The staff side will be appointed by the staff associations.

“The objects of the National Council will be to secure the greatest measure of co-operation between the State in the capacity as employer, and the general body of civil servants in matters affecting the civil service, with a view to increased efficiency in the public service combined with the well-being of those employed; to provide machinery for dealing with grievances, and generally to bring together the experience and different points of view of representatives of the administrative, clerical, and manipulative civil service.

“The scope of the National Council will comprise all matters which affect the conditions of service of the staff.

“The functions of the National Council will include the following:

- (1) Provision of the best means for utilising the ideas and experiences of the staff.
- (2) Means of securing to the staff a greater share in and responsibility for the determination and observance of the conditions under which their duties are carried out.
- (3) Determination of the general principles governing conditions of service, e. g., recruitment, hours, promotion, discipline, tenure, remuneration, and superannuation.

In the National Council the discussion of promotion will be restricted to the general aspects of the matter and the principles upon which promotions in general should rest. In no circumstances shall individual cases be taken into consideration.

It will be open to the National Council to discuss the general principles underlying disciplinary action, but there will be no discussion of individual cases.

- (4) The encouragement of the further education of civil servants and their training in higher administration and organization.

(5) Improvement of office machinery and organization and the provision of opportunities for the full consideration of suggestions by the staff on this subject.

- (6) Proposed legislation so far as it has a bearing upon the position of civil servants in relation to their employment.

“The decisions of the Council will be arrived at by agreement between the two sides, and will be signed by the chairman and vice-chairman, will be reported to the Cabinet, and thereupon will become operative.

"As a general rule, each department will have its Departmental Council, the official side of which will be appointed by the minister or the permanent head of the department. Members of the staff side will be elected by the associations or groups of associations having members employed in the department.

"The functions of the Departmental Councils will be those indicated above for the National Council in so far as they have a special application to the particular department. A Departmental Council may discuss any promotion in

regard to which it is represented by the staff side that the principles of promotion accepted by or with the sanction of the National Council have been violated. Disciplinary action may be discussed if it is represented by the staff side that such a course is desirable."

The report was submitted to and unanimously adopted at a second conference of representatives of civil service associations and officials of government departments on July 3. The Chancellor of the Exchequer presided at this conference and welcomed the report on behalf of the Government.

WORKS COMMITTEES IN THE UNITED STATES

A Review of Recent Publications on the Subject of Works Committees

AMONG publications dealing with the subject of Works Committees that have recently appeared in the United States there are two of which mention should be made. One of these is an official report on "Works Committees and Joint Industrial Councils," * prepared by A. B. Wolfe, of the Industrial Relations Division of the United States Shipping Board Emergency Fleet Corporation; the other, a semi-official handbook for employer and employee entitled "The Shop Committee," † written by W. L. Stoddard, administrator for the National War Labour Board.

In his report Mr. Wolfe defines the terms "works committee", "shop committee", etc., which, he says, have been used rather loosely. The term "shop committee" should, he urges, be applied only to committees representing the men

in a given shop or department of a plant, *e. g.* the machine shop, the foundry, etc. Where the men of a given trade in a shop or a whole plant organize a committee to look after their particular craft interests, such committee should be called a "craft committee". The term "works committee", when used generally, may cover any committee of workmen, or of workmen and employers in a plant; but, when used specifically, it should apply to the one committee which may be instituted (regardless of whether shop and craft committees are in existence) to represent all the shops, trades, and interests in the plant. With respect to the term "joint committee", it is suggested that it would be well in future to confine the use of the term "joint" to committees upon which both employers and employees are represented.

The recommendations of the Whitley Committee, and the general movement toward joint industrial councils and works committees as agencies of so-called

*Published by the United States Shipping Board Emergency Fleet Corporation, Philadelphia, Penn. 255 pp. Price, 50 cents.

†Published by The Macmillan Company, New York. 105 pp.

"co-operative management," are discussed in the report, which also sets forth briefly the theory upon which the advocates of co-operative management or industrial representation base their programme. Special attention is given to the psychology of industrial unrest, to the demand for industrial democracy and to the relationship between industrial democracy and management responsibility. The introduction to the report states that many letters of enquiry were sent to manufacturing establishments in the United States and that in this way enough first hand information was obtained to indicate that in that country "the trend toward industrial representation in shop and works committees is under way and gaining momentum". A chapter is devoted to the problems involved in the organization and functioning of works committees; and considerable attention is given to the question of representation on these committees; and to the rules and procedure for elections. An appendix of some eighty pages contains the opinions of many employers in the United States with respect to the works committees that have already been inaugurated in their establishments.

"The Shop Committee", by W. L. Stoddard, is based largely on the author's experience as an administrator for the National War Labour Board of the United States, in which capacity he has developed the shop committee system in several large industrial plants. The shop committee, he says, is still in the experimental stage, though all the signs indicate that "the experiment is a promising one, and that for many years to come workingmen and employers will continue in increasing numbers to develop

intra-factory machinery intended to eliminate friction, bring about good relations, and promote the practice and extension of genuinely collective bargaining". The book, which is intended as a handbook for both employer and employee, embodies a statement of the essential principles and facts of the shop committee system, what it is, and how it works. Emphasis is laid in this book, as in the Wolfe report, upon the importance of establishing a sound basis of representation, "a thing that is fundamental to the whole system". According to the writer more than one well-meant but hastily conceived shop committee system is now undergoing radical revision, having failed to function properly largely because adequate representation was not granted in the first place. With respect to elections, it is pointed out that the National War Labour Board required that in large establishments, in the first instance, the election should be conducted by one of the Board's administrative examiners, in order to avoid possible allegations of influence on the part of the management or of the unions. The book contains suggestions for the proper conduct of elections.

The relationship of the shop committee to the trade union is discussed. This, says the author, is still a matter of speculation:

"Employers ask: Is the shop committee a substitute for the union? Does the shop committee encourage unionism? Employees ask: Is the shop committee a device of capital to prevent unionism? Does the shop committee discourage unionism? These questions we cannot answer with certainty, for the shop committee is an experiment still—an experiment in industrial government".

The author, however, suggests that the shop committee is neither a union nor a non-union scheme. It is, he says,

primarily a method of organizing the employees of a given plant *with the employers* for the purpose of bringing about efficiency and better working conditions. Its organization differs from trade union organization in that it is *dual* or *joint*, and is based on the theory of co-operation rather than on the theory of competition or conflict. Nevertheless the shop committee has a distinct connection with the labour union movement, admitting, as it does, an important premise that employees have the right to organize as employees of a given plant in order to deal, or bargain, collectively, with the management. The argument is summed up as follows:

"Except, therefore, to those minds which do not yet clearly see that the industrial world of to-day and of to-morrow is a different world from that of yesterday, the answer to the questions at the head of this chapter is this: The shop committee encourages unionism. It is not the unionism of the past, inadequate, imperfect, struggling sometimes blindly towards juster relations between capital and labour. The shop committee, meaning thereby the idea of joint shop, and industrial committees and councils, is a substitute for trade unionism. It is a substitute which the unions and the employers will welcome. The shop committee, therefore, is not a device of capital to prevent unionism: its seeds lie deep in the soil of unionism, so deep that unionism of employees alone can not cause them to grow and flourish. The shop committee has in it the germ of the hope of the future of industrial peace and the co-operative commonwealth."

THE RAILROAD WAGE QUESTION IN THE UNITED STATES

The "Plumb Plan" and the Proposal of President Wilson

CONSIDERABLE interest has been aroused in the United States in connection with a proposed scheme for the nationalization of United States railroads, as embodied in a bill (H.R. 8157) introduced into Congress by Representative Sims. The scheme, which was formulated by Mr. Glenn E. Plumb, counsel for the Railroad Brotherhoods, appears largely to owe its origin to the unrest prevailing among railway workers due to the continued increase in the cost of living. It provides that railway workers shall have a voice in the management and a share in the profits of the railways; and its advocates claim that if it were adopted, reduced rates and greater profits would result, due to increased production on the part of, and economies introduced by, the workers themselves. The scheme, which is becoming known as the "Plumb Plan," is sum-

marized in a recent issue of the *Outlook* as follows:

"The government shall buy all existing railways with bonds bearing a fixed interest; it shall create a corporation to be controlled by a Board of Directors, 'one-third of this board to be named by the President of the United States with the approval of the Senate, one-third to be elected by the employees in Class A (executives and managers), and one-third to be elected by employees in Class B (wage earning employees who carry into execution the direction of the executive employees)'; the government shall lease to this corporation all of the railways which it has bought; the profits, if any, shall be equally divided between the government and the operating corporation—that is to say, the men who manage and do the work of the railways; the public is to get its share of profits by reduction of rates 'whenever in one year the amount of any profits received by the government shall equal or exceed 5 per cent of the gross operating revenues'; extensions to the railway systems shall be paid for by assessment against the property benefited; and sinking funds shall be provided to redeem the bonds which the government has issued to purchase the railways.

"Mr. Plumb believes that a provision in his plan which will enable Class A, or the managers, to receive extra profits only by maintaining

the wages of Class B at a reasonable level will prevent collusion between the two classes to take all the earnings in the form of wages, thus depriving the consumer of the benefit of reduced rates and perhaps even producing a deficit."

The Sims bill received the endorsement of the railroad employees in a statement signed by representatives of the various railway brotherhoods and the Railway Employees' Department of the American Federation of Labour. This statement was issued on the day following the announcement of the recommendation of the Director-General of United States Railroads that the "war cycle" of wage increases to railroad labour having been completed, a Federal commission with mandatory powers should now be created by Congress to investigate and decide upon all questions at issue regarding the wages of railway employees. The statement of the railway brotherhoods was, in part, as follows:

"Labour faces a persistently serious situation due to the cost of living and the impossibility of wages keeping pace with the depreciation of money. No fundamental changes are being advanced to save workers from continual defeat in the economic struggle of life. The railroad employees are in no mood to brook the return of the lines to their former control, since all the plans suggested for this settlement of the problems leave labour essentially where it has stood and where it is determined not to stand. We realize that in the strife for wage increases we cannot win any permanent victory. It is not money but value that counts. The vicious circle is infinite. Increased wages are over-capitalized, for inflated profits and the cost of goods mounts faster than the wage level. A few grow wealthy and the multitude is impoverished.

"Any basic change must begin with the railroads. . . . It has been argued that Labour is merely asking the public to let the workers become the railroad profiteers instead of Wall Street. This argument cannot survive a scrutiny of our proposal.

"We do ask for a share of the surplus at the end of each year, after operating costs are met and fixed charges are paid; but we also provide an automatic reduction in rates when this surplus comes to a given level. To restore the surplus the employees of the railroads must increase the efficiency of their management and they must invite new business. What we ask is to share the savings from economies we ourselves introduce and to share the surplus from new business our efficiency made possible. . . . We could not earn dividends unless industry as a whole were stimulated by improved transportation services.

"In our bill the rights of the public are protected. The rate-fixing power, which is the final check upon railroad management, remains with the Interstate Commerce Commission. If the new corporation should attempt to pay itself excessive returns, and produce a deficit, the lease is forfeitable."

The railway workers are not, of course, confining themselves to an advocacy of the Plumb Plan, but have also made alternate demands for wage increases, amounting in the case of shop workers to 25 per cent over their present wages. With respect to these demands President Wilson, on August 25, asked the railroad employees to agree to a postponement of the settlement of wage rates until the Government's programme for reducing the cost of living had had time to make itself felt and until normal economic conditions had been restored;

and to do their part, with other citizens, in reducing the cost of living by foregoing a temporary advantage which would be bound to add to transportation costs. The shopmen are asked to accept in the meantime an advance of the basic pay from 68 cents to 72 cents an hour. On August 28 it was reported that the executive council of the railroad shopmen would recommend to the local

unions that this compromise offer be accepted on the understanding that, if at the end of three months the cost of living had not been reduced, they would reserve their right to strike for higher wages. It is an open question at the present time what the decision of the shopmen will be, but it is felt that the decision will be indicative of the opinion of railway workers as a whole.

CONVENTION OF THE NOVA SCOTIA DISTRICT OF THE UNITED MINE WORKERS OF AMERICA

A SPECIAL convention of the United Mine Workers of America, District No. 26, was held at Sydney, Nova Scotia, on August 25 to 30. There were 97 delegates present representing 12,417 members. A resolution was passed protesting against the method adopted by the Dominion Government and the executive of the Trades and Labour Congress in selecting representatives to the Industrial Conference which is to meet in Ottawa on September 15. The constitution was amended in order to make it conform to the international constitution of the United Mine Workers of America. The executive were instructed to notify all coal companies that after January 1, 1920, the members of the Union would refuse to push boxes any longer. It was resolved to put forth efforts to have the ton of coal as produced by the miners reduced from 2,240 to 2,000 pounds, the miners being usually paid by the ton. A resolution to apply for federal aid to education in

the Maritime provinces commensurate with their proportionate interest in Dominion Lands was forwarded for submission to the convention of the Trades and Labour Congress of Canada. The convention recommended approved electric safety lamps for working purposes and oil safety lamps in every working for the detection of gases. Political action to secure working class representation in the Dominion and Provincial Legislatures was recommended and the programme of the Independent Labour Party was approved. The Immigration Act Amendment Act passed at the last session of Parliament was condemned. A new scale for wages was adopted, and the executive officers were instructed to secure uniformity of pay for similar classes of work throughout the district by levelling up the wages. The consideration of general increases on contract work and the putting into effect of the five-day week policy were postponed until after the general convention of the United Mine Workers of America.

EMPLOYMENT CONDITIONS IN CANADA FROM MARCH 29 TO AUGUST 23, AS REPORTED BY EMPLOYERS

THE progress of the Employment Service of Canada, the national system of Employment Offices organized by the Department of Labour and the Provincial Governments in co-operation, has been reported in the LABOUR GAZETTE from time to time, but no attempt has been made to summarize employment conditions as indicated by the weekly reports from employers which the Service has received since early in the year. With the steady increase in the number of firms reporting the reports are now fairly representative of employment conditions, and it is planned, therefore, to publish periodically a statement of the trend of employment as indicated by these returns. The form of return indicates: the number of workers on the payroll at the end of the week; the number anticipated at the end of the next week; and the additions and reductions by occupations. The number of persons on payroll is used for comparison with the number for the preceding week, and shows the employment tendencies of the country; while the number anticipated at the end of the following week indicates to the Employment Service the nature of the labour demands that are likely to be made upon it.

For the purposes of the Employment Service, the country is divided into four districts: Nova Scotia, New Brunswick, and Prince Edward Island; Quebec and Ontario; Manitoba, Saskatchewan and Alberta; and British Columbia. The reports from employers in each district are received in the Clearing House of the district, at Moncton, Ottawa, Winnipeg and Vancouver respectively, where they

are compiled. A summary statement is forwarded by each Clearing House to Dominion headquarters at Ottawa, and these statements for the different districts are combined in one report for the country as a whole.

There is, of course, some irregularity in reporting on the part of various establishments, but in making the weekly compilation only those firms are included which have forwarded returns for the previous week as well. By this method a cumulative record of the trend of employment from week to week cannot be shown, as, of course, the number of firms covered by the report varies from week to week. It is possible, however, to present a series of percentages each showing the additions or reductions in personnel indicated by the returns of a given number of firms as compared with the returns for the same establishments for the previous week. When a sufficient degree of regularity in reporting has been established it is planned to present the total number of persons on the payrolls of a given number of identical establishments from week to week throughout the year so that a fairly exact cumulative record of employment conditions may be available. It should be stated that office employees are included in the employers' returns, and that unemployment on account of industrial disputes is not considered. When a report indicating an industrial dispute is received, the return is disregarded and the last normal report from the establishment is tabulated.

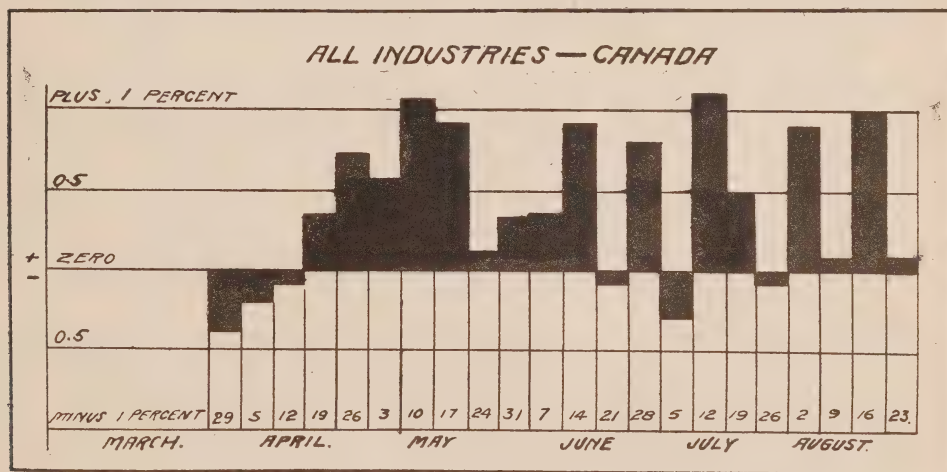
For the week ending August 23, reports were received from 3623 firms which had also reported for the preceding week. There were 505,000 persons on their combined payrolls, as compared with 504,176 persons for the week previous. The increase in the number of returns is indicated by the fact that for

the week ending March 22, when the reports were first compiled in their present form, returns were received from 2167 firms with 218,769 employees. The total number of persons reported is expected to exceed 600,000.

As an indication of the weight given individual industries in the compilation of data for the whole country, the number of employees reported in the different groups for August 23 were: Building and Construction other than railway 8,879; Commercial and Mercantile trades, 33,971; Lumbering, 27,028; Brick, Cement and Glass, 5,399; Chemicals, 16,466; Foods, Drink and Tobacco, 44,914; Leather, 12,866; Metals, 58,722; Pulp, Paper and Printing, 33,527; Tex-

tiles, 46,987; Vehicles, 58,910; Woodworking, 11,823; Quarrying and Mining, 38,915; Railway Construction, 22,340; Railway Operation, 53,600, and Miscellaneous industries, 26,600.

The following chart shows week by week the percentage increases or decreases in the volume of employment of the firms reporting as indicated above. Care must be taken not to read the chart as a cumulative total. As the base upon which the percentages are determined changes from week to week the increase or decrease is based on the volume of employment for the preceding week and shows the change for the week only, rather than the change for the full period.



The chart indicates that from the beginning of the record until the middle of April a decrease in the volume of employment was reported each week, reflecting conditions throughout Ontario, Quebec and the Western Provinces.

From the middle of April until August 23 employment conditions have, on the whole, greatly improved for the entire country. Decreases have been registered in only three weeks, due for the most part to temporary slackness in the industries affected. Ontario and Quebec among the provinces have shown the strongest tendencies, slight decreases in

employment having been registered only in the weeks ending June 21 and July 25, coinciding with a general decline throughout the country. The Maritime provinces have not shown the same improvement as Ontario and Quebec, in fact, since the middle of June, with the exception of weeks ending August 2 and August 23, declines in employment have been reported from week to week. The Western provinces have shown improvement since the Winnipeg strike was settled, but owing to the dispute, the figures are not as representative of actual conditions as they otherwise would have been.

REPORT OF THE EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS' PERIOD FROM JULY 19 TO AUGUST 16

REPORTS from employment offices to the Dominion Headquarters of the Employment Service of Canada, Department of Labour, show that the four weeks' period, July 19 to August 16, was the most successful period so far in the operation of the Service. Previous reports of the Service have indicated the steady growth that has been taking place, but during no previous period has the growth, as measured by success in placing applicants in positions, been as rapid as during the present period with over 36,000 place-

ments recorded. The Service is now placing persons in regular employment at the rate of nearly one-half million a year.

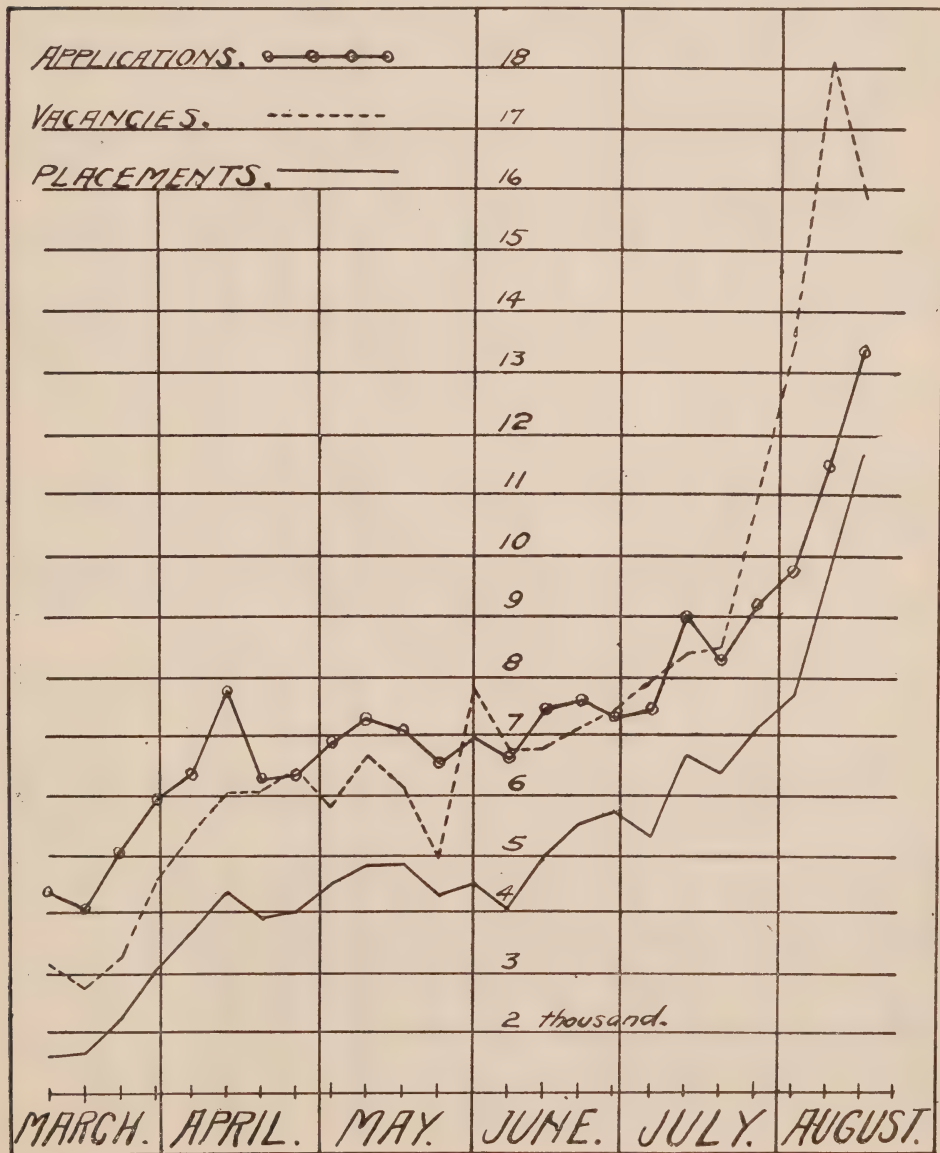
The following table summarizes the work of the Service week by week from March 1 to August 16. Placements include only those applicants who have been successful in obtaining the positions to which they were referred and of whose success in securing the same the Service has been notified. Casual placements refer to those applicants for whom employment of less than one week's duration was found.

HISTORICAL SUMMARY OF PLACEMENTS

Week ended	REGULAR PLACEMENTS									Casual place- ments Canada	
	Maritime provinces	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia	CANADA			
								Men	Women		Total
March 8.....	13	94	670	88	236	271	231	1,330	273	1,603	210
" 15.....	33	101	647	96	285	196	303	1,380	281	1,661	249
" 22.....	52	106	1,016	85	260	327	348	1,900	294	2,194	242
" 29.....	105	79	1,169	295	448	532	443	2,666	405	3,071	327
April 5.....	145	128	1,332	371	559	493	621	3,315	334	3,649	277
" 12.....	226	101	1,467	457	587	719	754	3,896	415	4,311	370
" 19.....	282	108	1,290	440	542	620	626	3,571	337	3,908	320
" 26.....	228	164	1,474	456	530	596	561	3,712	297	4,009	447
May 3.....	280	319	1,661	406	478	715	639	4,193	305	4,498	546
" 10.....	360	410	1,833	360	505	776	549	4,413	380	4,793	591
" 17.....	445	436	1,735	326	510	813	514	4,438	341	4,779	407
" 24.....	372	407	1,581	235	538	792	431	4,086	270	4,356	409
" 31.....	353	386	2,159	245	416	463	500	4,221	301	4,522	463
June 7.....	371	321	1,715	214	578	507	359	3,791	274	4,065	374
" 14.....	381	499	1,875	385	695	570	495	4,578	322	4,900	406
" 21.....	516	477	2,293	425	638	546	610	5,055	450	5,505	473
" 28.....	493	401	2,062	791	740	565	662	5,181	533	5,714	539
July 5.....	556	391	1,674	861	673	535	646	4,882	454	5,336	551
" 12.....	503	438	2,211	1,150	699	640	1,025	6,205	461	6,666	959
" 19.....	485	436	2,250	1,150	670	613	773	5,754	623	6,377	515
" 26.....	564	478	2,507	1,253	824	636	836	6,608	490	7,098	933
Aug. 2.....	454	490	2,417	1,791	944	735	787	7,196	422	7,618	879
" 9.....	380	619	2,102	3,274	1,522	789	963	9,216	433	9,649	771
" 16.....	416	669	2,415	4,340	2,051	875	883	11,129	520	11,649	1,124
Grand Total.....	8,013	8,058	41,555	19,494	15,928	10,324	14,559	112,716	9,215	121,931	12,382

The average number of placements per week during the four weeks' period was over 9,000, the weekly placements having been: week ending July 26th, 7,098; August 2nd, 7,618; August 9th, 9,649; and August 16th, 11,649. It will

be observed that not only was the average number of weekly placements high, but that the returns for the week showing the lowest returns were better than for any week during the preceding period.



REPORT OF EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS ENDED AUGUST 16, 1919

Office	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Regular placements reported during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Charlottetown.....	134	0	153	0	13	0	123	0	171	0	124	.....
Prince Edward Island.....	134	0	153	0	13	0	123	0	171	0	124	0
	134		153		13		123		171		124	
Amherst.....	60	1	58	1	0	0	25	0	25	0	25	0
Halifax.....	334	23	552	57	123	55	281	87	258	44	244	22
New Glasgow.....	35	1	74	4	20	3	20	1	62	1	20	1
Sydney.....	24	1	116	2	30	0	106	2	102	2	80	2
Sydney Mines.....	13	0	33	.....	1	0	17	.....	45	.....	2	.....
Yarmouth.....	21	0	48	.....	14	5	44	.....	46	.....	43	.....
	487	26	881	64	188	63	582	90	538	47	432	25
Nova Scotia.....	513		845		251		582		585		457	
Bathurst.....	37	0	234	0	297	0	152	0	220	0	218	0
Campbellton.....	22	0	218	0	32	0	288	0	237	0	211	0
Fredericton.....	54	5	250	5	77	45	279	7	230	4	214	3
Moncton.....	98	2	383	15	80	5	297	13	288	10	271	10
Newcastle.....	109	0	68	0	2	0	136	0	136	0	135	0
St. John.....	180	3	373	4	14	0	189	3	190	3	168	3
	580	10	1,526	24	502	50	1,341	23	1,301	17	1,217	16
New Brunswick..	510		1,550		552		1,344		1,318		1,233	
Hull.....	51	0	154	1	73	0	1,323	2	92	2	95	2
Lachine.....	58	0	83	0	0	0	0	0	74	0	69	0
Montreal—												
St. James.....	458	35	1,206	49	198	190	3,404	71	778	30	328	14
Windsor St.....	1,366	0	1,585	0	0	0	0	0	1,009	0	1,031	0
Quebec.....	236	0	719	0	173	0	235	0	698	0	485	0
Sherbrooke.....	102	12	147	29	81	37	91	27	139	27	131	26
Three Rivers.....	175	9	121	6	13	3	87	9	103	11	68	7
	2,446	56	4,015	85	538	230	5,140	109	2,893	70	2,207	49
Quebec.....	2,502		4,100		768		5,249		2,963		2,256	
Belleville.....	0	0	81	0	13	0	109	0	80	0	81	0
Brantford.....	31	0	132	78	24	0	115	74	124	74	112	74
Brockville.....	3	0	138	0	49	0	114	0	131	0	130	0
Chatham.....	0	0	403	1	0	0	403	1	403	1	403	1
Cobalt.....	4	3	159	4	23	6	283	4	158	5	158	5
Fort William.....	73	3	397	2	632	0	761	11	410	2	294	2
Galt.....	2	0	62	0	31	0	85	0	63	0	63	0
Guelpb.....	125	0	236	22	215	0	229	22	86	22	177	22
Hamilton.....	108	79	582	115	211	110	692	135	600	94	468	66
Kingston.....	32	0	292	0	36	0	252	0	274	0	238	0
Kitchener.....	2	0	110	0	12	0	98	0	110	0	110	0
Lindsay.....	18	0	32	0	16	0	44	0	41	0	40	0
London.....	16	37	170	78	200	101	203	181	173	63	167	54
Niagara Falls.....	0	0	65	9	39	0	52	9	65	9	65	9
North Bay.....	0	0	262	0	33	0	591	0	233	0	233	0
Orillia.....	43	3	23	0	16	10	51	2	51	2	51	2
Oshawa.....	3	0	151	30	52	0	109	30	150	30	151	30
Ottawa.....	142	7	1,058	59	590	15	2,129	153	1,160	23	1,034	15
Owen Sound.....	4	0	87	4	7	0	94	8	82	4	80	4
Pembroke.....	18	2	166	2	28	4	1,003	5	169	3	166	3
Perth.....	3	0	19	0	4	0	22	0	22	0	18	0
Peterborough.....	110	0	226	5	5	0	165	28	213	6	171	1
Port Arthur.....	45	0	429	5	179	0	744	26	425	4	404	4
St. Catharines.....	5	2	365	0	17	61	359	2	345	0	332	0
St. Thomas.....	19	0	164	2	30	0	152	2	160	2	154	2
Sarnia.....	2	0	85	1	5	0	89	1	83	1	82	1
S. S. Marie.....	7	0	366	4	52	0	413	7	368	4	368	4
Stratford.....	5	0	85	0	57	2	128	6	84	0	79	0
Sudbury.....	99	2	460	5	170	3	947	7	609	4	497	4
Timmins.....	0	0	103	0	0	0	108	0	108	0	108	0

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS ENDED AUGUST 16, 1919—Continued

Office	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Regular placements reported during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Toronto:—												
King St.	1,721	321	1,823	652	1,024	549	2,445	993	1,414	456	1,098	345
Bloor St.	74	0	270	0	0	0	237	0	237	0	212	0
Front St.	219	0	466	0	713	0	2,251	0	466	0	466	0
Welland.	22	0	133	6	23	8	119	8	132	6	117	6
Windsor.	20	13	455	23	14	10	449	22	445	21	440	21
	2,975	472	10,069	1,107	4,820	879	16,045	1,737	9,674	836	8,766	675
Ontario.	3,447		11,167		5,399		17,782		10,510		9,441	
Brandon.	70	3	453	14	75	54	629	37	230	13	458	13
Dauphin.	7	1	155	4	44	5	177	4	145	4	145	4
Deloraine.	4	0	102	3	30	4	142	4	106	3	106	3
Portage la Prairie.	18	5	1,233	29	70	26	1,351	43	1,274	32	1,241	31
Winnipeg.	639	124	8,423	398	531	833	12,827	813	9,012	344	8,330	327
	736	133	10,366	448	750	922	15,126	901	10,707	396	10,290	378
Manitoba.	871		10,814		1,672		16,027		11,193		10,658	
Estevan.	4	0	140	0	15	0	198	0	144	0	141	0
North Battleford.	10	0	50	0	8	0	67	0	42	0	36	0
Moose Jaw.	107	3	838	30	101	17	1,032	51	778	15	758	15
Prince Albert.	36	0	155	4	42	7	206	2	148	5	152	4
Regina.	58	1	1,588	81	55	232	2,119	126	1,603	84	1,603	82
Saskatoon.	245	3	1,413	85	276	135	2,949	158	1,441	84	1,387	77
Swift Current.	41	0	885	39	23	6	977	35	823	40	823	39
Weyburn.	9	0	48	0	16	11	124	17	45	0	44	0
Yorkton.	3	0	181	0	27	.....	228	.....	181	0	181	0
	513	7	5,298	239	563	408	7,900	389	5,205	228	5,125	217
Saskatchewan.	520		5,537		971		3,299		5,433		5,342	
Calgary.	122	28	1,689	83	9	35	1,311	131	1,505	118	1,206	46
Edmonton.	107	7	1,573	274	122	62	1,780	130	1,245	158	1,239	142
Lethbridge.	72	6	327	16	0	0	261	12	315	12	239	11
Medicine Hat.	26	0	273	13	1	0	108	13	201	13	197	12
Red Deer.	3	0	34	0	1	0	128	0	33	0	33	0
	330	41	3,898	386	133	97	3,680	286	3,299	301	2,824	211
Alberta.	371		4,262		230		3,874		3,600		3,035	
Cranbrook.	4		115	2	42		209		112	2	65	
Fernie.	13		85		0		62		62			
Kamloops.	39		360		133		1,085		318			
Nanaimo.	57		64		0		43		43			
Nelson.	4		136	1	4	1	123		103			
New Westminster.	89		166	1	0		144	1	144	1	144	1
Prince Rupert.	30		195		57		158		106		105	
Vancouver:—												
Cordova St.	149		1,663		125		1,839		1,321		1,283	
Homer & Dunsmuir	721	18	1,553	292	7	8	742	247	812	235	724	232
Vernon.	117	41	395	66	0	54	297	98	314	64	268	60
Victoria.	23		102	0	1		143		96		103	
	1,246	59	4,834	362	369	63	4,845	346	2,431	303	3,176	293
British Columbia.	1,305		5,190		432		5,191		3,734		3,469	
Grand total for Canada.	9,399	804	41,029	2,715	7,576	2,712	54,610	3,881	37,279	2,198	34,151	1,894
	10,173		43,744		10,288		58,491		39,477		36,015	

The rapid increase was due in part to the seasonal demands of the West able extent also to the increasing efficiency of the employment offices. This is shown in the returns for those provinces less affected by the demands for harvesting help; Ontario, Quebec and British Columbia all having made substantial increases in the number of placements. Manitoba, Saskatchewan and Alberta reflect the harvest demands, the placements in Manitoba for the week ending August 16 having been nearly five times the number during any preceding week. Casual placements for the period were 3,707, as compared with 2,564 for the preceding four weeks' period.

By four weeks' periods since March 1 the placements have been:—period ending March 29th, 8,529; April 26th, 15,877; May 24th, 18,426; June 21st, 18,992; July 19th, 24,093; and August 16th, 36,014. The total number of regular placements from March 1 to August 16 were 121,931, of which 112,716 were men and 9,215 were women. The casual placements during the same period were 12,382.

The chart on page 1075 shows in summary the work of the Service from week to week for the complete period of its operation. Applicants, vacancies and placements are shown from week to week by the three curves. The chart indicates that since July 19 (the earlier periods having been reviewed in previous issues of the LABOUR GAZETTE), applications, vacancies and placements have all increased notably, but vacan-

cies have increased to a much greater extent than have applications, due largely to the demands of the prairie provinces for farm labourers. The number of vacancies has been greater than the number of applications over the whole period, the greatest number of applications being reported during the week ending August 29. The excess of vacancies over applications was not so great on August 16 as on August 9, and reflects normal conditions more closely.

The table on pages 1076-77 presents in detail the work of the various offices for the four weeks' period ending August 16. At the beginning of the period there were 10,173 registered applicants unplaced, as compared with 11,680 applicants unplaced at the beginning of the preceding four weeks' period. At the same time there were 10,288 unfilled vacancies as compared with 9,520 unfilled vacancies at the beginning of the preceding period. Thus at the beginning of the period in question there were 1,507 fewer unplaced applicants and 768 more unfilled vacancies than there were at the beginning of the preceding period. During the period, July 19 to August 16, 43,744 applications were registered as compared with 58,491 vacancies notified, an excess of vacancies over applications of 14,747, while during the preceding period, June 21 to July 19, 31,868 applications were registered and 32,134 vacancies notified, an excess of vacancies over applications of 266, indicating an increasing ratio between vacancies reported and applications registered.

UNEMPLOYMENT IN TRADE UNIONS AT THE CLOSE OF JULY, 1919

THE present article on unemployment among the members of local trade unions, which is the nineteenth report on the subject, deals with unemployment as at the end of July, 1919, and is based on returns received from 1,201 labour organizations with a total membership of 161,658. Trade unionists out of work on account of trade disputes or disability were not included. For all occupations represented, 2.40 per cent of the members were unemployed, as compared with 2.57 per cent in June, 1919. Figures for comparison with July of previous years are not available. The slight improvement over the preceding month is due to a greater volume of employment in the building and construction groups, in the miscellaneous group and in the manufacturing and mechanical industries. There was, however, less activity among western transportation workers pending the movement of grain.

Employment in the manufacturing and mechanical industries, as reported by 304 unions having a combined membership of 40,258, was somewhat brisker than in the preceding month, 2.95 per cent of the members being idle in July as compared with 3.16 per cent in June, but, while the number unemployed was smaller, there were more tradesmen working on short time. Workers in foods, tobaccos and liquors, textiles, carpets and cordage, clothing and laundering, pulp, paper and fibre, woodworking and furniture, leather, boots and shoes and glass bottle blowing were brisker; while tradesmen in metals, machinery and conveyances, and printing, publishing and paper goods were slacker. Some textile workers, tailors, machinists, pressmen and typographers, also, were not working full time.

Reports from 520 organizations of transportation workers, having a total membership of 69,191, indicate that 2.05 per cent of the members were employed as compared with 1.84 per cent in June. Steam railway employees, whose returns constitute over 66 per cent of the entire group membership reporting, were slightly brisker than in the preceding month, though some trainmen, engineers and firemen were on short time. Street and electric railway employees and teamsters and chauffeurs were better engaged, while there was less employment for navigation workers on the Pacific coast.

In the mining, quarrying and refining of ores group, returns were received from 24 unions with an aggregate membership of 10,337, and show that .47 per cent were unemployed as compared with .58 per cent in June. There were fewer miners reported as actually unemployed, but there was considerable short time among them. There was also some idleness among the mill and smelter men, as well as short time.

The percentage out of work in the building and construction trades, as reported by 190 unions, having a total membership of 20,958, was 3.88 as compared with 4.71 per cent in June. Bricklayers, masons and plasterers, granite and stone cutters, tile layers, lathers and roofers, bridge and structural iron workers and steam shovel and dredgemen were better employed, while carpenters and joiners, electrical workers, painters, decorators and paperhangers, plumbers and steamfitters and hod carriers and building labourers were slacker. In some places, as well, plumbers and electrical workers were on short time.

In the public employment group, as reported by 58 unions having a combined membership of 5,864, there were no members out of work.

Employment in the group of miscellaneous trades, as indicated by returns received from 110 unions with 14,809 members, was brisker than in June, 2.79 per cent of the members being idle as compared with 3.99 per cent in June. Retail clerks, hotel and restaurant employees, barbers and unclassified workers

were better engaged, but there was less employment for musicians and theatre employees (some of whom were also on short time) as well as for stationary engineers and firemen.

The percentages reported idle in the different groups of occupations are indicated in the following table:

TABLE I.

Occupation	July 1919	June 1919	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Manufacturing & Mechanical Industries	2.95	3.16	4.06	3.17	4.18	4.29	3.32	2.89	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1	3.1
Metals, machinery and conveyances.....	4.84	4.69	7.27	4.26	5.51	5.54	3.21	3.53	1.24	.14	.28	.76	1.5	.11	.29	.71	0	0	0
Food, tobacco & liquors.....	1.83	1.90	3.82	4.06	6.79	8.90	8.24	8.63	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	4.9	.8
Textiles, carpets and cordage....	.60	1.54	.32	2.04	3.99	12.99	11.50	1.41	0	.05	.05	0	0	0	0	0	.5	0	0
Clothing.....	0	.32	.73	0	2.27	.26	3.22	3.42	0	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6	3.3
Pulp, paper and fibre.....	.34	1.61	1.17	.76	3.29	.96	2.23	.43	1.75	0	0	.34	0	0	0	0	0	0	0
Printing, publishing and paper goods.....	1.86	1.64	.46	.59	.59	.70	.69	.86	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8	3.7
Woodwork and furniture.....	0	4.08	0	1.07	2.21	2.78	10.57	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0	5.9	3.7
Leather, boots, shoes and rubbers.....	.06	.19	.13	8.63	4.22	4.00	1.19	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.3	1.0	0	0
Glass bottle blowing.....	0	9.89	5.96	7.93	10.03	9.44	0	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0	0
Jewelry workers.....	0	0	0	0	.48	.74	.27	0	0	0	0	0	0	0	0	0	0	0	0
Oil refiners.....	0	0	0	0	0	.61	5.88	0	0	0	0	0	0	0	0	0	0	0	0
Transportation	2.05	1.84	2.21	3.48	4.75	.56	2.02	1.48	.38	.42	1.22	.70	.65	.51	1.26	1.6	.6	.5	3.00
Steam railways..	1.83	1.98	1.62	2.40	2.87	2.74	1.78	.35	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5	2.4
Street and electric railways...	.14	.53	.15	.20	.38	3.42	.33	.06	0	0	.38	.17	.44	.18	1.09	.2	0	.3	2.3
Navigation.....	3.99	2.93	10.29	9.60	17.73	18.17	6.73	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3	12.2
Teaming and driving.....	1.25	2.28	.82	4.66	2.63	3.69	2.98	2.57	.27	.05	.08	0	0	0	0	0	0	0	0
Mining, quarrying, & refining of ores	.47	.58	2.84	2.69	1.87	3.79	1.42	1.24	.35	.19	.40	2.89	.22	.32	.80	.65	.7	1.2	5.9
Building and construction	3.89	4.71	3.68	12.95	16.45	16.44	16.29	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6	28.3
Public employment	0	0	0	.01	.07	.48	.33	.47	1.00	.02	0	.17	.04	.04	.47	.1	.1	0	0
Fishing	0	0	4.18	0	0	17.64	50.50	0	0	0	0	0	0	0	0	0	0	0	23.0
Miscellaneous	2.79	3.99	7.26	4.80	4.74	4.07	2.84	2.29	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1	8.4
All occupations	2.40	2.57	3.83	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.4	2.1	8.7

The following table summarizes the returns by provinces; Nova Scotia, and Prince Edward Island, Saskatchewan, Alberta and British Columbia showed the percentages of unemployment improvement over June, 1919, while in were larger.

TABLE II

Province	July 1919	June 1919	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Nova Scotia and Prince Edward Island.....	4.11	2.68	4.66	2.41	2.41	5.68	1.25	2.01	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49	.36
New Brunswick....	1.15	2.43	3.38	2.46	2.93	2.58	.84	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8	.7
Quebec.	2.51	3.79	5.15	4.21	6.93	6.70	4.07	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8	9.9
Ontario.	1.52	1.87	2.60	4.25	6.65	5.48	4.64	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7	8.1
Manitoba. ....	.92	1.19	1.47	1.65	1.20	2.82	3.62	1.31	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2	3.2
Saskatchewan....	2.77	2.51	2.86	3.95	5.31	4.47	5.73	2.15	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6	7.0
Alberta.	1.90	1.68	1.43	2.26	3.56	4.16	1.97	2.07	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03	4.3
British Columbia..	5.82	3.32	6.52	9.65	8.05	7.97	5.20	3.81	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3	14.3
Canada	2.40	2.57	3.33	4.38	5.62	5.61	3.94	2.76	.72	.59	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1	8.7

The percentages reported idle in some of the larger industrial centres are indicated in the table which follows:

TABLE III.

City	July 1919	June 1919	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Halifax.....	6.13	3.56	1.90	2.69	7.36	4.10	4.40	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0	4.03	0
St. John.....	.80	4.95	6.48	2.01	2.04	2.62	1.94	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09	2.92
Montreal.....	2.97	3.10	6.30	4.95	6.77	10.31	6.21	2.77	.58	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6	10.6
Toronto.....	1.78	1.61	1.88	6.34	8.96	6.74	6.36	4.61	.11	.13	.81	3.81	1.63	1.74	1.06	1.32	.63	1.8	10.6
Winnipeg.....	.17	1.35	.95	1.75	1.08	2.32	3.55	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9	2.6
Regina.....	2.79	.93	3.17	5.28	11.13	5.41	8.66	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38	14.31
Edmonton.....	.97	1.90	2.80	3.20	4.99	5.20	2.57	1.54	.67	.23	.51	.41	.55	1.68	1.11	3.32	4.27	1.78	8.43
Vancouver.....	5.54	3.35	4.65	6.01	8.73	6.31	5.59	3.65	1.42	1.05	1.94	3.28	2.99	2.67	4.75	4.95	4.56	8.1	18.0

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON JULY 30, 1919,

OCCUPATIONS	Nova Scotia & Prince Edw. Island				New Brunswick				Quebec				Ontario			
	No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed	
	Members		Members		Members		Members		Members		Members		Members		Members	
	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members	Unions	Members
1-Manufacturing and Mechanical Industries	10	4116	478	11.69	10	878	17	2.61	36	6263	129	2.06	176	22347	381	1.57
2-(a) METALS, MACHINERY AND CONVEYANCES	7	2787	476	12.84	4	269	6	3.89	16	3233	128	3.89	96	19088	235	2.81
3- Moulders	2	96	2		2	62	0		2	820	51		18	1367	20	
4- Blacksmiths									2	307	11		11	654	0	
5- Boilermakers & Iron Shipbuilders					2	207	0		1	53	0		14	3257	8	
6- Patternmakers									1	193	0		5	248	1	
7- Metal polishers, buffers & platers													4	103	1	
8- Machinists	2	266	50						7	1090	14		33	4527	227	
9- Sheet metal workers and tinsmiths	3	3345	424						3	775	50		5	752	28	
10-(b) FOOD, TOBACCO AND LIQUORS					1	16	0		1	112	0		16	2696	18	72
11- Flour and cereal mill employees													2	288	0	
12- Meat cutters and butchers									1	112	0		6	1379	7	
13- Bakers and confectioners													6	773	11	
14- Cigar and tobacco makers					1	16	0						1	66	0	
15- Brewery workers									1	16	2	12.5	2	355	2	56
16-(c) TEXTILES, CARPETS AND CORDAGE	1	290	0										19	1341	0	
17-(d) CLOTHING AND LAUNDERING													8	290	0	
18- Tailors													9	601	0	
19- Garment makers													2	450	0	
20- Hat, glove and fur makers													4	1052	0	
21-(e) PULP, PAPER AND FIBRE					2	274	12	4.39	10	1730	0					
22-(f) PRINTING, PUBLISHING AND PAPER GOODS	2	119	0		3	119	5	42	5	506	1	20	31	4623	45	97
23- Compositors	1	97	0		2	94	4						12	2161	11	
24- Pressmen and assistants	1	22	0		1	25	1						5	1090	26	
25- Bookbinders													3	704	4	
26- Stereotypers and electrotypers													3	115	0	
27- Engravers and lithographers													7	487	4	
28- Others									5	506	1		1	66	0	
29-(g) WOODWORK AND FURNITURE									1	40	0		5	279	0	
30-(h) LEATHER, BOOTS, SHOES & RUBBERS									2	682	0		8	642	1	12
31-(i) GLASS BOTTLE BLOWING													1	169	0	
32-(j) JEWELRY WORKERS													1	330	0	
33-(k) OIL REFINING																
34-Transportation	36	2665	17	64	38	4799	53	1.11	71	18171	548	3.02	226	25653	316	1.23
35-(a) STRAM RAILWAYS	32	2427	15	82	28	2954	47	1.69	60	8968	350	3.99	199	19712	382	1.53
36- Conductors	1	40	0		2	122	0		4	243	1		22	836	0	
37- Locomotive Engineers	6	200	0		3	251	0		8	535	4		29	1985	4	
38- Locomotive Firemen	4	219	3		1	33	0		9	776	31		25	2033	107	
39- Carmen	2	108	0		3	597	5		7	3759	273		32	8249	35	
40- Trainmen	6	702	8		6	790	37		8	1088	9		27	4437	133	
41- Telegraphers (local unions)	1	70	0						1	21	0		2	109	0	
42- Telegraphers																
43- Road maintenance men	5	505	0		6	331	0		14	1780	15		35	4341	1	
44- Railway employees (N.E.S.)	7	583	4		5	780	5		9	775	17		27	2623	22	
45-(b) STREET AND ELECTRIC RAILWAY EMPLOYEES									1	163	9		13	4849	0	
46-(c) NAVIGATION	3	178	2	1.12	3	1681	2	13	7	6812	189	2.38	12	787	14	1.85
47- Marine Engineers	2	118	2		1	79	2		2	99	0		6	222	4	
48- Longshoremen	1	60	0		1	1402	0		5	6713	160		6	535	10	
49- Others						81	0									
50-(d) TEAMSTERS AND CHAUFFEURS	1	50	0		1	276	4	1.46	3	2223	38	1.71	2	634	8	
51-Mining, Quarrying & Refining of Ores	17	7416	0		1	210	0		2	860	0		3	1661	29	1.75
52- Miners	16	7116	0		1	210	0		2	900	0					
53- Quarry workers	1	300	0													
54- Mill and Smeltersmen													3	1661	29	
55-Building and Construction	8	1331	65	4.86	8	414	1	24	25	3656	245	679	110	12348	188	1.46
56- Bricklayers, masons and plasterers	3	373	16						17	2515	202		28	2381	16	
57- Carpenters and joiners	1	269	0		2	260	0		2	89	1		38	4182	25	
58- Electrical workers	1	116	0		1	20	0		2	157	10		8	1239	26	
59- Granite and stone cutters									2	157	10		7	325	5	
60- Painters, paperhangers and decorators	2	312	28		2	61	0		2	213	0		7	787	20	
61- Plumbers and steamfitters	1	261	21		3	73	1		2	732	32		14	1193	54	
62- Tile layers, lathers and roofers													3	86	6	
63- Bridge and structural iron workers																
64- Steam shovel and dredgemen													2	289	3	
65- Hod carriers and building labourers													3	1956	25	
66-Public Employment	1	9	0		2	93	0		9	2110	0		23	2106	0	
67- Civic employment					1	52	0		6	1932	0		7	1745	0	
68- Letter carriers and postal employees	1	9	0		1	41	0		3	128	0		16	361	0	
69-Fishing													1	41	0	
70-Miscellaneous	2	310	93	30	1	14	0		14	6451	22	30	60	6765	199	3.30
71- Retail clerks									4	4308	0					
72- Hotel and restaurant employees									1	69	3		2	530	12	
73- Barbers									1	325	0		14	693	0	
74- Musicians and theatre employees									7	76	14		20	2127	92	
75- Stationary engineers and firemen					1	14	0		2	409	3		17	1345	61	
76- Others	2	310	93						4	1264	2		7	1160	25	
All occupations	74	15837	651	4.11	52	6199	71	1.15	157	37541	944	2.61	593	69921	1065	1.52

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed	
Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent
																		June, 1919	July, 1919
7	1008	43	4.27	13	530	1	.19	19	1393	39	2.80	33	3933	133	3.38	304	40258	1189	3.16
0	350	0		4	188	0		6	740	16	2.16	14	2053	118	5.35	141	21103	1021	4.69
				1	72	0		1	120	0		3	135	55		26	2480	128	4.23
												3	133	5		16	1094	16	1.84
												3	1183	30		22	4892	38	9.15
												1	40	14		7	481	15	6.69
												4	539	14		8	642	15	2.23
				3	116	0		4	569	16		1	23	0		50	6591	307	2.48
								1	51	0						12	4923	502	5.67
2	850	0						4	157	0		4	284	6	2.11	27	3925	24	1.90
1	350	0														1	350	0	0
1	500	0														3	788	0	0
																3	1890	13	9.42
								1	33	0		1	166	6		10	906	11	.76
								1	10	0		2	107	0		4	191	0	0
								2	114	0		1	11	0		4	662	4	1.54
																22	1632	0	.32
								1	160	0		2	131	0		9	390	0	3.51
												1	100	0		11	792	0	0
								1	160	0		1	31	0		2	450	0	0
																17	3540	12	1.61
5	158	43	27.22	9	342	1	.29	8	336	23	8.85	9	635	9	1.42	72	6833	127	1.64
				5	241	0		4	271	18		4	389	3		28	3253	36	1.66
				2	58	1		2	53	5		2	144	5		13	1392	38	1.09
				1	30	0						2	82	1		6	816	5	2.66
				1	13	0		2	12	0		1	20	0		7	160	0	1.83
5	158	43														12	645	47	1.55
																6	572	1	.17
																6	319	0	4.08
												1	106	0		11	1551	1	.19
																1	109	0	9.89
												1	81	0		2	411	0	0
												1	168	0		1	168	0	0
29	3870	1	.03	45	3396	92	2.71	37	3794	35	.92	46	6882	357	5.20	520	69191	1419	1.84
27	2750	1	.04	42	3181	89	2.80	35	3465	35	1.01	36	2348	1	.04	457	45796	840	1.98
3	151	1		4	257	0		3	280	2		6	292	0		45	2221	4	.16
4	257	0		8	399	1		5	358	0		6	297	1		69	4282	10	.18
3	310	0		7	491	32		6	471	17		4	245	0		59	4578	190	6.10
2	75	0		7	243	0		5	655	4		2	54	0		60	8831	317	3.83
2	172	0		7	823	56		3	405	10		5	475	0		64	8892	253	2.88
																4	200	0	.63
																(5)	6938	0	.02
13	1785	0		6	697	0		8	920	0		11	904	0		98	11313	16	.25
				3	271	0		5	366	2		2	81	0		58	5479	50	1.08
1	1109	0		1	94	0		1	199	0		2	528	9	1.70	19	6638	9	.53
												7	3863	347	8.98	32	13171	625	2.93
												2	677	56		13	1195	64	6.25
																13	8710	170	2.28
												5	3186	291		6	3266	291	2.82
1	20	0		2	121	3	2.48	1	140	0		1	123	0		12	3586	45	2.28
												1	150	20	13.33	24	10337	49	.58
												1	150	20		20	8376	20	.58
																1	300	0	0
																3	1661	29	0
3	99	4	4.04	14	520	35	6.73	12	1077	51	4.74	10	1513	230	32.81	190	20858	811	4.71
				3	90	0		3	24	9		2	110	2		39	2978	43	8.42
1	35	0		4	196	35		2	577	36		2	834	165		67	8368	463	4.66
				2	114	0		2	199	0						16	1787	27	1.44
1	44	0		2	17	0						1	44	8		13	581	23	15.74
				1	17	0		1	45	0		1	124	0		16	1559	48	2.42
				2	32	0		3	94	5		1	325	50		26	2620	163	5.34
												2	25	5		5	111	11	30.23
1	20	4										2	25	5		1	20	4	21.56
												1	51	0		4	478	4	1.03
																3	1956	25	0
				6	315	0		6	530	0	0	4	701	0		51	5864	0	0
				3	178	0		4	417	0		2	270	0		23	4644	0	0
				3	137	0		2	113	0		2	431	0		28	1220	0	0
												1	200	0		2	241	0	0
4	236	0		8	215	10	4.65	7	526	14	2.66	14	1292	85	6.58	110	14809	414	3.99
												2	168	5		6	4476	5	.80
												2	497	40		7	1319	55	7.70
2	146	0		2	61	0		3	107	0		5	109	0		27	1351	0	.08
1	40	0		5	122	10		2	196	14		3	198	2		33	2759	132	4.58
1	50	0										2	320	38		23	2138	102	3.98
				1	32	0										14	2766	120	4.58
43	5213	48	.92	86	4976	138	2.77	81	7320	139	1.90	109	14651	825	5.82	1201	161658	3882	2.57

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES, AUGUST, 1919

REPORTS from fifteen cities showing the number of workers temporarily engaged and the wages paid these employees during the first two weeks in August showed a decline of slightly over two per cent in the number of workers, and an increase of nearly 3 per cent in the wages paid, as compared with the preceding month. In August, 10,384 persons were temporarily employed in the two weeks and the pay-rolls amounted to \$429,110.75, as compared with 10,614 employees and an aggregate pay-roll of \$417,522.51 in July. In comparison with the same period in 1918, increases of nearly thirty-four per cent in the number of workers, and of over forty-eight per cent in the wages paid, are indicated, there being 7,757 employees with total pay-roll of \$289,-

055.80 in the first two weeks in August, 1918.

Montreal, Toronto, Hamilton, Brandon, Moose Jaw, Vancouver and Victoria all reported increases in the number of employees both as compared with July, 1919, and with August, 1918. St. John, Ottawa, London, Winnipeg, Saskatoon, Calgary and Edmonton showed decreases in comparison with July and increases as compared with August of last year, while Regina reported declines in both cases.

As to wages, Montreal, Toronto, Brandon, Moose Jaw, Calgary, Vancouver and Victoria showed increases both as compared with July, 1919, and with August, 1918. St. John, Ottawa, Hamilton, London, Winnipeg, Regina, Saskatoon and Edmonton all recorded declines as compared with July, but increases are indicated in comparison with August of last year.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK), AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY CITY CORPORATIONS—AUGUST, 1919, COMPARED WITH JULY, 1919, AND WITH AUGUST, 1918.

City.	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	July 1919	August 1919	August 1918	July 1919	August 1919	August 1918
St. John.....	432	402	310	\$ 13,969.95	\$ 12,999.37	\$ 9,957.21
Montreal.....	2,796	2,811	2,402	95,636.46	98,565.65	77,068.36
Ottawa.....	741	593	398	28,450.57	26,263.61	15,884.02
Toronto.....	1,870	2,090	1,160	70,855.83	84,059.06	45,569.91
Hamilton.....	736	753	462	33,064.44	32,142.70	18,359.82
London.....	415	343	223	16,038.32	15,364.84	7,774.72
Winnipeg.....	861	839	641	39,216.43	36,985.28	24,364.45
Brandon.....	99	102	57	3,295.71	4,112.87	2,034.56
Regina.....	529	366	369	22,438.52	20,310.20	16,035.65
Moose Jaw.....	115	120	106	5,441.40	6,130.45	5,034.21
Saskatoon.....	338	319	233	16,733.98	16,021.54	10,795.02
Calgary.....	437	425	333	21,619.65	21,927.80	14,302.05
Edmonton.....	498	408	354	20,440.35	17,752.81	12,477.73
Vancouver.....	510	564	475	19,298.72	23,927.04	18,450.56
Victoria.....	237	249	234	11,022.18	12,547.53	10,947.53
Total.....	10,614	10,384	7,757	\$417,522.51	\$429,110.75	\$289,055.80

EMPLOYMENT IN THE BUILDING TRADES DURING JULY, 1919, AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in thirty-five cities, showed an increase during July as compared with the preceding month, the total value of building permits rising from \$6,470,215 in June to \$8,174,869 in July, an increase of \$1,704,654, or 26.4 per cent. All the Provinces except Saskatchewan and Alberta reported increases in this comparison. As compared with the corresponding month in 1918, there was an increase of 39.7 per cent, the value for July, 1918, being \$5,852,493. In this comparison, Nova Scotia and Saskatchewan were the only Provinces to record declines, while substantial increases were reported in British Columbia, New Brunswick and Alberta. The decline in Nova Scotia, however, was from the high level caused by the increased activity following the Halifax disaster of December, 1917.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES

City.	June, 1919	July, 1919	July, 1918	July, 1919, compared with June, 1919.		July, 1919, compared with July, 1918.			
				Increase (+)	Decrease (—)	Increase (+)	Decrease (—)		
				Amount	Per cent	Amount	Per cent		
Nova Scotia.....	288,520	350,283	424,704	+	61,763	+	74,421	—	17.52
Halifax.....	224,290	291,422	388,153	+	61,732	+	96,736	+	24.92
Sydney.....	64,230	58,861	36,546	—	5,369	—	22,315	+	61.06
New Brunswick.....	190,670	359,845	106,473	+	169,175	+	253,372	+	237.97
Moncton.....	180,870	311,345	19,475	+	130,475	+	291,870	+	1,498.69
St. John.....	9,800	48,500	36,998	+	38,700	+	38,498	—	44.25
Quebec.....	1,128,615	1,802,597	1,049,870	+	673,982	+	752,727	+	71.70
Montreal-Maisonneuve.....	731,417	1,484,999	610,045	+	753,582	+	874,954	+	143.42
Quebec.....	177,993	107,361	236,875	—	70,632	—	129,514	—	54.63
Sherbrooke.....	21,800	.....	13,500	—	21,800	—	13,500	—	.....
Three Rivers.....	85,965	121,615	83,600	+	35,650	+	38,015	+	45.47
Westmount.....	111,440	88,622	105,850	—	22,818	—	17,228	—	16.23
Ontario.....	3,689,860	4,102,239	3,415,849	+	412,379	+	686,390	+	20.09
Brantford.....	34,630	73,375	105,045	+	38,745	+	31,670	—	30.15
Fort William.....	275,200	37,105	104,630	—	238,095	—	67,525	—	64.54
Guelph.....	103,744	23,903	6,656	—	79,841	—	17,247	—	259.12
Hamilton.....	266,830	500,537	179,620	+	233,707	+	320,917	+	178.66
Kingston.....	72,770	35,619	67,182	—	37,151	—	31,563	—	46.98
Kitchener.....	145,950	218,945	54,027	+	72,995	+	164,918	+	305.25
London.....	163,615	171,200	48,685	+	7,585	+	122,515	+	251.65
Ottawa.....	856,400	252,420	1,610,830	—	603,980	—	1,358,410	—	84.39
Peterborough.....	6,760	8,705	9,005	+	1,945	+	300	—	3.33
Port Arthur.....	5,398	140,230	9,503	+	134,832	+	130,727	+	1,375.04
Stratford.....	28,716	22,180	4,180	—	6,536	—	18,000	—	430.62
St. Catharines.....	57,955	81,830	41,658	+	23,915	+	40,172	+	96.43
St. Thomas.....	13,670	20,640	455	+	6,970	+	20,185	+	4,436.26
Toronto.....	1,379,087	2,155,250	1,095,763	+	776,163	+	1,059,487	+	96.69
Windsor.....	279,175	360,300	78,610	+	81,125	+	281,690	+	358.84
Manitoba.....	26,740	290,175	240,700	+	263,435	+	49,475	+	18.78
Brandon.....	3,840	8,275	13,550	+	4,435	+	5,275	+	38.93
Winnipeg.....	22,900	281,900	227,150	+	259,000	+	54,750	+	24.10
Saskatchewan.....	362,050	248,800	273,385	—	113,250	—	24,585	—	8.99
Moose Jaw.....	37,625	36,275	71,950	—	1,350	—	35,675	—	49.53
Regina.....	192,200	152,050	55,300	—	40,150	—	96,750	—	174.95
Saskatoon.....	132,225	60,475	146,135	—	71,750	—	85,660	—	58.62
Alberta.....	687,285	479,160	195,950	—	208,125	—	283,210	+	144.53
Calgary.....	381,000	280,000	45,000	—	101,000	—	235,000	+	522.22
Edmonton.....	306,285	199,160	150,950	—	107,125	—	48,210	—	31.94
British Columbia.....	96,475	541,770	145,562	+	445,295	+	396,208	+	272.19
New Westminster.....	8,575	29,000	7,360	+	20,425	+	21,640	+	204.02
Vancouver.....	62,921	488,855	132,153	+	425,934	+	356,702	+	269.92
Victoria.....	24,979	23,915	6,049	—	1,064	—	17,866	+	295.35
Total—35 cities.....	\$6,470,215	\$8,174,869	\$5,862,493	+	\$1,704,654	+	\$2,322,376	+	39.68

Of the larger cities—Montreal, Toronto, Winnipeg, Edmonton and Vancouver—Edmonton alone showed a decline as compared with June, 1919. As compared with July, 1918, all these cities reported considerable increases.

Of the smaller centres, Three Rivers, Hamilton, Kitchener, London, Port Arthur, Windsor and New Westminster all recorded large gains in both comparisons.

FAIR WAGE CONTRACTS, AUGUST, 1919

DURING August the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to 25 fair wage contracts, 23 of which were awarded by the Department of Public Works, and 2 by the Department of Railways and Canals. All but one of these contracts contained the usual fair wage clause providing for the payment of such wages as are current in the district in which the work is to be performed, the observance on the works under contract of the prevailing hours of labour, and otherwise to prevent abuses and to secure the legitimate rights of the labour employed. The other contract contained a fair wage schedule.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Nurses' Home (Mowat Sanatorium), Kingston, Ont. Name of contractors, McKelvey & Birch, Ltd., Kingston, Ont. Date of contract, July 29, 1919. Amount of contract, \$29,367.

Repairs and construction of protection works to breakwater, Devil's Island, Halifax, N.S. Name of contractors, M. C. Denton & M. A. Condon, Digby, N.S. Date of contract, July 25, 1919. Amount of contract, unit prices.

Sewage system and disposal works,

Sydenham Convalescent Hospital, Kingston, Ont. Name of contractor, W. H. Harvey, Kingston, Ont. Date of contract, July 29, 1919. Amount of contract, unit prices.

Construction of postal station "B," Hamilton, Ont. Name of contractor, Kennedy Connor, Hamilton, Ont. Date of contract, August 4, 1919. Amount of contract, \$36,650 and unit prices for additional excavation works.

Renewals to Government wharves Nos. 1 and 2, Midland, Ont. Name of contractor, Wm. Henry McArdle, Midland, Ont. Date of contract, August 6, 1919. Amount of contract, unit prices.

Supply of dipper arms for dredges (P. W. D. Nos. 110 and 116). Name of contractors, M. Beatty & Sons, Ltd., Welland, Ont. Date of contract, July 28, 1919. Amount of contract, \$11,535.

Alterations and additions to post office fittings, St. John, N.B. Name of contractors, John Flood & Sons, St. John, N.B. Date of contract, August 5, 1919. Amount of contract, \$1,950.

Extension to wharf, Spry Bay, Josey, N.S. Name of contractors, A. W. Girroir & W. F. Mackinnon, Antigonish, N.S. Date of contract, July 29, 1919. Amount of contract, schedule of prices.

Construction of medical officers' residence, pump house and vocational building (Dalton Sanatorium), North Wiltshire, P.E.I. Name of contractor, Henry J. Phillips, Charlottetown, P.E.I. Date of contract, August 1, 1919. Amount of contract, \$47,606.

Construction of heating tunnel on Wellington St. to connect Departmental Buildings with Central Heating Plant,

Ottawa, Ont. Name of contractors, Doran & Devlin, Ottawa, Ont. Date of contract, August 8, 1919. Amount of contract, \$14,460 and \$3.00 per cu. yd. for extra excavation and \$18 per cu. yd. for extra concrete work.

Alterations to North Ward Building (chicken house, stable and coach house), Military Hospital, Charlottetown, P.E.I. Name of contractors, E. Parkman & Son, Charlottetown, P.E.I. Date of contract, July 29, 1919. Amount of contract, \$4,125.

Heating and plumbing required in three outbuildings (chicken house, stable and coach house), Military Hospital, Charlottetown, P.E.I. Name of contractors, Currie & Murnaghan, Charlottetown, P.E.I. Date of contract, July 29, 1919. Amount of contract, \$1,060.

Reconstruction of wharf, Thessalon, Ont. Name of contractor, A. G. Tweedie, Sault Ste. Marie, Ont. Date of contract, August 8, 1919. Amount of contract, unit prices.

Grading and roadwork at Military Hospital, Ste. Anne de Bellevue, Que. Name of contractors, I. Kert & Son, Montreal, Que. Date of contract, August 11, 1919. Amount of contract, \$21,000.

Supply and installation of electric fixtures and lamps in Hunter Building, Ottawa, Ont. Name of contractors, A. A. Giddings & Co., Ottawa, Ont. Date of contract, August 7, 1919. Amount of contract, \$9,981.

Delivery and placing of stone on portions of seaward side of breakwater, Souris, P.E.I. Name of contractors, Phillips & Mutch, Charlottetown, P.E.I. Date of contract, August 11, 1919. Amount of contract, \$10.75 per cu. yd.

Concrete sidewalks, grading and seeding in connection with new public buildings, Three Rivers, Que. Name of contractors, A. Héon & Co., Three Rivers, Que. Date of contract, August 11, 1919. Amount of contract, \$13,808.

Alterations, etc., to post office fittings,

Halifax, N.S. Name of contractors, D. M. Thomson & A. C. Theakston, Halifax, N.S. Date of contract, August 12, 1919. Amount of contract, \$9,790.

Repairs to wharf, Comox, B.C. Name of contractors, Fraser River Pile Driving Co., Ltd., New Westminster, B.C. Date of contract, August 9, 1919. Amount of contract, unit prices.

Painting of bridges, Portage du Fort and Bryson, Que. Name of contractors, Canadian Sand Blast Co., Ltd., Montreal, Que. Date of contract, August 14, 1919. Amount of contract, \$4,950.

Repairs to marine stores building (King's wharf), Quebec, Que. Name of contractors, L. H. Peters, Ltd., Quebec, Que. Date of contract, August 25, 1919. Amount of contract, \$9,060.

Alterations and additions to post office fittings, Regina, Sask. Name of contractors, Poole Construction Co., Ltd., Regina, Sask. Date of contract, August 19, 1919. Amount of contract, \$4,765.

Construction and extension to the rubble mound breakwater, Bare Point, Port Arthur, Ont. Name of contractors, Chambers McQuigge & McCaffrey Co., Ltd., Toronto, Ont. Date of contract, July 26, 1919. Amount of contract, unit prices.

Trade or Class of Labour.	Rates of wages. Not less than the following rate:
Blacksmith.....	65 to 75 cents per hour, 9 hours per day.
Blacksmith's helpers.....	45 cents per hour, 9 hours per day.
Derrick engineer....	\$150. per month, 9 hours per day.
Powderman.....	45 cents per hour, 9 hours per day.
Quarrymen.....	45 cents per hour, 9 hours per day.
Ordinary labourers.....	40 cents per hour, 10 hours per day.
Driver with 2 horses and wagon....	\$7 per day, 10 hours per day.

DEPARTMENT OF RAILWAYS AND CANALS.

Fabrication and erection of a deck plate girder span over the Trent Canal at Washago, Ont. on the line of the new diversion of the Canadian National Railway. Name of contractors, Standard Steel Construction Co., Ltd. Date of contract, August 27, 1919. Amount of contract, 7¾ cents per pound.

Dredging on the Ontario-Rice Lake Division of the Trent Canal. Name of contractors, Fred. A. Robertson & Co. Date of contract, August 27, 1919. Amount of contract, \$11 per hour.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in August for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the

securing of fair wages, and the performance of work under sanitary conditions:

Nature of orders	Amount of orders
Making metal dating stamps and type and making other hand stamps and brass crown seals.	\$ 793.92
Making rubber stamps.....	146.72
Supplying stamping materials and repairing stamping pads.....	734.98
Supplying letter scales.....	446.15
Scales repaired.....	240.45
Supplying mail bag fittings.....	7,644.50
Supplying new mail satchels.....	152.00
Repairing mail clerks' tin travelling boxes.....	8.25
Making up new mail bags.....	1,544.25
Making up and supplying letter carriers' uniforms...	1,869.37

RECENT INDUSTRIAL AGREEMENTS

THE following is a summary of the more important industrial agreements recently received by the Department. While the conclusion of every industrial agreement implies the acceptance, to a greater or less degree, of the principle of collective bargaining, it should not be overlooked that in a number of cases the agreement was reached only after the employees had been on strike. The agreements are arranged by industrial groups.

Building and Construction

HAMILTON, ONT. — INTERNATIONAL UNION OF STEAM AND OPERATING ENGINEERS, LOCAL No. 700, AND THE HAMILTON CATARACT POWER, LIGHT AND TRACTION CO. LIMITED. Agreement entered into July 1, 1919, and to remain in effect until April 1, 1920, and thereafter until terminated by thirty days' notice from either party.

Eight hours shall constitute a shift. The minimum rate of pay shall be as follows: Steam and operating engineers:

Per month—First engineers, \$142; second engineers, \$130; third engineers, \$117; pumpmen, \$105; stoker men, \$95; Locomotive, crane and coal men: Per hour—Engineers, 65 cents; firemen, 50 cents; elevator men, 50 cents. All overtime shall be paid at the rate of time and one-half, double time for Sundays and all legal holidays.

FORT WILLIAM, ONT.—THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS, LOCAL No. 749, AND THE MASTERS PAINTERS OF FORT WILLIAM AND PORT ARTHUR. Agreement which expired in July 1919, has been renewed until Aug. 1, 1920, with no changes except an increase in the minimum wage. The present rate for painters and paperhangers to be 65 cents per hour, an increase of 20 cents for painters, and 10 cents for paperhangers, over the previous rates.

Nine hours shall constitute a days' work from April 1 to October 31, 8 a.m. to 12 noon and 1 p.m. to 6 p.m., except

on Saturdays from June 1 to September 30, when four hours only shall be worked, 8 a.m. to 12 noon. Eight hours shall constitute a day's work, Monday to Saturday, from November 1 to March 31, 8 a.m. to 12 noon and 1 p.m. to 5 p.m.

CALGARY, ALTA. — DISTRICT COUNCIL OF CARPENTERS AND CITY OF CALGARY. In the July issues of the LABOUR GAZETTE appeared a review of the wage agreement between the City of Calgary and its employees, in which the minimum rate for journeymen carpenters was given as 70 cents per hour. This however, was subject to revision to conform to new agreement between the Calgary Joint Carpenters' District Council and the Contractors' Association, which was to be made at the end of June 1919. The present rate is 75 cents.

Labouring, General

TORONTO, ONT.—INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, STABLEMEN AND HELPERS, LOCAL No. 191, AND THE RAILWAY CARTAGE COMPANIES. Agreement signed August 5, terminating a strike which took place between July 8 and August 5.

Overtime shall be paid after 50 hours at the rate of time and a half, double time for Sundays and holidays. Teamsters and motor truck drivers shall be paid a monthly rate of \$85 and \$90 respectively.

TORONTO, ONT.—INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, STABLEMEN AND HELPERS, LOCAL No. 191, AND PRIVATE CARTAGE COMPANIES. Agreement followed a strike which took place between July 8 and August 5. The working day shall be from 7 a.m. to 6 p.m., and Saturdays 7 a.m. to 3 p.m. Time and a half shall be paid for overtime and double time Sundays and holidays. A wage scale of \$3.75 per day shall prevail.

VANCOUVER, B.C. — INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND CHAUFFEURS, STABLEMEN AND HELPERS, LOCAL No. 464, MILK DRIVERS AND DAIRY EM-

PLOYEES, AND THE STANDARD, TURNER'S AND VALLEY DAIRIES Agreement came into effect June 15, to remain in force for one year or longer if no notice of termination is given.

For all help other than drivers, a day's work shall consist of eight hours, overtime paid at the rate of time and one-half. This clause shall take effect six months after date of signing.

Wages: Per month—Driver salesmen, retail, \$95; truck drivers, \$115; helpers, truck drivers, stable, inside help, \$100; dairymen, \$135; checkers, \$115; stable foremen, \$115; route foremen, \$152.50. Five dollars less than the above rates shall be paid to all new employees without previous experience, for a period of three months. All driver salesmen shall receive in addition to above monthly wage a $2\frac{1}{2}$ per cent commission on all sales except in the case of buttermilk, on which commission shall be paid at the rate of one cent per quart. All wagons shall pull out as follows: May 1 to September 30, 4 a.m.; October 1 to April 30, 6 a.m.

Leather

BRANDON, MAN.—THE BOOT AND SHOE WORKERS' UNION, LOCAL No. 136, AND THE BRANDON SHOE CO. LTD. Agreement in effect for 1919 provides for a forty-seven hour week and the following wage schedule in the various departments: (1) Cutting department: Per week—Outside cutters, \$27.50; backing cutters, \$12; Per hour—Lining cutters, $38\frac{1}{2}$ cents; trimming cutters, $27\frac{1}{2}$ cents; (2) Stitching room: Per week—skiving, \$16; checking off, \$12; folding, \$13; closing, \$14.50; making linings, \$15; stitching, back stays, \$13.20; tips and vamping, \$18; staying, \$12; vamping, \$21; edge stitch, \$15; fitting, \$12; finishing table, \$8 and \$11; eyeletting, \$14; (3) Lasting room: Per hour—Assembling, 45 cents; pulling over, side lasting, No. 5 Bed Machine, 50 cents; Per week—Picking lasts, \$13; (4) Bottom finishing: Per week—Finishing bottoms, \$25; heels, \$20; inking, \$14; (5) Sole Leather department: Per week—Stock fitting,

\$19.50 and \$15; (6) Treeing department: Per week — Repairing, pat., \$18.15; tan, \$16.50; dull, \$14; soc lining, \$8; lacing, \$7.50; packing, \$12.50. Other clauses in the agreement give the piece-rate schedule.

Metals, Machinery and Conveyances

AMHERST, N. S. — INTERNATIONAL MOULDERS' UNION OF NORTH AMERICA, LOCAL No. 253, AND THE AMHERST FOUNDRY CO. LTD. Agreement effected April 30, 1919, to continue to March 1, 1920, and from year to year unless thirty days' notice is given prior to March 1 of year in which such change is desired.

Agreement is retroactive to March 1, 1919. It provides that the wages shall be as follows: Time rate,—\$5 per day: Piece work,—a specified rate of 65 per cent on adjusted board prices for all stove plate, furnace work and hollow ware. The molding day shall be six and one-half hours, the blast to be put on the furnace at 2.30 p.m.

MONTREAL, QUE.—DOMINION BRIDGE CO. AND CERTAIN EMPLOYEES. Agreement to remain in force for one year from June 2, 1919, after which date it will be subject to thirty days' notice by either party prior to date of termination. It provides that forty-five hours shall constitute a week's work, to be apportioned as follows: Nine hours per day for five days, from 7 a.m. to 12 noon and 1 p.m. to 5 p.m. Overtime will be paid at the rate of time and one-half, double time for Sundays and holidays.

The following rates of pay shall be in force: Per hour—Men now receiving less than 40 cents, 40 cents; men receiving between 40 and 50 cents, 12½ per cent increase; men receiving between 50 and 60 cents, 8 per cent increase; men receiving over 60 cents to receive 5 cents increase. Special increases to be granted according to arrangements already made.

MONTREAL, QUE. — INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL AND ORNAMENTAL IRON WORKERS, DISTRICT

COUNCIL, AND VARIOUS LOCAL EMPLOYERS. Agreement in effect from July 1, 1919, to January 31, 1920, provides for a forty-four hour week and a scale of wages as follows: Per hour—first class, 67½ cents; second class, 60 cents; third class, 50 cents; fourth class, 42 cents; apprentices, 25 cents; blacksmiths, first class, 67½ cents; second class, 60 cents. Overtime shall be paid at the rate of time and one-half and double time on Sundays and holidays.

TORONTO, ONT.—SHEET METAL WORKERS' UNION, LOCAL No. 30, AND THE SHEET METAL SECTION OF THE BUILDERS' EXCHANGE. Agreement renewed from May 1, 1919, to May 1, 1920, provides a minimum rate of 65 cents per hour and a forty-four hour week, eight hours a day from 8 a.m. to 5 p.m. for five days, 8 a.m. to 12 noon on Saturday. Overtime shall be paid at the rate of time and one-half from 6 p.m. to midnight and on Saturday afternoons, double time from midnight to 7 a.m. and on Sundays and holidays.

CALGARY, ALTA. — PATTERN MAKERS' LEAGUE OF NORTH AMERICA, MOULDERS, LOCAL No. 360, INTERNATIONAL ASSOCIATION OF MACHINISTS, No. 357 AND THE INTERNATIONAL BROTHERHOOD OF BLACKSMITHS AND HELPERS, No. 281 AND THE VARIOUS CONTRACT SHOPS IN CALGARY. Agreement followed strike which took place April 15 to May 17. The text of this agreement appears on page 681 of the June issue of the LABOUR GAZETTE.

Printing and Publishing

MONTREAL, QUE. — INTERNATIONAL PRINTING PRESSMAN'S AND ASSISTANT'S UNION OF NORTH AMERICA, LOCAL No. 52, AND THE CANADIAN MANUFACTURERS' ARTS ASSOCIATION. Agreement which expired July 31, 1919, renewed till June 30, 1921. It provides the same number of hours work per week, viz., a day shift of 48 hours between 7.45 a.m. and 6 p.m. each day except Saturday, when work shall cease at 12 noon. The night shift shall consist of 45 hours per week and

shall be completed in five nights. The rate for same shall be 15 per cent. over day rates. Night overtime to be paid at double day rate. Overtime shall be during the first four hours after quitting time. Day overtime shall be paid for at time and one-half rate, but no one shall work more than three hours at the time-and-one-half rate on any particular day. After these hours double time, also on Sundays and holidays.

The minimum rates of wages are increased to the following: Cylinder pressmen, \$32.00; asst. cylinder pressmen, \$28.00; cylinder feeders, \$22.00; pony feeders, \$18.00; platen pressmen, \$26.00; platen feeders, \$15.00.

Apprentice regulations: apprentices shall not be less than sixteen years of age at time of beginning their apprenticeship, and shall serve an apprenticeship period of four years for feeders and six years for pressmen. The minimum scale of wages per week shall be: First two years at the option of the office; third year, first six months, \$11; second six months, \$12; fourth year, first six months, \$14; second six months, \$17. For apprentice pressmen, fifth year, feeders' scale; sixth year, first six months, \$25; second six months, \$27.

Vehicles, for Land and Water

LAUZON, QUE.—UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, UNION NO. 2033, AND THE NATIONAL SHIPBUILDING CO. LTD. Agreement for 1919 provides that nine hours shall constitute a day's work, 7 a.m. to 12 noon and 12.30 p.m. to 4.30 p.m. Overtime shall be paid at the rate of time and one-half, with double time for ship work on Sundays and holidays. Night shift shall be worked from 7 p.m. to midnight and from 1 a.m. to 6 a.m., Monday to Friday. The minimum scale of wages shall be as follows: Per hour—Carpenters, shipwrights, joiners, 50 cents; caulkers, 60 cents.

Quarrying and Mining

LAUZON, QUE.—L'UNION NATIONALE DES OUVRIERS DE LA RIVE SUD, AND THE DAVIE SHIPBUILDING AND REPAIRING CO.

Agreement in effect from July, 1919, to May, 1920, provides that nine hours shall constitute a day's work, 7 a.m. to noon and 1 p.m. to 5 p.m.; overtime shall be paid at the rate of time and one-half, double time on Sundays and holidays. The night shift shall work from 7 p.m. to midnight and from 1 a.m. to 6 a.m. from Monday to Friday. The rates of pay for the various classes of workers range from 89 cents to 22 cents per hour.

RIVER HERBERT, N.S.—THE MINUDIE COAL CO. LTD., AND VARIOUS EMPLOYEES. Agreement in force from March 1, 1919, contains the following provisions: (1) Employees and employers to co-operate. (2) Employees to appoint a committee of four to co-operate with the mine management and to meet at least once every week. (3) Employees agree to the following amounts being withheld by the company from their wages on the basis hereinafter set forth: On contract work, the 12½ per cent increase given in 1918. On datal work, the 20 cents per day given in 1918. This amount to be withheld only while the company is not making profits. (4) Statement of affairs to be given the committee of employees on the fifteenth day of each month for the preceding month. If the company makes profits allowing for the repayment of the amount withheld during any month, they will repay the same during the following month, and will during any month where profits will allow pay for a month when payments were withheld, until the full amount is paid. In the event of the company never making profits allowing them to repay the said amounts, the men shall waive their claim for the amount withheld. Nothing in this agreement is to affect the pay of any employee making three dollars per day or less.

BEVERLY, ALTA.—THE CLOVER BAR MINE COAL CO. AND VARIOUS EMPLOYEES. Agreement in force from July 1, 1919 to July 1, 1920, provides the following schedule of wages:—Below ground: laying track, timbering, etc., 47 cents per car; company work when taken off the

coal, 62½ cents per hour; entry work, \$1 per yard; per room neck, 75 cents per yard; drivers, \$4.71 per day; cagers, \$4.75 per day; timbermen, \$5 per day; labourers, \$4.39 per day. Above ground: Per hour—Engineer, 59 cents; blacksmith, 63 cents; car repairer, 57 cents; labourers, car men, 47 cents.

Above rate is fixed in accordance with the present price of coal in Edmonton. The rate of wages shall be increased or decreased in proportion to the rise or fall in the price of coal per ton during the year. For every fifty cents per ton increase or decrease in the price of lump coal, there shall be an increase or decrease of five cents per car in mining coal, and an increase or decrease of five cents per hour for company work.

Shipping and 'Longshore Work

ST. JOHN, N.B.—THE NATIONAL ASSOCIATION OF MARINE ENGINEERS, ST. JOHN COUNCIL No. 2, AND THE ATLANTIC COAST EMPLOYERS. Agreement entered into February 5, 1919, provides the following wage schedule for engineers on the various classes of steamers: Per month—First engineer, tug and freight steamers, 20 to 30 N. H. P., \$100; 30 to 50 N. H. P., \$110; 50 to 75 N. H. P., \$125; 75 to 100 N. H. P., \$140; over 100 N. H. P., increased in proportion according to scale. All tug and freight steamers under 20 N. H. P., the minimum rate for a certified engineer, \$80; steamers carrying passengers, class 1, single cylinder, 10 to 20 N. H. P., \$110; 20 to 30 N. H. P., \$115; 30 to 50 N. H. P., \$125; over 50, increased in proportion according to scale; class 2, compound or triple, 20 to 30 N. H. P., \$110; 30 to 45 N. H. P., \$115; 45 to 75 N. H. P., \$125; 75 to 100 N. H. P., \$140; 100 to 150 N. H. P., \$150; 150 to 200 N. H. P., \$175; over 200 N. H. P., increased in proportion ac-

cording to scale; steamers under 20 N. H. P., minimum rate, \$100; second engineer on all classes of steamers, \$25 less than chief engineer; third engineer, \$25 less than second engineer.

All rates include board, or else \$20 per month extra. All engineers shall receive first class transportation and hotel expenses from and to their homes when going to fit out or lay up steamers. This scale to apply when hired by the year. When not hired by the year, the rate shall be 25 per cent more.

GREAT LAKES. — (1) INTERNATIONAL BROTHERHOOD OF DREDGE ENGINEERS AND CRANEMEN, (2) INTERNATIONAL DREDGE WORKERS' PROTECTIVE ASSOCIATION, (3) LICENSED TUGMEN'S PROTECTIVE ASSOCIATION, (4) TUG FIREMEN AND LINEMEN'S PROTECTIVE ASSOCIATION, AND VARIOUS EMPLOYERS ON THE GREAT LAKES. Agreement in effect from April 1, 1919, to March 31, 1920 or longer, subject to notice given by either party on January 1 of year desired for termination. Thirty days or nights shall constitute a full month's work, and eight hours a day's or night's work, with the provision that time not to exceed forty-five minutes each way may be required, without compensation, for towing the dredging plant to and from the site of work. Any man directed by the man in charge of the dredge to perform repairs while towing shall be paid at the rate of time and one-half for work actually performed. The work day for scowmen shall consist of ten hours, except where limited to eight hours by law, or by special arrangement.

Schedule of wages: Per month—Firemen, oiler, watchman and scowman (10 hours), \$135; deckhand, scowman (8 hours), \$124. Overtime on Sundays and after regular hours, shall be paid at the rate of time and a half, or according to a specified schedule of overtime rates.

MINIMUM WAGES AND HOURS FOR FEMALE EMPLOYEES IN MANITOBA

FIVE orders of the Manitoba Minimum Wage Board* were gazetted during July and have recently become effective. Of these, two are amending orders to orders previously issued by the Board; one is a supplementary order defining the status of certain employees in shops or stores in certain districts; and the remaining two are new orders affecting occupations for which minimum rates had not previously been fixed.

AMENDING ORDERS.

One of the amending orders provides for an increase in the minimum wage rates previously fixed by the Board, for experienced adult workers in confectionery and biscuit, cigar, grocery, macaroni and vermicelli, pickle, paper box, soap and yeast factories and abattoirs, creameries and laundries. The new minimum wage for such employees is fixed at \$11.00 per week and a flat increase of \$1.00 per week is provided for all minors and learners in these industries.

The second order establishes a minimum wage rate of 30 cents per hour for part time female workers in shops, stores and factories in Winnipeg, St. Boniface, St. James and Brandon, and defines a part time worker as one "who is regularly employed during a part of each day or week."

SUPPLEMENTARY ORDER.

An order provides that all female employees in shops or stores in Winnipeg, St. Boniface, St. James and Brandon, other than those on the office staff or those engaged in manufacturing, shall be considered as members of the selling force and shall come under the regula-

tions affecting such employees. These regulations were summarized in the December, 1918, issue of the LABOUR GAZETTE.

NEW ORDERS.

The two new orders issued by the Board affect female workers, (40) in places of amusement, and (41) in offices in Winnipeg, St. Boniface and St. James. The regulations relating to places of amusement deal only with wages and hours of labour. The order governing the employment of women in offices contains the usual regulations concerning cleanliness, ventilation, etc., (printed in the LABOUR GAZETTE, December, 1918), and additional clauses requiring that the seats and furniture provided shall be suitable and comfortable and that any female employee working for an uninterrupted period of four hours or longer shall be allowed a ten minute interval of rest.

Female employees in places of amusement are divided into three classes: (a) ticket sellers; (b) ushers; and (c) cleaners. The maximum hours of labour for all three classes shall be 9 hours a day and 48 hours a week. No female employees, except cleaners, shall work before 9 a.m. or after 11 p.m. or on Sundays. Overtime may be worked only in cases of emergency under permit from the Bureau of Labour and shall not exceed three hours in any day or six hours in any week, and shall not occur oftener than on thirty-six days in any year. Female employees in classes (a) and (b) shall receive a minimum weekly wage of \$12.00, except in the case of an employee working less than forty hours per week. Such employees shall be paid at the rate of not less than 30 cents per hour. Female employees in class (c) shall be paid a minimum wage of 35 cents per hour. No female under eighteen years of age shall be employed

*For previous regulations see LABOUR GAZETTE, July, 1919, and various preceding issues.

in places of amusement. No working period shall be reckoned for payment as less than two hours.

In offices the hours of labour for female employees shall not exceed eight hours a day or forty-four hours a week. These hours shall be so arranged that each female employee shall have one afternoon half-holiday each week. Overtime in offices is governed by regulations similar to those which apply to places of amusement. In shops and stores where the office staff works in conjunction with the selling force, the hours of labour, including overtime for office employees, shall be the same as for the selling force. The minimum wage for experienced adult female employees in offices shall be \$12.50 per week. An adult learner shall receive at least \$10.50 per week for the first three months after entering an office, and \$11.50 per week for the next three months, after which period she shall receive an experienced employee's wage. Female office employees

under eighteen years of age shall be paid at a minimum weekly rate of not less than \$8.00 if fifteen years of age, \$9.00 if sixteen years of age, \$10.00 if seventeen years of age and \$10.50 if seventeen years and six months. No minor shall be employed on piecework. In offices where nine or more female workers are employed, not more than 25 per cent of the total office staff (male and female) shall be either learners or minors. Any female employee who has taken a commercial course in any high school or accredited business college for six months' full time, or two years' night school, shall, if an adult, be exempt from serving a learning period, and, if a minor, shall be paid according to the rate for employees one year older. Casual workers, or those whose term of employment is for less than two months, shall be paid at not less than the adult minimum rate calculated by hours.

The following table summarizes the sections dealing with wages and hours:

TABLE OF WAGES AND HOURS FOR FEMALE EMPLOYEES IN MANITOBA

Industry	Maximum Hours		MINIMUM WEEKLY WAGE					
	Per day	Per week	Experienced Adults	Adult Learners		Minors		
				(1st period)	(2nd period)			
(40) Places of amusement...	9	48	(a) Ticket sellers* \$12.00 (b) Ushers* \$12.00 (c) Cleaners 35 cts. per hr.			No minor shall be employed in places of amusement.		
41) Offices....	8	44	\$10.50	\$10.50 for 1st 3 mos.	\$11.50 for 2nd 3 mos.	\$8.00 if 15 yrs. of age.	\$9.00 if 16 yrs. of age.	\$10.00 if 17 yrs. of age.
								\$10.50 if 17 yrs. and 6 mos.

*For employees working less than 40 hours per week minimum rate is 30 cents per hour.

MINIMUM WAGE RATES FOR WOMEN IN THE UNITED STATES

A MINIMUM wage of \$16.50 per week is to be established in the District of Columbia for women mercantile employees, following the recommendation of a conference committee called by the Minimum Wage Board, and consisting of twelve members, representing the women so employed, the merchants of Washington and the general public. This minimum of \$16.50 per week is the highest that has yet been fixed in the United States, as it exceeds the minimum of \$15.50 recently fixed by the same Board for women in the printing and publishing trades in Washington, D.C., details of which appeared in the July issue of the LABOUR GAZETTE. Other minimum rates in the United States are as follows: California recently established a minimum of \$13.50 a week

for women in fruit and vegetable canneries and in laundries, and Washington fixed \$13.20 as the minimum for all women in all occupations during the period of the war. In Oregon \$48 a month is the minimum for office workers, while the rate for stores is \$11.10 and that for factories, laundries, telephone and telegraph work and "personal service" is \$11.61. In Kansas the legal minimum for stores and laundries is \$8.50 and for factories \$11. In Massachusetts the rates are \$9 weekly in the clothing industry, \$10 in millinery, \$8.50 in stores and \$8 in laundries. All these rates, except in the State of Washington, apply only to experienced workers, inexperienced workers getting from one to two dollars less a week.

COST OF LIVING INVESTIGATIONS, 1916-1919

Review of Work of the Cost of Living Branch of the Labour Department

FROM November, 1916, to August, 1919, extensive investigations into matters connected with the cost of living were carried on under the authority vested in the Minister of Labour by an order in council of November 10, 1916, from time to time amended. On August 14, 1919, this work was brought to an end by the rescinding of these orders and the work was turned over to the Dominion Bureau of Statistics and the recently appointed Board of Commerce, described elsewhere in this issue and in the two preceding issues. The greater part of the work carried on under these regulations consisted of the collection of statistics as to trading in food and fuel, prices, costs, profits, stocks in storage, reserves, etc. In the latter part of 1918 and in 1919 investigations were made into costs and prices of clothing and building materials. Local investigations

were made from time to time by examiners appointed by the Minister and also by municipal authorities as provided by the regulations.

The Order in Council of November 10, 1916, passed under the authority of the War Measures Act, made it a criminal offence for any person or group to conspire or combine to restrict or limit trade in, or the production of, any necessity of life, or withhold from sale at reasonable prices any such article beyond the ordinary needs of his household or business. The Minister of Labour was authorized to require information as to stocks, supplies, time held, prices and such other information as might be required from any person operating a cold storage plant, factory, mine, etc., where any necessary of life was held, produced, etc. It was also provided that the council of any municipality might make an

investigation on its own account into the stocks, prices, etc., of necessities of life within its bounds, if it was believed excessive prices were being charged, and might report the result to the Minister of Labour if the circumstances justified it; also any person withholding information might be reported to the Minister. The Minister could thereupon further investigate and take evidence under oath. If, in the opinion of the Minister, any offence under the regulations had been disclosed, the information was to be forwarded to the Attorney-General of the Province in which it had been committed for such action as might be instituted by way of indictment or, where contravention of the order was disclosed the municipality or any individual might, with the consent of such Attorney-General, institute such action under the Criminal Code, a penalty of \$5,000 or two years imprisonment, or both, being provided for. The Minister of Labour then undertook an enquiry as to stocks, prices and methods of trading in coal, butter, potatoes, and other necessities of life, the prices of which were rapidly advancing. Several municipalities also conducted local investigations under the regulations.

The work was carried on under the direction of W. F. O'Connor, K.C., one of the law officers of the Department of Justice, authorized by order-in-council in January 1917, to assist the Minister of Labour and to act as cost of living commissioner under the Order in Council of November 10, 1916. A Cost of Living Branch was thus temporarily organized in the Department for the purpose of carrying on these investigations. In May, 1917, reports were presented to the Minister of Labour and published: (1) a general report on the situation, (2) one dealing with anthracite coal, (3) one dealing with refined sugar.

It was pointed out by the Acting Commissioner that, under the order-in-council, it was not possible to do anything to obviate any direct consequence of the war, prevent a reduction in crops, cheapen any ocean freight rate, or re-

place the lost productivity of many millions of men. The aims were rather (1) the prevention of any undue and unnecessary accumulation and withholding from sale in face of a fair price obtainable; (2) the prevention of combining in restraint of competition or for the enhancement of prices. Recommendations were made as to procedure in inquiries by municipal authorities. It was also recommended that the Government should establish a Board or Commission to have jurisdiction over trade combines and trade methods.

In regard to coal it was stated that the investigation was to discover whether the fuel was being unduly accumulated or sold at unfair prices and whether there existed combines among the dealers. No evidence of undue accumulation was discovered and generally the prices charged were fair. There were, however, evidences of local combines in practically every city in Canada. The report stated that, although such combines were illegal, their object was not to enhance prices but rather to avoid price-cutting wars and stabilize prices. The report gave statistics as to the cost of coal in the various parts of the Dominion, freight rates, selling prices, profits, etc., from 1913 to 1916.

The report on sugar stated that the prevailing system of sale and distribution was technically illegal because based upon fixed re-sale prices by way of common agreement. This system, however, was regarded as being fair and beneficial to the public, and changes in the existing laws to permit such practices were recommended. One company had ceased selling sugar under illegal agreements and prosecution was, therefore, not recommended. The reports further gave information as to production and costs of sugar in Canada.

In July, 1917, the Acting Commissioner forwarded to the Minister of Labour a report on cold storage in Canada. The investigation was made to discover whether there existed any illegal combination, undue accumulation, or overcharging in the cold storage business.

in Canada. It was stated that there were no "trusts" and no illegal combines among the various companies. A few of the cold storage firms, however, had acquired such a large business in certain lines that they were able to exercise a practical monopoly, especially in the export business. There were no evidences of over accumulation. An enormous increase in the export trade in meats and dairy products, particularly bacon, was reported. It was also ascertained that the margins of gross profit were higher in 1916 than in 1913. In view of the enormous turnover it was considered that these margins were excessive. The report contained statistics as to the quantity, price, and margin of profit on meats and dairy products dealt in by the ten largest companies in 1916 and as compared with 1913. It was pointed out that some companies had greatly increased their export trade in bacon apparently securing enormous profits. Consideration of these facts and further action by the recently appointed Food Controller, or otherwise, was recommended.

In May, 1918, a report on the operations of flour milling companies in Canada was submitted to the Minister of Labour by Miss B. J. McKenna, of the food section. This report covered the operations of the companies producing 500,000 barrels a year or over, including nine companies that produced nearly 75 per cent of the flour in Canada in 1915. It was ascertained that these companies had made large profits owing to their low cost of production and great output, and the increase in export trade. It was stated that as it was necessary to have the price of flour high enough to permit the small mills with a high cost of production to operate (in order to keep up the supply) the large profits of the big companies with a low cost of production could be reached only by a Business Profits War Tax.

In April 1918, Mr. O'Connor gave up his work in connection with cost of living investigations for the Minister of

Labour and the direction of the work was taken over by R. J. McFall, Ph.D., Chief of the Internal Trade Statistics Branch in the Dominion Bureau of Statistics, who had been acting as Statistician for the Food Controller (and later the Canada Food Board) and the Fuel Controller since the establishment of those offices. Certain sections of the statistical work of the Cost of Living Branch were then amalgamated with similar sections under the Canada Food Board and the Fuel Controller, thus obviating duplication in reports from dealers and manufacturers throughout the country and centralizing control. The preparation of reports on cold storage stocks and on the cost of bread in the various cities, was continued, and the reports were issued monthly. Special reports on various aspects of the cost of living were forwarded from time to time to the Minister. These covered such matters as gasoline, matches, prices in restaurants, prices of sugar, canned salmon, soda biscuits, oranges and of meat and milk in certain localities where there were complaints. In some cases the evidence was forwarded to the proper authorities for prosecution, if considered advisable. The report on gasoline recommended the fixing of prices and the margins of profit taken by retailers and regulations in this respect were made in October, 1918, by the Fuel Controller, but the end of the war made their enforcement unnecessary. In October, 1918, and again in December, the Order in Council was amended to secure better results from investigations under the authority of municipalities and to bring rents within the scope of the investigation. An inquiry into the cost and price of clothing was begun in May, 1919, and interim reports to the Minister of Labour were made as to procedure, apparent profiteering, etc., from time to time. The investigation was incomplete in August when the Board of Commerce was established and further investigation in this as well as in other respects was left to that body.

PRICES, RETAIL AND WHOLESALE, IN CANADA, AUGUST, 1919

THE prices movement continued upward, considerable increases appearing in both the retail prices food budget and in the wholesale prices index number. The feature of the month was a steep advance in potatoes owing to dry weather. In hides, leather, and boots, and in raw furs, prices advanced substantially. There was also a considerable advance in eggs. Beef was slightly lower, while pork averaged higher, though there was a decline in hogs toward the end of the month.

In retail prices the average cost of a weekly family budget in some sixty cities was \$14.43 as compared with \$13.77 in July and \$13.41 in August, 1918. The increase was due to advances in eggs, potatoes, sugar, butter, and pork products, but there were slight declines in beef and cheese. Anthracite coal, hardwood, and rents also advanced.

In wholesale prices the index number rose to 301.1 for August as compared with 294.0 in July and 284.3 in August, 1918. The chief increases for the month were in potatoes, in hides, leather and boots, in metals and in raw furs, but there were lesser increases in grains and fodder, fish, fuel, building materials, and the miscellaneous group. There were decreases in cattle and beef, fruits and cotton.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables

somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the *LABOUR GAZETTE* from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats, prices averaged slightly lower in beef and veal, but in mutton and pork products the averages were slightly higher. The decreases in beef occurred chiefly in the western provinces, and in veal prices were lower in Ontario and Quebec as well as in the west. Mutton was higher in Quebec and

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING AND RENT, IN TERMS OF
THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	1900*	1905*	1910	1911	1912	1913	1917	Aug. 1914	Aug. 1915	Aug. 1916	Aug. 1917	Aug. 1918	July 1919	Aug. 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.8	39.8	41.6	44.4	60.2	49.8	48.8	52.6	62.6	78.6	79.8	78.4
Beef, shoulder, roast....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	41.3	34.4	33.4	34.2	43.4	57.2	55.2	53.2
Veal, roast, forequarter..	1 "	10.0	11.3	12.8	14.0	14.4	15.7	22.7	17.6	17.6	19.1	23.0	28.3	28.3	26.6
Mutton, roast, hindq'r..	1 "	11.8	12.2	19.8	18.0	17.8	19.1	28.1	21.3	21.2	23.8	28.8	37.4	36.3	37.0
Pork, fresh, roast, ham..	1 "	12.2	13.1	18.0	17.8	17.5	19.5	29.6	20.9	19.4	22.7	30.6	37.9	42.1	42.2
Pork, salt, mess.....	2 "	21.8	25.0	34.4	33.0	33.2	35.2	53.5	37.2	35.6	38.8	55.6	70.2	75.2	76.2
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.3	22.5	24.7	38.5	25.7	25.6	29.2	40.4	51.2	56.3	58.1
Lard, pure leaf.....	2 "	26.2	28.2	40.6	36.0	35.6	33.4	59.4	37.6	36.0	40.4	62.2	73.6	83.8	85.8
Eggs, fresh.....	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	48.9	29.5	26.5	33.3	45.0	53.6	52.7	57.6
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	23.1	42.4	24.3	25.7	29.7	41.2	57.0	48.1	53.5
Milk.....	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	62.2	52.2	50.4	51.0	60.0	72.0	78.6	79.8
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	86.4	53.0	58.0	62.6	80.2	93.4	106.2	108.4
Butter, creamery, prints.	1 "	25.5	27.7	31.9	31.5	31.7	33.9	48.0	31.9	32.2	35.6	44.9	52.3	60.4	62.1
Cheese, old.....	1 "	16.1	17.6	18.5	19.2	20.1	20.5	33.9	21.4	24.5	25.5	33.5	33.4	40.3	39.7
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	30.4	19.7	21.6	23.5	30.1	30.8	38.8	37.3
Bread, plain, white.....	15 "	55.5	58.5	66.0	64.5	60.0	61.5	104.4	64.5	73.5	73.5	110.0	117.0	120.0	118.5
Flour, family.....	10 "	26.0	28.0	33.0	32.0	34.0	32.0	64.2	37.0	40.0	40.3	69.0	67.0	67.0	67.0
Rolled oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	30.5	24.0	25.5	24.0	31.5	40.0	37.0	38.5
Rice, good, medium.....	2 "	10.4	10.6	10.4	10.6	11.6	11.4	16.2	12.0	12.0	13.4	17.2	23.8	24.6	27.4
Beans, handpicked.....	2 "	8.6	9.7	10.8	10.4	11.6	12.4	29.8	12.2	14.6	19.4	32.6	33.6	22.6	22.6
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	15.6	13.5	12.0	13.1	16.0	23.3	24.6	24.5
Prunes, medium size.....	1 "	11.5	9.6	9.9	12.2	12.9	11.9	15.4	12.9	13.1	13.1	19.1	18.1	22.0	23.1
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	26.0	23.6	39.9	24.4	31.6	38.0	40.4	44.8	47.2	48.4
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	18.5	11.6	14.4	17.4	18.6	20.6	22.2	22.6
Tea, black, medium.....	½ "	8.2	8.3	8.7	8.9	8.8	8.9	11.5	9.3	9.6	9.8	12.0	15.2	15.4	15.6
Tea, green, medium.....	½ "	8.7	8.7	9.1	9.4	9.5	9.3	11.3	9.4	9.3	10.3	11.6	14.5	15.6	14.1
Coffee, medium.....	½ "	8.6	8.8	8.9	9.2	9.3	9.4	10.1	9.5	9.9	9.9	10.1	11.3	13.4	13.6
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	89.2	50.3	35.3	57.7	97.3	89.7	62.7	110.3
Vinegar, white wine.....	⅞ qt.	.7	.7	.7	.7	.8	.8	.8	.8	.8	.8	.8	.9	1.0	1.0
All foods.....		\$5.48	\$5.96	\$6.95	\$7.14	\$7.34	\$7.34	\$11.42	\$7.68	\$7.78	\$8.63	\$11.68	\$13.41	\$13.77	\$14.43
Starch, laundry.....	½ lb.	2.9	3.0	3.1	3.1	3.2	3.2	4.0	3.2	3.2	3.3	4.1	4.7	4.6	5.0
Coal, anthracite.....	⅓ ton	39.5	45.2	48.1	48.8	51.9	55.0	67.0	53.4	52.3	55.0	67.7	74.9	71.9	81.3
Coal, bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	38.7	52.7	37.6	36.6	38.5	54.2	59.6	61.8	61.9
Wood, hard.....	" cord	32.5	35.3	38.8	41.4	41.3	42.5	52.9	42.5	41.6	42.6	53.2	70.7	74.7	76.2
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.6	38.9	31.3	30.6	30.5	39.1	51.9	57.8	57.8
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	25.0	23.8	23.1	23.0	25.8	28.0	28.9	29.2
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$2.37	\$1.89	\$1.84	\$1.90	\$2.40	\$2.85	\$2.95	\$3.06
Rent.....		\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.32	\$4.81	\$4.09	\$4.08	\$4.36	\$4.89	\$5.25	\$5.31
Grand total.....		\$9.37	\$10.50	\$12.79	\$13.00	\$13.79	\$14.02	\$18.15	\$14.40	\$13.74	\$14.03	\$18.48	\$21.20	\$22.02	\$22.86

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$6.78	\$7.17	\$7.29	\$11.39	\$7.49	\$7.90	\$8.51	\$11.90	\$13.75	\$14.04	\$14.73
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	9.79	6.54	6.60	7.39	10.27	12.08	12.23	12.83
New Brunswick.....	5.38	5.83	6.55	6.84	7.13	7.04	11.22	7.59	7.69	8.58	11.51	13.52	13.26	13.56
Quebec.....	5.15	5.64	5.33	6.46	6.97	6.87	11.15	7.19	7.24	8.39	11.33	12.51	13.10	13.39
Ontario.....	5.01	5.60	6.50	6.67	7.25	7.20	11.60	7.53	7.68	8.69	11.75	13.50	13.67	14.64
Manitoba.....	5.35	6.19	7.46	7.41	7.88	7.87	10.73	8.00	7.76	8.43	11.22	13.02	13.59	13.71
Saskatchewan.....	6.86	6.92	7.86	8.08	8.16	8.25	11.11	8.02	8.11	8.71	11.23	12.23	13.61	14.61
Alberta.....	6.02	6.50	8.00	8.08	8.15	8.33	11.55	7.98	7.79	8.72	12.01	13.84	14.06	14.69
British Columbia.....	6.90	7.74	8.32	8.79	9.03	9.03	11.83	9.36	8.72	9.20	12.19	14.17	14.63	15.06

* December only.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity	Nova Scotia						P.E.I.	New Brunswick				Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherteauke	Sorel
Per c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak.... lb	40	35	35	45	40	39.0	35	40	45	35	40.0	35-37	40	35	35
2-Beef, round steak.... "	35	35	35	40	37	36.4	35	35	40	30	35.0	35-37	40	30	35
3-Beef, rib roast, prime. "	38	30	25	38	35	33.2	35	28	35	25	29.3	30	30	30	32
4-Beef, shoulder roast... "	30-35	25	22	35	32	29.3	30	24	25	20	23.0	23-25	25	25	25
5-Veal, roast, forequarter "			22	25	22	23.0	18-20	24	24	14	20.7	22-27	15	20	15
6-Mutton, leg roast, h'q. "		30	30	40		33.3	20-30		35	25	30.0	33-35	30		30
7-Pork, fresh, roast, ham "	45	30	32	35	33	35.0		35	40	30	35.0	36-38	38	38	35
8-Pork, fresh chops.... "	45	30	35	38	35	36.6		35	40	35	36.7	36	40	38	33
9-Pork, salt, mess.... "	40	40	35	35	35	37.0	45	35	35	34	34.7	35-37	40	38	35
10-Bacon, br'fast, not sli'd "	60	55	55	55	45	54.0	60	50	55	50	51.7	50	55	55	65
11-Fish, fresh, g. quality. "	8	15-30	14-35	14-30	18-35	19.7	7-35	12-35	15-35	12-25	22.3	12-15	12-35	15-35	12-35
12-Fish, salt, herrings.... doz	75	60	65	60	60	64.0	50	60	60	70	63.3	75	75		80
13-Salmon, canned, med. lb		30	40	30		33.2	40	30-35	35	30	32.5	35		40	35
14-Lard, pure leaf, best. "	48	45	42	40	45	44.0	40	42	40	45	42.3	40	40	40	42
15-Eggs, new laid.... doz	70	55	60	60	60	61.0	43	55	65	55	58.3	64	55	60	55
16-Eggs, storage.... "			55	55		56.0	41	50	60	52	54.0	60			
17-Milk, delivered.... qt	14-16	14	12	15	13	13.3	9-10	11-12	13	13	12.5	14	14	11.1	12
18-Butter, dairy, solids. lb		50	55	55	60	56.0	45	55	52-55	50	52.8	51-53			
19-" creamery, prints.... "	70	65	60	65	65	65.0	58	60	65	65	62.3	54-57	60	65	55
20-Cheese, old.... "	40				40	40.0	35			45	45.0	35-37	40	38	35
21-Cheese, new.... "		40	40	40		40.0		38	40	40	39.3	31-33	38		35
22-Bread, plain white.... "	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7-9.3	8.7-9.3	8	8.7	7.5	7.3	7.3	6
23-Flour, family.... "	7.5-7.7	7.3	7.3	8	7.3	7.5	6.7	7.3	6.9	6.7	7.0	7	7.3	7.1	6.9
24-Rolled oats, standard. "	8	8	8	8	8	8.0	7	7	8	8	7.7	10	8	9.2	10
25-Rice, med., Rangoon.... "	14		15	15	15	14.8	10	12	15	14	13.7	13		12	12
26-Rice, Patna, etc.... "		15	15	15	15	15.0	12		18-20	15	17.0	14	18	18	17
27-Tapioca, medium pearl "	22-25	20	25	20	20	21.7	20	20	20	16	18.7	16	20	20	20
28-Tomatoes, canned 3's. can	25	22	25	20	22	22.8	20	20	20	22	20.7	20	25	20	17
29-Peas, canned, st'd. 2's. "	25	20	20	20	18	20.6	15	18	15	16	16.3	18	20	20	20
30-Corn, canned, st'd. 2's "	25	25	25	25	26	25.2	25	20	22	25	22.3	18	25	25	20
31-Beans, common, dry. lb	14	12	12	15	10	12.6	11-15	14	10	12	12.0	9	12.5	15	13
32-Apples, evaporated.... "			30	28	30	29.3	25	25	25	27	25.7	18	25		25
33-Prunes, medium.... "	20	25	20	25	23	22.6	18	20	25	22	22.3			25	18
34-Sugar, granulated.... "	13	11.1	11.1	13	11.8	12.0	11.1	11.1	11.1	12.5	11.6	12	13	11.1	10.5
35-Sugar, yellow.... "	12	11.1	10	12	11.8	11.4	10	10.5	10	11.1	10.6	11	12	10	10
36-Tea, black, medium.... "	60-75	55-60	60-65	60-65	60	62.0	60-65	60	55-65	55-60	59.2	65-70	60-70	55-70	35-70
37-Tea, green, medium.... "		60	75-80			68.8			55-60	75	68.3	65-70	60-70	60-70	35-70
38-Coffee, medium.... "	60	60	60	60	60	60.0	50	55	50	55	53.3	55-60	45	55	45
39-Potatoes, local, per bag of 1½ bu., 90 lbs.	\$3.00	\$4.00	\$2.70	\$3.75	\$2.10	\$3.11	\$2.40	\$4.50	\$2.25	\$2.20	\$2.23	\$1.50-	\$2.00	\$1.69	\$3.60
40-Vinegar, white wine, XXX, per quart.... "	.13	.13	.10	.15	.13	.128	.15	.12	.13	.10	.117	18-22	15	.15	.13
41-Starch, laundry, per pound.... "	.15	.15	.15	.15	.15	.150	.15	.15	.16	.14	.150	12-14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs.			15.00	16.25	14.25	15.17	15.40		15.00	14.00	14.50	12.00	11.50	12.50	12.00
43-Coal, bituminous, domestic, per ton, 2,000 lbs.	6.65	7.50	9.50	8.50	9.50	8.14	10.40	10.00	13.25	10.50	10.58	11.75	9.50	10.50	10.00
44-Wood, hard, best, per long cord. (128 cu. ft.).... "	5.00	8.50	10.00	14.00	9.00	9.30	10.00	10.00	15.00	13.00	12.67	14.00	12.00	10.00	12.00
45-Wood, soft, best, per long cord. (128 cu. ft.).... "	4.00	5.50	6.00	9.00	5.00	5.90	8.00	7.00	5.00	5.00	5.67	12.00	9.50	9.00	7.00-
46-Coal oil, prime white, per gallon.... "	.30	.28	.28	.30	.30	.292	.25	.28	.24	.24	.253	.22	.25	.25	.25
47-Rent, house, 6 roomed, san. conveniences, m'th..	14.00-	18.00	16.00	30.00	20.00	19.00	14.00	30.00	15.00	18.00	20.00	17.00-	15.00	16.00	14.09
48-Rent, house, 6-roomed, no san. con., per month.	8.00-	12.00	7.00	25.00	15.00	12.40	11.00	20.00	12.00	14.00	14.67		10.00	14.00	7.00

IN CANADA, AT THE MIDDLE OF AUGUST, 1919

Quebec (Continued)					Ontario														
St. Hyacinthe	St. John's	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
25	38	30	35	34.2	38	40-42	38-42	40	45	42-45	27-40	40	40	40	43	40	43	40	
25	33	25	35	32.1	38	40-42	35-38	35	40	38	25-30	38	38	35	40	35	38	38	
18	35	20	27	27.8	30	38-40	30-35	35	30	35	30	32	35-37	33	33	35	32-34	38	
20	23	18	25	23.1	25	35	25-28	28	28	28-30	20	30	30	26	30	30	30-32	35	
20	25	12	25	17.1	25	20-25	22	30	30	32-33	20-25	35	38	25-30	35	28	30-32	35	
30	35	30	35	37.4	35-40	32-40	35	35	40	35	35	40	38-40	40	45	35	35	40	
30	33	40	35	35.8	42	42-45	45	45	45	45	32-35	45	47	38-40	50	50	45	45	
30	33	48	35	36.6	42	42-45	45	48	46	48	45	48	48	45	50	50	50	48	
35	35	35	.....	36.3	42	40	35	.....	34	.....	33-40	40	38	35	40	25	38	48
60	55	55	56	56.4	55	62-65	50	58	60	63	50	58	60	50	60	50	55	58	
20	15-28	12-28	.....	21.0	.....	15-35	12.5 30	15-30	15-20	15	12-30	15-30	15-32	12.5 35	15-30	15-33	12.5 30	15-25
.....	60	90	.....	76.0	.....	.....	.....	.....	50	50	60	.....	1.20	75	.....	.....	.....	\$1.00
25	40	30	50	36.4	.....	40	38	35	45	40	40	40	48-50	45	35	44	40	45
35	40	40	42	38.8	48	45	38	42	45	42	45	43	43	42	45	45	40	43	
48	60	65	58	58.1	65	55	50	52	53	50	60	55	62	57	55	55	55	55	
.....	50	58	.....	56.0	.....	.....	45	46	.....	.....	.....	.....	60	.....	.....	.....	.....	55
9.5	10	13	10	11.7	10	13	12	11	11.1	12-13	13.3	14	14	12.5	12	11.8	11-12	12.5	
.....	52	55	56	53.8	60	55	48-55	65	56	55	.....	50	60	58	58	60	58	60
58	58	60	60	58.9	63	60	50-60	60	60	60	63	62	62	60	60	60	63	62	
.....	45	40	38	38.9	45	.....	42	38	.....	40	40	40	.....	.....	.....	40	40	.....
32	35	38	34	34.9	32	35	40	.....	40	35	38	38	40	37	40	30	38	40
6.5	6.7	8	7.3	7.1	7.3	7.3	6.7-7.3	6.3	7.3	7.3	7.3	8	8	7.3	7.3	7.3	7.3	7.3	
.....	6.7	7.3	6.9	7	7.3	6.3	6.3	6.5	6.3	6.5	6.9	6.5	6.7	6.8	6.7	6.9	6.3	6.3	
8	10	7.5	7.5	8.8	8	7	7	8.3	8	7	7	8	6.3	6.3	6	8.3	7.1	8	
12	15	15	.....	13.2	.....	15	12.5	13	15	15	.....	13	13	12	15	15	12.5	.....
15	18	18	15	16.6	20	.....	15	15	18	18	15	20	15-16	15	15	20	15	15
18	20	20	18	19.0	20	20	18	20	18	20	18	18	15	15	15	20	15	15	
25	22	22	20	21.3	20	20	18	20	20	20	20	20	18	18	20	20	20	28	
25	20	15	18	19.4	20	15	14	18	15	20	15	17	15	14	15	15	15	15	
25	22	20	22	22.1	25	22	20	25	22	25	20	23	22-25	20	22	20	20	30	
10	8	12.5	10	11.3	12.5	8	7	8.5	12.5	10	10	12	10	10	10	8.5	8.3	8.3	
.....	22	25	25	23.3	25	24	25	.....	25	.....	.....	.....	.....	.....	.....	25	.....	32
.....	22	22	20	21.4	30	.....	20	22	25	30	25	20	20	20	22	20-30	22	20
12.5	11.1	11-12	12	11.7	12	12.5	11	11.8	12	12.5	12	12.5	11.1	10.8	11.8	12.5	12.5	11.1	
11.5	10	10	11	10.7	11	11.8	10	10.5	12.5	11.1	11	11.8	11.1	10	11.1	12.5	11.1	11.1	
65	60-70	50-60	60-70	62.2	40-70	60-70	45-55	60-70	70	50-70	60-70	60-70	60-70	60-70	70	60-70	60-65	60-70	
65	60-70	40-50	50-70	60.6	40-70	60	45-50	60-65	70-75	50-70	60-70	60-70	55-70	60-70	70	60	60-65	60-70	
.....	70	50	50	53.2	60	60	45	50	60	50	55	57	60-70	55	55	65	55	40	
\$2.25	\$2.50	\$2.75	\$2.25	\$2.26	\$2.25	\$3.50	\$4.50	\$4.50	\$4.00	\$3.50	\$4.50	\$5.40	\$4.95	.....	\$2.25	\$3.15	\$5.10	\$5.40
.14	.16	.13	.10	.145	.125	.15	12.5	.12.5	.15	.10	.12	.14	.12	.10	.10	.13	.13	.12	
.12	.18	.13	.125	.142	.15	.125	.13	.12	.14	.15	.13	.13	.13	.12	.15	.15	.13	.125	
12.00	12.00	12.25	12.50	12.94	12.50	12.00	12.00	12.50	12.50	12.50	12.00	11.50	11.50	12.50	12.50	12.00	12.50	12.50	
12.00	9.00	9.00	.....	10.25	.....	.....	9.00	10.00	9.00	9.00	9.00	8.00	11.00	12.00	8.00	12.00	10.00	10.50
10.00-12.00	14.00	12.00	12.50	10.94	16.67	16.50	13.00	12.50	10.50	10.00	15.00	d	15.00	14.00	16.00	16.00	16.00	14.00	
8.00	9.00	9.00	8.00	9.06	68.00	15.00	10.00	10.00	6.50	8.00	13.00	d	.....	12.00	14.00	12.00	12.50	11.00
.25	.25	.28	.28	.254	.28	.25	.25	.20	.28	.25	.....	.25	.26	.23	.25	.27	.25	.26
10.00	10.00-14.00	14.00-15.00	.....	.....	18.00	17.00	18.00	18.00	18.00	13.00	.....	18.00	.....	15.00	.....	16.00	25.00	.....
10.00	12.00	18.00	18.00	14.63	20.00	.....	25.00	20.00	25.00	16.00	30.00	25.00	25.00	25.00	20.00	18.00	18.00	30.00
.....	6.00	12.00-10.00	10.00	10.14	15.00	.....	15.00	15.00	14.00	11.00	.....	15.00	.....	19.00	.....	12.00	.....	.....
7.00	10.00	13.00	15.00	10.14	18.00	12.00	20.00	18.00	13.00	13.00	20.00	20.00	20.00	20.00	13.00	14.00	14.00	15.00	

a Dairy prints. f Calculated from price per pack. b Millwood. c Calculated from price per load. d Natural gas used.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Ontario (Continued)												Manitoba			
	Woodstock	Staford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault St. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average	
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
1-Beef, sirloin steak..... lb	40	38	40	42	40	40	38	42	45	40	40	40.5	38	40	39.0	
2-Beef, round steak..... "	30	35	38	42	38	38	35	38	40	35	30	36.7	28	35	31.5	
3-Beef, rib, roast, prime..... "	28-30	32	32	28	30	30-38	30	35	35	30	25	32.5	32	35	33.5	
4-Beef, shoulder roast..... "	25	30	25	26	25	28	25-28	30	30	25	25	28.0	22	30	26.0	
5-Veal, roast, forequarter..... "	28	30	30	28	28	35	30	32	35	25	30	25.8	22	30-35	27.8	
6-Mutton, leg roast, hind q'ter "	25	38	35	40	38	36	35	35	40	30	35	36.6	38	40	39.0	
7-Pork, fresh, roast, ham..... "	48-50	45	50	55	45	45	40	40	45	40-50	45-50	45.1	45	38	41.5	
8-Pork, fresh, chops..... "	50	45	50	58	50	55	43	40	45	50	50	43.7	55	40	47.6	
9-Pork, salt, mess..... "	30	30	30	43	40	40	58	35	35	40	40	38.8	40	40	40.0	
10-Bacon, breakfast not sliced "	60	50	54	58	55	60	60	55	65	60	55-60	57.0	55	55	55.0	
11-Fish, fresh, good quality.. "	12-30	20	10-30	10-30	15-25	15-25	18	20-30	17-18	14-35	14-30	21.2	18-35	18-30	25.3	
12-Fish, salt, herrings..... doz	50	50	50	40	40	40	35	65	65	40	40-45	57.7	40	40	45.0	
13-Salmon, canned, medium.. lb	35	50	35	30	42	30	35	65	65	40	40-45	45	40.0	25	40	45.0
14-Lard, pure leaf, best..... "	43	38	40	43	40	40	40	37	45	45	45	42.5	45	45	45.0	
15-Eggs, new laid..... doz	52	50	50	60	50	60	50	60	65	60-65	60-65	58.3	65	50	57.5	
16-Eggs, storage..... "	50	50	50	50	50	50	50	50	50	50	50	51.2	45	45	50.0	
17-Milk, delivered..... qt	12	11	12	12	12	13-17	12	15	13	16.7	16.7	12.7	14	14	14.0	
18-Butter, dairy, solids..... lb	50-55	57	59	65	60	62	55-58	60	55	60-65	60-65	58.3	60	50	50.0	
19-Butter, creamery, prints .. "	60	60	59	60	65	65	56	65	65	65-70	65-70	61.6	60	58	59.0	
20-Cheese, old..... "	45	40	38	42	38	40	40	35	35	40	40	40.2	40	40	40.0	
21-Cheese, new..... "	40	38	35	40	32	38	33	33	40	40	40	37.6	40	40	40.0	
22-Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	7.5	7.2-7.5	7.9	7.7	
23-Flour, family..... "	6.3	6.3	6.7	6.9	6.5	6	6	6.9	7.1	6.7	6.7	6.6	6.5	6.3	6.4	
24-Rolled oats, standard..... "	7.1	7	7	7	8	5	8	9	6	8	8	7.3	6.7	7	6.9	
25-Rice, medium, Rangoon... "	15	12.5	12.5	12.5	12.5	15	12-15	12.5	12.5	15-20	15	13.9	13	13	13.0	
26-Rice, Patna, etc..... "	20	15	15	15-18	14	12	15	16	15	15	15	16.0	15	15	15.0	
27-Tapioea, medium pearl .. "	17	18	18	18	20	18-20	18	20	18	20	20	18.1	18	18	18.0	
28-Tomatoes, canned 3's..... can	20	15	23	18	20	22	20	25	20	20	20	19.9	25	23	24.0	
29-Peas, canned, 2's, st'd..... "	20	15	18	15	15	20	20	20	18	15	15	16.6	20	20	20.0	
30-Corn, canned 2's, st'd..... "	22	15	23	23	23	22	20	25	25	20	20	21.8	25	23	24.0	
31-Beans, common, dry..... lb	8.3	10	10	12.5	10	15	8.5	12	10	15	10-15	10.4	15	13	14.0	
32-Apples, evaporated..... "	20	20	20	20	20	20	20	30	25	15	15	22.6	25	25	25.0	
33-Prunes, medium..... "	20	20	18	20	20	20	20	25	25	20	20	22.1	30	25	27.5	
34-Sugar, granulated..... "	12.5	12.5	11.8	11.1	11.8	11.8	11.8	12.5	12.5	12.5	12.5	12.0	13.3	12.5	12.9	
35-Sugar, yellow..... "	11.1	10	11.1	10	11.8	10	11.1	12.5	11.1	11.1	11.1	11.1	12.5	12.5	12.5	
36-Tea, black, medium..... "	60-70	60-70	65-68	60-70	65-75	50-80	60-70	65	65-70	60-70	55-70	64.4	55-60	60-65	60.9	
37-Tea, green, medium..... "	70	60-70	65-68	60-70	60-65	50-80	60-70	60	65-70	50-70	50-70	63.2	60	65	62.5	
38-Coffee, medium..... "	55	55	60	60	50	50-60	60	55	45	50	45-60	54.8	50	55	52.5	
39-Potatoes, local, per bag of 1½ bushels, 90 lbs.....	\$4.50	\$6.00	\$4.80	\$3.50	\$4.50	\$3.50	\$4.00	\$5.00	\$4.00	\$1.60	\$1.50	\$4.05	\$2.70	\$1.20	\$1.20	
40-Vinegar, white wine, XXX, per quart.....	.13	.14	.15	.12.5	.13	.12	12.5	.15	.15	.20	.20	.134	.15	.15	.15	
41-Starch, laundry, per pound.....	125	125	.13	.125	.14	.125	.15	.15	.15	.10	.10	.132	.15	.15	.15	
42-Coal, anthracite, stove size per ton of 2,000 lbs.....	12.00	12.00	13.00	12.00	12.50	13.00	12.50	14.50	13.50	14.75	13.50	12.57	15.75	18.00	16.88	
43-Coal, bituminous, domestic per ton of 2,000 lbs.....	10.00	12.00	11.00	9.50	10.00	10.00	9.00	11.00	14.00	10.00	10.00	10.18	12.25	12.00	12.13	
44-Wood, hard, best, per long cord (128 cu. ft.).....	12.50	15.00	16.00	13.00	d	15.00	11.00	11.00	8.00	8.00	9.00	12.96	8.00	8.00	9.00	
45-Wood, soft, best, per long cord (128 cu. ft.).....	11.00	13.00	12.00	d	10.00	9.50	8.00	7.00	7.00	7.00	7.00	10.43	10.00	12.00	9.94	
46-Coal oil, prime white, per gallon.....	.25	.30	.23	.22	.25	.22	.25	.30	.25	.35	.35	.260	.30	.27	.28.5	
47-Rent, house, 6 roomed, san. conveniences, per month....	15.00	25.00	30.00	25.00	20.00	30.00	16.00	22.00	25.00	35.00	35.00	21.84	30.00	20.00	23.25	
48-Rent, house, 6-roomed, no san. conveniences, per month....	13.00	14.00	12.00	10.00	10.00	10.00	10.00	15.00	15.00	15.00	15.00	15.52	25.00	15.00	17.38	

IN CANADA, AT THE MIDDLE OF AUGUST, 1919—Concluded

Saskatchewan				Alberta					British Columbia									
Regina	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
40	45	40	41.7	45	30	40	35	37.5	40	40	40	45	38	38	45	40.9	39.2	1
30	40	35	35.0	40	28	35	30	33.3	35	35	35	35	32	34	40	35.1	35.3	2
28	35	27	30.0	35	25	35	30	31.3	30	35	35	35	40	27	35	33.9	31.8	3
25	28	25	26.0	30	20	25	25	25.0	28	25	25	25	22	25	32	26.0	26.6	4
25	30	27	27.3	25	20	25	25	23.8	28	35	35	35	22	30	40	32.1	26.6	5
35	40	35	36.7	45	40	40	35	40.0	45	45	45	35-45	35	35	45	41.4	37.0	6
35	45	40	40	45	45	50	40	45.0	50	50	50	45	42-45	42	50-55	47.6	42.2	7
40	50	45	45.0	50	50	55	45	50.0	55	50	50	55	40-60	55	50-55	52.5	45.2	8
.....	40	.....	40.0	35	35	40	40	37.5	35	40	40	35	45	40	40	39.4	38.1	9
65	65	60	63.3	70	60	62	65	64.3	64	70	70	65	60	60	65	64.9	58.1	10
15-28	12.5-30	12-30	21.3	18-35	10-40	15-22	12.5-28	21.3	7.5-30	15-20	15-28	17.5-25	10-25	12.5-24	.....	19.2	21.0	11
\$1.00	.....	75	87.5	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	69.0	12
40	.....	40	40.0	30	40	.....	40	36.7	50	20-35	20-35	45	30	28	38-45	35.6	36.8	13
45	45	45	45.0	40	40	48	45	43.3	38	50	50	45	32	41	.....	42.7	42.9	14
50	55	50	51.7	55	65	65	55	60.0	60	75	75	75	75	75	70	72.1	57.6	15
.....	.....	35	35.0	.....	55	55	.....	55.0	.....	60	60	60	65	58	.....	60.6	53.5	16
14	14.3	18	15.4	15	12.5	13	14.3	13.7	16.7	20	20	14.3	15	15.4	.....	16.9	13.3	17
45	55	50	50.0	55	40	.....	50	48.3	47.5	55	55	65	48	58	.....	54.8	54.2	18
60	65	60	61.7	65	60	55-60	60	60.6	60-65	65	65	75	59	75	70	67.5	62.1	19
.....	43	45	44.0	.....	40	.....	.....	40.0	.....	35	34	40	38	.....	.....	36.8	39.7	20
45	.....	.....	45.0	40	.....	43-45	45	43.0	40	.....	.....	.....	35	39	40	38.5	37.3	21
8.9	6.7	8.8	8.1	7	.....	8	8	7.7	10	8.9	8.9	8.9	8.9	8.9	8.9	9.1	7.9	22
6.3	6.5	6.5	6.4	6.3	6	6.3	6.5	6.3	6.9	6.3	6.3	6.3	6.5	6.3	6.3	6.4	6.7	23
8.5	7.5	8	8	8	5.9	7.5	9.2	7.7	8.1	9	8.3	7	6	7	8.6	7.7	7.7	24
12.5	13	12.5	12.7	.....	10	15	15	13.3	15	.....	.....	.....	.....	17	15	15.7	13.7	25
17.5	15	.....	16.3	12.5-17.5	15	18	12	15.0	15	15	12.5	17.5	12.5-20	17-20	.....	15.8	15.9	26
20	18	20	19.3	17.5	15	18	15	16.4	17.5	15	16	15	15	17	16-20	16.2	18.3	27
25	25	25	25.0	20	20	22	23	21.3	20	20	20	20	20	20	20	20.0	20.9	28
20	23	20	21.0	17.5	20	20	22	19.9	22.5	15	20	17.5	20	20	20	19.3	18.2	29
25	27	20	24.0	25	25	25	25	25.0	25	25	25	22.5	25	25	25	24.6	23.0	30
12.5	15	10	12.5	12.5	10	15	14	12.9	10	12.5	13	10	12.5	10	12.5	11.2	11.3	31
20	30	25	25	30	30	30	30	30.0	25	.....	.....	28	28	25	25	26.2	24.5	32
15	25	25	21.7	30	25	30	25	27.5	25	25	25	22	30	28	25	25.7	23.1	33
16	13.3	12.5	13.9	12.5	12.5	13	12.8	12.9	12.9	12.5	12.3	11.1	11.1	11.1	11.8	11.8	12.1	34
16	13.3	11.1	13.5	12.5	12	12.5	12.5	12.4	12	12.5	12.5	10	10	11.1	11	11.3	11.3	35
65-75	55-65	65	65	55	60	60-65	60	59.4	55-60	60-65	51-60	60-65	55-60	47-55	50	56.6	62.5	36
65-75	55-60	65	64.2	65	60	60-75	60	63.1	55-60	60	50	60-65	55-65	70-75	.....	60.4	56.4	37
60	50	65	58.3	50	50	40-50	68	53.3	55	50	40-50	55	50	50	50	51.1	54.4	38
\$2.85	\$3.60	\$3.00	\$3.15	\$3.55	\$2.25	.....	\$5.40	\$3.73	.....	.....	.....	\$2.16	\$2.10	\$2.88	\$2.25	2.35	3.30	39
.20	.30	.15	21.7	.15	.15	.15	.20	.163	.15	.30	.22	.20	.28	.30	.20	.236	.153	40
.20	.18	.20	.193	.175	.175	.15	.15	.163	.15	.15	.16	.15	.12	.15	.....	.147	.144	41
17.50	.....	.....	17.50	d	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	13.15	42
10.75	10.60	10.50	10.45	d	6.50	8.50	6.50	7.04	6.25	13.00	11.75	10.75	11.00	10.75	.....	10.29	9.93	43
.....	.....	.....	.....	d	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	12.23	44
11.00	10.00	12.00	11.00	d	69.00	d	.....	9.00	12.00	7.50	8.00	7.00	12.00	11.23	.....	9.29	9.25	45
.40	.30	.35	.35	.35	.35	.40	.35	.363	.40	.55	.40	.30	.35	.45	.....	.408	.292	46
35.00	40.00	30.00	33.33	\$22.50	25.00	35.00	25.00	25.63	20.00	15.00	30.00	24.00	30.00	22.00	.....	21.67	21.25	47
15.00	15.00	20.00	15.83	15.00	15.00	25.00	14.00	16.00	18.00	.....	20.00	15.00	22.00	.....	.....	14.30	14.43	48

a Dairy prints. d Natural gas used. e Calculated from price per 100lbs. f Calculated from price per peck. g Slabs \$7.00 per load of 3 cord; fir \$8.00 per double load of 4 cord. h Millwood.

Manitoba. Pork products, particularly bacon, tended higher in most of the provinces.

Eggs, both fresh and storage, averaged 5c. per dozen higher, there being a general advance, particularly in the west. Milk was slightly higher in a number of cities. Butter tended higher throughout the Dominion. Cheese showed little change, but averaged slightly lower.

Bread and flour were steady. Rice and tapioca were upward. Canned tomatoes, peas and corn averaged higher. Evaporated apples and prunes showed little change. In sugar there was a general advance, the rise averaging $\frac{1}{3}$ c., but further advances were reported later in the month. Tea and coffee averaged higher.

Potatoes advanced throughout the country and crops were reported to be short, owing to dry weather. The advance was greatest in Ontario, Saskatchewan and Alberta.

Anthracite coal averaged considerably higher, owing to increases in Quebec and Ontario. Bituminous coal averaged slightly higher. Hardwood averaged higher, but softwood was nearly the same as in July. Coal oil was little changed. In rents there were a number of advances.

Wholesale Prices

GRAINS AND FODDER.—Prices of wheat for the new crop were not fixed as was the case during the last two years, but the Government established a board to purchase and market the crop, paying the farmers a minimum amount according to grade on delivery, and providing that when the crop had been marketed each farmer would receive the difference between the sum already paid and the price obtained by the board for the wheat. The amount paid down for No. 1 Northern at Winnipeg on this basis was \$2.15 per bushel, whereas the fixed price for the 1918 crop had been \$2.24 $\frac{1}{2}$. The amount paid for No. 2 Ontario winter wheat was determined at \$2.03-\$2.08, while the price fixed last year was \$2.11-

\$2.19. Barley declined at the beginning of the month, but recovered to \$1.36 $\frac{1}{2}$ at Winnipeg and \$1.35-\$1.39 at Toronto. Corn declined 15c. per bushel, being down to \$2.00. Oats also declined at the beginning of the month, but recovered to 89c. at Winnipeg and 92c. at Toronto. Flaxseed fell to \$6.00 per bushel. Peas were firmer at \$2.10. Hay was down to \$22.00-\$24.00 a ton at Montreal. At Toronto the price advanced \$1.00, reaching \$22.00-\$24.00. Bran and shorts were firmer.

ANIMALS AND MEATS.—Cattle were slightly lower at Toronto and Winnipeg. Beef, dressed, hindquarters, was unchanged at 26-28c. per pound, to which the price had fallen at the end of July. Hogs advanced \$1.00 per hundred at the beginning of the month, but fell \$1.00 a week later, and in the last week of the month the price fell \$2.00. Dressed hogs fell \$1.00 per hundred at the end of the month. Breakfast bacon rose to 50c. in the second week and hams rose to 44c. Lard advanced 1 $\frac{1}{2}$ c. per pound. Sheep declined \$1.00 per hundred. Mutton fell to 16-18c. per pound. Lamb was down to 26-28c. Fowls and turkeys were firmer.

DAIRY PRODUCTS.—Butter advanced 1c. per lb., at Montreal, but later fell $\frac{1}{2}$ c. At Toronto creamery prints rose from 54c. to 55c. per pound, and dairy butter rose to 49c. Cheese was unchanged at 25c. Eggs rose slightly in the last week, fresh eggs being up to 64c. at Montreal, and at Toronto prices rose to 58-60c.

FISH.—Lake trout and whitefish were higher at Toronto. Halibut was easier on the Atlantic coast. The demand for dry fish in the West Indies and in South America was reported to be light. The season's catch of codfish was expected to be large, possibly larger than last year. The stock of salt herrings at Halifax was reported to be large, and prices were not firm at \$7.50-\$8.00 per bbl. Spring mackerel was slightly higher at \$16.00, and stocks were reported small. The demand for canned lobsters for export to the United States was reported to be not as good as expected.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR AUGUST, 1919, JULY, 1919, AUGUST, 1918, 1917, 1916, 1915, 1914, AND 1913

(Average price 1890-1899=100.)

		INDEX NUMBERS							
	Number of commodities.	*Aug. 1919	*July 1919	*Aug. 1918	Aug. 1917	Aug. 1916	Aug. 1915	Aug. 1914	Aug. 1913
I.—GRAINS AND FODDER—									
Grains, Ontario.....	6	343.2	339.8	377.1	342.6	206.3	182.2	162.2	140.8
Grains, Western.....	4	392.0	390.0	339.1	307.3	195.9	159.6	151.6	126.8
Fodder.....	5	274.0	270.3	211.9	193.9	159.4	191.9	168.1	144.3
All.....	15	333.1	330.0	311.9	296.2	187.9	179.4	161.3	138.3
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	360.0	363.3	353.8	285.2	216.7	237.1	231.9	183.0
Hogs and hog products.....	6	431.4	430.3	366.2	316.1	224.8	172.1	178.9	173.3
Sheep and mutton.....	3	270.7	286.0	323.3	239.9	213.6	176.4	166.8	139.6
Poultry.....	2	520.5	502.9	409.9	298.6	294.1	218.6	216.8	186.5
All.....	17	388.3	389.7	359.3	289.4	228.1	201.3	199.9	172.3
III.—DAIRY PRODUCTS.....									
	9	292.0	286.4	255.2	226.5	169.4	141.6	140.5	139.7
IV.—FISH—									
Prepared fish.....	6	219.9	219.9	248.8	197.7	154.7	145.7	153.0	151.3
Fresh fish.....	3	282.1	228.3	249.9	209.0	163.7	140.0	158.4	149.7
All.....	9	240.6	223.3	249.2	201.5	157.7	143.8	154.8	150.7
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	2	88.6	275.7	158.3	120.1	99.5	65.0	95.7	96.9
Fresh fruits, foreign.....	3	191.3	192.8	178.9	134.4	124.8	105.3	89.0	109.7
Dried fruits.....	4	262.0	274.4	271.1	214.3	153.4	127.4	121.7	111.4
Fresh vegetables.....	4	383.9	251.5	428.7	465.3	394.5	154.0	176.1	158.9
Canned vegetables.....	3	230.6	216.7	254.0	237.5	123.5	87.2	100.3	101.8
All.....	16	251.6	239.7	259.0	255.5	155.6	111.4	116.7	115.8
(b) Miscellaneous groceries—									
Breadstuffs.....	10	274.0	255.5	263.4	266.2	168.7	152.7	130.7	126.3
Tea, coffee, etc.....	4	221.2	214.1	179.9	151.2	127.9	121.9	112.5	109.7
Sugar, etc.....	6	276.9	288.9	260.4	228.8	163.4	143.3	105.9	113.3
Condiments.....	5	232.4	227.0	250.8	181.8	149.3	125.7	118.3	99.6
All.....	25	257.9	251.2	246.8	221.9	157.0	140.1	119.3	115.2
VI.—TEXTILES—									
Woolens.....	5	377.5	377.5	432.6	348.4	224.6	196.4	146.4	139.0
Cottons.....	4	334.6	349.2	354.8	240.9	162.5	127.6	141.0	147.5
Silks.....	3	179.7	179.9	147.4	124.5	113.6	85.9	93.6	89.4
Jutes.....	2	549.8	549.8	609.5	467.9	316.8	246.4	255.2	251.1
Flax products.....	4	458.0	459.6	438.9	289.7	224.8	165.6	119.8	114.1
Oilcloths.....	2	272.3	261.9	220.2	159.8	132.5	116.4	104.6	104.7
All.....	20	362.0	364.3	372.0	274.7	195.6	156.8	138.7	132.0
VII.—HIDES, LEATHER, BOOTS & SHOES									
Hides and tallow.....	4	610.3	540.9	352.4	329.3	290.0	196.2	202.9	188.7
Leather.....	4	311.0	301.7	215.0	265.1	206.9	174.3	151.4	151.4
Boots and shoes.....	3	332.3	289.3	224.6	232.9	198.6	162.4	155.7	155.7
All.....	11	425.7	385.3	285.7	279.7	234.8	179.0	171.3	166.1
VIII.—METALS AND IMPLEMENTS—									
Iron and steel.....	11	201.0	199.9	278.8	285.1	150.5	108.8	100.5	103.0
Other metals.....	12	203.9	195.6	282.7	271.9	215.4	195.6	124.7	130.1
Implements.....	10	240.7	238.4	232.1	199.5	136.7	113.2	106.6	105.6
All.....	33	214.2	210.0	266.1	254.3	169.9	156.8	111.5	113.9
IX.—FUEL AND LIGHTING—									
Fuel.....	6	231.1	221.9	248.2	288.6	152.3	116.3	120.3	134.9
Lighting.....	4	241.9	241.7	233.6	112.6	86.8	90.0	90.9	92.2
All.....	10	235.3	229.8	242.4	218.2	126.1	105.8	108.6	117.8
X.—BUILDING MATERIALS—									
Lumber.....	14	308.4	304.6	275.5	225.5	182.2	174.1	182.1	183.0
Miscellaneous materials.....	20	221.7	218.5	233.6	217.3	154.0	129.0	109.8	112.5
Paints, oils and glass.....	14	417.7	404.9	518.6	267.2	199.9	161.6	140.4	142.9
All.....	48	304.2	298.0	271.6	234.2	175.6	147.9	139.8	141.9
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	381.4	381.4	276.7	195.8	170.3	145.9	146.6	147.2
Crockery and glassware.....	4	394.2	394.2	334.4	280.0	195.5	170.3	133.9	130.9
Table cutlery.....	2	163.4	159.5	155.1	150.7	132.2	80.3	72.4	72.4
Kitchen furnishings.....	4	253.8	253.8	272.3	202.3	132.4	125.5	125.3	117.8
All.....	16	325.4	325.0	274.9	212.8	162.3	138.7	128.8	126.4
XII.—DRUGS AND CHEMICALS.....									
	16	222.0	221.2	283.4	261.3	249.4	175.2	121.4	113.3
XIII.—MISCELLANEOUS—									
Raw furs.....	4	1034.0	945.6	581.0	388.4	292.3	150.2	208.6	302.0
Liquors and tobaccos.....	6	286.5	274.1	221.7	163.9	139.0	134.7	128.3	134.4
Sundries.....	7	216.6	214.2	218.9	197.6	142.6	116.0	106.5	111.1
All.....	17	431.6	407.4	305.1	230.6	176.6	130.6	138.2	164.3
All commodities.....	262†	301.1	294.0	284.3	247.3	180.7	151.5	136.3	134.1

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc.; one line of spelter was dropped in 1915.

FRUITS AND VEGETABLES. — Peaches were on the market at 75c.-\$1.00 per basket, at Toronto, and plums at 50-75c. Bananas were higher at 8½c. per lb. Lemons were easier, but oranges were firmer. Potatoes advanced to \$3.50-\$3.75 per bag, at Toronto. At Montreal the price was up to \$2.50-\$2.75 in car lots. Beans were firmer. Canned peas advanced.

MISCELLANEOUS FOODS. — Bread and flour were steady. Soda biscuits advanced to 17c. per lb. Oatmeal rose to \$6.25 per bag. Rice and tapioca were higher. Coffee advanced to 2-3c. per lb. Sugar advanced to \$10.21-\$10.76 per hundred, at Toronto. Honey was lower at 21c. per lb. Pepper and cream of tartar were firmer.

TEXTILES. — In woollens, a line of beaver cloth advanced. Raw cotton was lower, having receded from the high price in July, due to reports of the short crop. In August, crop reports were better, and the price was down to 31½c. for upland middling. Coloured cottons averaged higher. Raw silk, Japan, was slightly easier after the recent advance. Linen rope was higher. Table oilcloth advanced 10 per cent.

HIDES, LEATHER, BOOTS AND SHOES. —

No. 1 beef hides rose to 40c. per lb. Calfskins were easier at 50c. Horsehides and tallow advanced. Harness leather was higher. Boots advanced 25c. to 75c. per pair.

METALS AND IMPLEMENTS. — Wrought iron scrap advanced to \$16.00 per ton. Antimony, copper, lead, nickel, quicksilver, silver, spelter, solder and tin were higher. Grindstones and soldering copers advanced.

FUEL AND LIGHTING. — Anthracite coal advanced 15c., reaching \$10.45 per ton, at Montreal, and Connellsville coke advanced at the ovens. Coal and coke were higher in Crow's Nest Pass district.

BUILDING MATERIALS. — Spruce deals rose to \$36.00 at St. John. Shingles were also higher at St. John and Victoria. Soil pipe declined slightly. Copper wire was up 1c. Linseed oil, turpentine and shellac advanced.

HOUSE FURNISHINGS. — Silver-plated ware advanced again.

DRUGS AND CHEMICALS. — Alum and glycerine were higher, but soda ash declined.

MISCELLANEOUS. — In raw furs, muskrat, raccoon and skunk prices advanced. Hops were higher. Rope declined.

PRICES IN THE UNITED KINGDOM AND OTHER COUNTRIES

THE following notes as to price changes in other countries give the latest available statistics of official and other index numbers.

United Kingdom

The *Labour Gazette*, published by the Ministry of Labour, reported a further increase in the prices of food at the beginning of August, the level reached then being 117 per cent above that of July, 1914, as compared with an increase of 109 per cent at the beginning of July, 104 per cent at the beginning of June and 133 per cent at November 1, 1918. The increase for the month was due to higher prices for potatoes,

eggs, and bacon, though imported beef and mutton and fish were lower. At September 1, there was a drop to 116 per cent. The following tables, with accompanying notes, from the British *Labour Gazette* for August, show the rise in food prices and cost of living since 1914:

RETAIL PRICES DURING THE WAR.

The statistics relating to the increase in the retail prices of food, which have been published in the *Labour Gazette* since September, 1914, are summarized in the following table, which shows, for the whole period, the average percentage increase since July, 1914, in retail prices of the principal articles of food* in the United Kingdom. In order to obtain a continuously comparable record of price-movements it has necessarily been assumed that the

relative importance of the various articles included has been the same throughout the period, and thus afford a measure of the increased cost of a pre-war dietary, so far as the articles included in the statistics are concerned.

AVERAGE PERCENTAGE INCREASE SINCE JULY, 1914:
PRICES OF FOOD*

Month (beginning of)	1914	1915	1916	1917	1918	1919
January.....		18	45	87	106	130
February.....		22	47	89	108	130
March.....		24	48	92	107	120
April.....		24	49	94	106	113
May.....		26	55	98	107	107
June.....		32	59	102	108	104
July.....		32	61	104	110	109
August.....	15†	34	60	102	118	117
September.....	10	35	65	106	116	.....
October.....	12	40	68	97	129	.....
November.....	13	41	78	106	133	.....
December.....	16	44	84	105	129	.....

*The articles included are beef, mutton, bacon, fish, flour, bread, tea, sugar, milk, butter, cheese, margarine, eggs and potatoes.

†On 8th August, 1914.

An almost continuous rise in prices is shown from September, 1914, to the summer of 1917. The period of most marked increase was in the latter part of 1916, the percentage rising from 60 at the beginning of August, 1916, to 84 at the beginning of December. The increase continued, with less rapidity, up to June, 1917, but in the following twelve months there was only a relatively small advance, the percentage increase at the beginning of July, 1917, being 104, and a year later, 110. In part this was due to the subsidy on flour and bread, the effect of which is evident in the percentage for 1st October, 1917, (the date following its introduction), though it was soon neutralized during October by increases in the prices of other food-stuffs. The measures taken by the Food Controller also served to check the further advance in prices, but conditions in the latter part of 1918 were such that large increases in prices were again recorded, and at the beginning of November, 1918, prices of food averaged 133 per cent above the pre-war level.

Between 1st November, 1918, and June, 1919, there was a fall in the prices of food, which at the latter date averaged 104 per cent above those of July, 1914. The decrease resulted from reductions of 4d. per lb. in the prices of imported beef and mutton and of about 2d. per lb. in those of British beef and mutton, cheese, margarine and tea. Milk was 2d. per quart dearer at the beginning of November than at the beginning of June, while

fish also was dearer at the earlier date. Potatoes, on the other hand, were cheaper in November than in June. Increases in prices between the beginning of June and the beginning of August have raised the average percentage increase over July, 1914, from 104 to 117, which is about the same as a year ago.

If it is desired to exclude from consideration the amount of increase due to additional taxation, the necessary deductions from the percentages given would be 1 for the months December, 1914, to September, 1915; 5 for October, 1915, to April, 1916; 6 for May, 1916, to April, 1918; 10 for May, 1918, to May, 1919, and 9 for June to August, 1919.

The foregoing figures relate to the prices of food only. The movement of prices of all the items ordinarily entering into the working-class family budget (including in addition to food, rent, clothing, fuel and light, etc.) is shown in the following table, which, like the previous table, shows the increased cost of maintaining a pre-war standard of living, no allowance being made for such varying economies as have been effected.

AVERAGE PERCENTAGE INCREASE SINCE JULY, 1914:
ALL ITEMS

Month (beginning of)	1914	1915	1916	1917	1918	1919
January.....		10-15	35	65	85-90	120
February.....		15	35	65-70	90	120
March.....		15-20	35-40	70	90	115
April.....		15-20	35-40	70-75	90-95	110
May.....		20	40-45	75	95-100	105
June.....		25	45	75-80	100	105
July.....		25	45-50	80	100-105	105-110
August.....		25	45-50	80	110	115
September.....	Under	25	50	80-85	110	.....
October.....	10	30	50-55	75-80	115-120	.....
November.....		30-35	60	85	120-125	.....
December.....	10	35	65	85	120	.....

The above percentages are unaffected by war increases in the taxation on commodities up to September, 1915. From October, 1915, to April, 1916, about 3 per cent was added to the pre-war level on account of such increases; from May, 1916, to April, 1918, the corresponding figure was between 4 and 5 per cent; from May, 1918, to May, 1919, nearly 7 per cent; and for June to August, 1919, about 6 per cent.

Up to the middle of 1917 the increase in respect of all the items included in the statistics averaged about three-quarters of that for food. During the following twelve months, however, the prices of food advanced very little, while those of other items continued to increase

considerably, and in July, 1918, the average percentage advance in the prices of "all items," was within 10 of that recorded for food. At the present time the average increases for food and for all the items included are approximately the same, and prices, whether for food only or for all the items (including rent), are substantially more than double the pre-war level.

In wholesale prices the index number of the *Statist*, continuing Sauerbeck's figures, reached 206.4 at the end of July as compared with 199.4 at the end of June, 194.6 for May, 184.6 for April, thus showing a continuous rise since March, following a decline since October, 1918, when the highest previous level at 197.8 was reached. The increase in July occurred chiefly in commodities not under government control, the rise being less in meats and breadstuffs, which were controlled. At the end of August the level rose to 212.7, all groups except animal food being higher. The index number of the *Economist* also showed increases since March (with a considerable drop in June), but a steep advance in July, and a slight advance in August. The index number at the end of the month was 295.6 as compared with 283.2 for July, 257.1 for June, and 272.2 for May.

United States

The index number of retail food prices calculated by the United States Bureau of Labour Statistics was up to 185 for May as compared with 182 for April and 158 for May, 1919. The index number of wholesale prices was 206 for May as compared with 203 for April, and 206 for November and December, 1918. The index number of the *Annalist*, including wholesale prices of foods, for August 16 was 309.820 as compared with 287.376 a year before, and 267.592 for August, 1917. *Dun's* index number for September 1 was 238.342, a decrease from 241.650 at August 1, prior to which there had been increases since March. The decrease was greatest in foodstuffs, but there were also declines in clothing and metals. It was, therefore, reported (*Dun's Review*, September 13, 1919,) that apparently the peak

had been passed in some commodity markets, notably in hides, cotton goods, and cereals.

France

The index number of retail food prices in towns with over 10,000 inhabitants (not including Paris) showed a level for the second quarter of the year, 1919, 8 per cent higher than for the previous quarter, and 93 per cent higher than for the third quarter of 1914. In Paris, food prices in May were 168 per cent higher than in July, 1914.

Denmark

The cost of maintaining a family in July, 1919, was reported by the Danish Statistical Department to have increased 111.1 per cent since July, 1914, the increase in foods being 112.1 per cent and in other items 110.1 per cent. Since January, 1919, the general increase was 11 per cent.

Holland

The index number of food prices in Amsterdam was reported in the monthly journal of the Dutch Statistical Office for July 31, 1919, at 187.3 for May as compared with 195.8 for April, 205.1 for March, 212.4 for February, and 194.9 for January (prices in 1913=100).

Belgium

The Belgian Ministry of Industry, Labour and Supplies has published in its official journal, *Revue du Travail*, for June 1, tables of prices of the principal foods and necessities of life at Brussels during the German occupation, i.e., for each month from October, 1914, to October, 1918, and index numbers in terms of prices in July, 1914. The following table shows the general index number (unweighted) from month to month.

INDEX NUMBERS OF PRICES OF FOODS AND OTHER
NECESSARIES OF LIFE IN BRUSSELS, BELGIUM, 1914-1918
(Prices in July, 1914=100)

Month	1914	1915	1916	1917	1918
January.....		138	221	510	1.058
February.....		147	234	557	1.070
March.....		149	268	624	1.106
April.....		154	280	685	1.173
May.....		158	310	736	1.429
June.....		156	328	746	1.434
July.....		166	363	818	1.467
August.....		174	373	901	1.544
September.....		174	385	915	1.492
October.....	128	180	416	941	1.189
November.....	129	192	518	970	.....
December...	130	213	538	1,008	.....

The retail prices quoted were secured mainly from the records of a large co-operative society in Brussels. Sufficient information as to average family consumption not being available the general index number was not weighted and is therefore the simpler average of the index numbers for the several commodities.

The following table shows the movement of prices during the current year, the index numbers being based on prices in April, 1914:

INDEX NUMBERS OF RETAIL PRICES OF HOUSEHOLD
NECESSARIES IN BELGIUM, JANUARY-JUNE, 1919.

(Prices in April, 1914=100)

	Prime necessaries (Food and house room)	Less necessary articles (including drinks and tobacco.)	Clothing footwear, lighting, heating.	All combined
January..	599	515	416	539
February..	464	422	371	434
March....	303	381	328	324
April.....	244	355	283	274
May.....	233	306	251	251
June.....	257	223	230	244
July.....	367	339	338	354

Switzerland

The Swiss League for Reducing the Cost of Living reported the level of retail food prices on June 1, 1919, to be 4.6 per cent higher than on March 1, and 149.8 per cent higher than on June 1, 1914. Other necessities (fuel, lighting, soap) were 271.9 per cent higher and the average increase was 161.4 per cent.

Italy

The general level of prices in 43 cities of Italy in April, 1919, was reported by the Labour Department to be 181.2 per cent higher than in July, 1914. In bread and flour the increases were only 67.3 and 68.3 per cent respectively, but in beef the increase was 420.6 per cent, bacon, 287.7 per cent, olive oil, 174.5 per cent, and milk, 168.5 per cent. In Rome food prices in June were reported by the Municipal Office of Labour to be 125 per cent higher than during the first half of 1914, and the average cost of all necessities to be 116 per cent higher. In Milan the Municipal Office of Labour reported the cost of maintaining a family on the pre-war scale to have increased 180 per cent, food being up 210 per cent, and clothing 121 per cent, fuel and lighting 120 per cent, and rent unchanged.

Spain

The Bulletin of the Institute of Social Reform reports the index number of the cost of necessities of life for the six months ending March, 1919, to be 167.7 in the capital towns, and 178.5 for the smaller towns, as compared with 161.8 and 172.8 for the previous six months and 145.4 and 149.3 for the six months ending March, 1918; average prices, June, 1910, to May, 1912, being taken as the base at 100.

New Zealand

The Government statistician reported the index number of retail food prices to be 152.3 for May as compared with 151.6 for April, 150.5 for March, 160.3 for December, 1918, and 107.0 in July, 1914.

Australia

The Commonwealth statistician's index number of foods and groceries stood at 166.1 for March as compared with 164.5 in February; 151.9 in March, 1918, 146.2 for March, 1917, 156.6 for March, 1916, and 116.4 for July, 1914.

South Africa

The Office of Census and Statistics reported the estimated cost of maintaining the pre-war standard of consumption in food, fuel, lighting, clothing, and rent for a family of five in Cape Town in May to be 42 per cent higher than before the war. The corresponding figures for other cities were: Kimberley 28 per cent, Pretoria 30 per cent, Johannesburg 31 per cent, Bloemfontein 34 per

cent, Port Elizabeth 40 per cent, East London 41 per cent, Pietermaritzburg and Durban 44 per cent, the average for the Union being 36 per cent.

India

The Department of Statistics of India reported the level of retail food prices at the end of April in five port cities was 57 per cent higher than in July, 1914, the greatest rise being in Calcutta and the least in Rangoon. The greatest increase was in vegetables 126 per cent, potatoes 61 per cent, flour 59 per cent, sugar 86 per cent, pulses 79 per cent, dairy products 67 per cent, salt 56 per cent, fowls 45 per cent, eggs 40 per cent, meat 34 per cent, rice 32 per cent, edible oil 30 per cent, tea 22 per cent, and fish 5 per cent.

THE MINING INDUSTRY IN QUEBEC DURING 1918

A Summary of Employment, Accidents and Wages Paid During the Year

THE 1918 report on Mining Operations in the Province of Quebec, issued by the Provincial Department of Colonization, Mines and Fisheries, shows a very considerable increase in fatal accidents in the mines and quarries in that Province during 1918 as compared with 1917. Calculated on a basis of 300 days work per man, there were 6,497 men employed in 1917, and 6,350 men in 1918, giving a slightly greater exposure for 1917. Notwithstanding this, however, in 1917 only four fatal accidents were reported, being an average of 0.6 per 1,000 men employed, while, in 1918, there were 29 fatalities, * an average of 4.5 per 1,000 men. This increase, according to the report, is partly accounted for by the fact the year 1918 was remarkable for scarcity of labour, and that the difficulty of hiring men resulted in a relaxation of discipline. The mine managers being unable to impose the penalty of dismissal for infringements of the

regulations, were obliged to tolerate dangerous acts by foolhardy or imprudent workmen.

During 1918 there were 224 fatal and non-fatal accidents as against 171 in 1917. Of the 224 accidents in 1918, 213 occurred in mines and 11 in quarries. In the former, 26 were fatal, and in the latter, three; making 5.5 and 1.8 respectively per 1,000 men employed on a basis of 300 days work. Of the 26 fatalities in mines, 10 occurred in underground mines, 9 in open pits, five on the surface, and two in annexed plants. In the case of quarries the three fatal accidents occurred in open pits. More than 55 per cent of the victims were under 25 years of age. The non-fatal accidents recorded do not include accidents resulting in less than ten days incapacitation.

The aggregate amount of wages paid in 1918 to workmen employed in the mines and quarries of the Province was \$6,149,448 as compared with \$4,868,748 in 1917. This represents an average of \$968 per man in 1918 as against \$749 in the previous year, an increase of 30 per cent.

*These fatal accidents were included in the record of fatal industrial accidents in Canada during 1918, printed in the May, 1919, issue of the LABOUR GAZETTE.

The following statement gives in tabular form the number of men employed in mines and quarries, the number of

days worked, wages paid, and the number of fatal and non-fatal accidents during the year:

	Number of workmen	Wages	Number of days work	Number of men on 300 days basis	ACCIDENTS			
					Fatal	Non- fatal	Per 1,000 employed (Fatal)	Per 1,000 employed (Fatal and non-fatal)
Producing mines.....	5,101	\$4,537,857	1,387,548	4,614	26	187	5.5	46.4
Non-producing mines.....	243	102,814	36,982	123				
Quarries.....	2,447	1,508,777	483,900	1,613	3	8	1.8	6.8
TOTALS.....	7,791	6,149,448	1,908,430	6,350	29	195	4.5	35.3

SECOND ANNUAL REPORT OF THE WORKMEN'S COMPENSATION BOARD OF BRITISH COLUMBIA

THE second annual report of the Workmen's Compensation Board of British Columbia covering the year 1918 states that 22,258 claims were made for non-fatal accidents, and 240 for fatal accidents. Of the former, 12,631 caused a loss of not more than three days, and consequently compensation could not be given, although medical aid was allowed in these cases, 403 other applications were not allowed for various reasons, leaving 9,224 claims allowed, or including the fatalities 9,464 compensatable accidents reported. During the year 8,841 claims were finally adjusted, and at the end of 1918, 883 claims were in suspense. There were awarded 111 pensions for fatal accidents, and 152 grants for burial expenses. The total amount of compensation awarded was \$1,060,320, of which \$456,902 was for temporary total disabilities, \$103,149 represented cash payments and \$101,154 pensions for permanent partial disabilities, \$387,677 pensions for fatal accidents, and \$11,249 for burial awards. A statement of the Accident Fund on December 31, 1918, covering the years 1917 and 1918, shows receipts for employers of \$2,037,079 in assessments, \$69,851 for medical aid, and \$23,205 received in interest from investments. The cost of the operation of the Board during the first two years of its existence was 4.83 per cent of the amount

collected from the employers. During the past year the Board endeavoured to find new employment for injured workmen who could not return to their own jobs, with the result that with the co-operation of the workmen and employers new positions were found for practically all so injured.

In order to insure prompt attention to injured workmen, all employers having ten or more workmen were required to provide for their factories a first aid equipment. Those with 200 or more workmen must also provide an emergency first-aid room in charge of a competent person. This is also required for smaller factories when distant five miles or more from a hospital. Early in 1918 a number of safety regulations were passed relating to transmission machinery, scaffolds, cranes, sawmills, lath and shingle mills, woodworking factories, laundries and elevators, and a penalty of \$50 was imposed for violation of these regulations.

Two serious accidents occurred during the year to British Columbia workmen. The most serious catastrophe was the wreck of the Canadian Pacific Railway steamship "Princess Sophia," in Alaskan waters, on October 25, in which the lives of all the crew of 61 were lost. The validity of the Act as applied to the case was contested in the courts by the company, but by arrangement the Board continued to pay all dependents whose

claims had been allowed, and a final decision in favour of the Board was rendered by the Judicial Committee of the Privy Council. The other great disaster occurred on September 10, in No. 1 Mine at Nanaimo, in which 16 miners

were killed by the breaking of the cable between the cage and the hoisting drum. A test of the cable made at McGill University showed insufficient internal lubrication, which permitted the oxidizing of the wires.

INDUSTRIAL ACCIDENTS IN PENNSYLVANIA

ACCORDING to a report of the Pennsylvania Department of Labour, there were 184,844 accidents reported in that State during 1918, of which 3,403 were fatal, 53,783 were serious, and 127,658 were minor accidents of less than 14 days' disability. These figures include 24 fatal and 4,140 non-fatal accidents that occurred to women. Of the total number of accidents, 101,038 occurred in the industries, 50,213 in mines and quarries, and 33,593 in the public services. Of the 3,403 fatal accidents, 1,392 occurred in the industries, 1,266 in mines and quarries, and 745 in the public services. In the case of 69,920 accidents, compensation to the total of \$11,639,915 was

paid or awarded, an average of \$166.47 for each case. During the past three years there has been a steady increase in the number of fatal accidents, but a decrease in the total number of both fatal and non-fatal accidents.

A law has recently been passed by the State of Pennsylvania, to come into effect on January 1, 1920, increasing the maximum payment of compensation for disability through industrial accidents from 50 per cent to 60 per cent of the weekly wages of the injured, such payment, however, not to exceed \$12 a week. The waiting period also will be reduced from 14 to 10 days, and the free medical period will be extended from 14 to 30 days.

MIGRATION AND SETTLEMENT

IMMIGRATION.—The following statement supplied by the Department of Immigration and Colonization gives the total immigration to Canada by months during the second quarter of 1919. For purposes of comparison the figures for the previous quarter and for the corresponding quarter in 1918 are also given.

HOMESTEAD ENTRIES.—During the second quarter of 1919 there were 390 homestead entries in Manitoba, 612 in Saskatchewan, 1,218 in Alberta and 33 in British Columbia, a total of 2,253 for the three months, as compared with 706 for the first quarter of 1919, and 1,472 for the corresponding period of 1918. The statement on page 1113 shows by provinces and nationality the number of those who took up homesteads during the second quarter of 1919.

STATEMENT OF IMMIGRATION TO CANADA DURING
SECOND QUARTER OF 1919.

	British	From the U.S.A.	Other countries	Totals
1919:				
April.....	3,244	7,524	500	11,268
May.....	4,534	5,198	465	10,197
June.....	2,601	4,707	505	7,813
	10,379	17,429	1,470	29,278
First Quarter:				
1919.....	6,422	11,194	2,296	19,912
Second Quarter:				
1918.....	856	14,141	1,282	16,279

HOMESTEAD ENTRIES BY PROVINCES AND NATIONALITY OF HOMESTEADERS—APRIL - JUNE, 1919.

NATIONALITY	MANITOBA			SASKATCHEWAN			ALBERTA			BRITISH COLUMBIA			TOTAL (All Provinces)			For 3 mos.
	April	May	June	April	May	June	April	May	June	April	May	June	April	May	June	
Canadians from Ontario.....	17	15	21	37	40	28	48	43	58	1	2	1	103	100	108	311
“ “ Quebec.....	3	5	.....	11	19	12	19	17	27	.....	.....	.....	33	41	39	113
“ “ Nova Scotia.....	.....	1	1	3	4	.....	7	3	11	.....	1	.....	10	9	12	31
“ “ New Brunswick.....	.....	1	1	.....	1	3	1	15	6	.....	.....	1	1	17	11	29
“ “ Prince Edward Island.....	.....	.....	.....	.....	.....	.....	.....	3	6	.....	.....	.....	.....	3	6	9
“ “ Manitoba.....	18	20	30	12	13	6	1	7	18	.....	1	.....	31	41	54	128
“ “ Saskatchewan.....	1	2	3	8	7	7	7	3	1	.....	.....	.....	16	12	11	39
“ “ Alberta.....	.....	.....	.....	1	.....	13	11	5	.....	.....	.....	.....	13	12	5	30
“ “ British Columbia.....	.....	.....	.....	1	.....	3	2	6	.....	1	2	.....	4	3	8	15
Persons who had previous entry.....	24	3	21	25	27	22	55	48	49	.....	2	2	104	80	94	278
Newfoundlanders.....	.....	.....	.....	.....	.....	1	1	1	.....	.....	.....	.....	1	1	1	3
Canadians returned from United States.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Americans.....	4	5	11	42	40	31	84	99	127	2	.....	3	132	144	172	448
English.....	27	21	46	32	41	41	68	60	80	2	6	2	129	128	169	426
Scotch.....	5	8	19	8	9	14	23	30	16	1	1	1	37	48	50	135
Irish.....	2	5	7	2	6	8	6	4	9	.....	.....	.....	10	15	24	49
French.....	6	1	1	2	3	.....	3	3	5	.....	.....	.....	11	7	6	24
Belgians.....	.....	.....	1	1	1	1	1	.....	.....	.....	.....	.....	2	1	2	5
Swiss.....	.....	.....	.....	1	1	.....	1	.....	1	.....	.....	.....	2	1	1	4
Italians.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1
Roumanians.....	.....	.....	.....	.....	1	2	1	.....	1	.....	.....	.....	1	1	3	5
Germans.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....
Austro-Hungarians.....	2	1	4	.....	4	1	2	2	2	.....	.....	.....	4	7	7	18
Hollanders.....	.....	.....	.....	.....	.....	.....	2	1	.....	.....	.....	.....	2	1	.....	3
Danes (other than Icelanders).....	.....	.....	2	.....	.....	.....	4	6	5	.....	.....	.....	4	6	7	17
Icelanders.....	1	.....	4	.....	.....	1	.....	.....	1	.....	.....	.....	1	.....	6	7
Swedes.....	.....	2	.....	4	3	3	5	11	5	.....	.....	.....	9	16	8	33
Norwegians.....	1	3	.....	5	6	.....	4	8	9	.....	.....	.....	10	17	9	36
Russians (other than Finns).....	3	1	.....	2	.....	5	3	11	8	.....	.....	.....	8	12	13	33
Finns.....	1	4	2	1	.....	.....	1	5	2	.....	.....	.....	3	9	4	16
Chinese.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1	.....	.....	1
Australians.....	.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1	1	2
New Zealanders.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1
Poles.....	.....	.....	.....	.....	1	.....	1	1	.....	.....	.....	.....	1	2	.....	3
TOTAL.....	116	99	175	198	228	198	365	394	459	7	14	12	686	735	832	2,253

Total homestead entries, April-June, 1919..... 2,253

Total homestead entries, April-June, 1918..... 1,472

LANDS PATENTED.—According to the Department of the Interior's statement of letters patent covering Dominion lands in Manitoba, Saskatchewan, Alberta, British Columbia and the Yukon Territory for the second quarter of

1919, the number of patents was 4,493 and the number of acres was 707,318.37, as compared with 5,227 patents and 1,086,030.04 acres in the first quarter of 1919, and 4,784 patents and 792,863.83 acres in the corresponding quarter of 1918.

RECENT LABOUR LAWS OF CANADA AND NEW BRUNSWICK

IN recent issues of the **LABOUR GAZETTE** articles have appeared dealing with the labour legislation recently enacted by the provincial legislatures of Ontario, Quebec, Manitoba, Saskatchewan, Alberta and British Columbia. The present article deals with the various laws bearing either directly or indirectly upon labour matters which were recently enacted by the Dominion Parliament and by the legislature of New Brunswick.

Canada

At the last session of the Dominion parliament which closed on July 7, 1919, a number of laws of labour interest were passed, including measures relating to workmen's compensation, technical education, immigration, public health, soldiers' settlement, highway construction, shipbuilding, housing and the appointment of a Board of Commerce.

The Federal law of 1918 providing for compensation in the case of Government employees killed or injured while performing their duties, enacted that no compensation should be payable under the Act to any employee on the Canadian Government Railways who was an employee within the meaning of the Intercolonial and Prince Edward Island Railways Employees' Provident Fund Act, unless such employee had, prior to the injury, elected to accept such compensation in lieu of the allowance payable under the Provident Fund Act. An amendment passed at the last session provides that such election may be made either prior or subsequent to the injury; and, further, that dependents of any employee killed subsequent to May 24, 1918, who had not elected to accept compensation under the Act shall nevertheless be entitled to compensation as though such employee had not elected.

The Technical Education Act, 1919, provides for the appropriation of \$10,-

000,000 during a ten year period dating from March 31, 1919. . The annual payments out of Consolidated Revenue Fund shall be made as follows:— 1919-20, \$700,000; 1920-21, \$800,000; 1921-22, \$900,000; 1922-23, \$1,000,000; 1923-24, \$1,100,000 and \$1,100,000 during each of the remaining ten years. From these amounts, each province shall receive annually the sum of \$10,000, and the remainder of each year's appropriation shall be paid to the provinces in proportion to their respective population; provided that the annual grant payable to each province shall not exceed an amount equivalent to that which the Provincial Government shall expend on technical education during such year. The Act is administered by the Federal Minister of Labour and the payment of grants is subject to certain terms and conditions. All payments shall be used for technical education in a manner agreed upon by the Minister of Labour and each Provincial Government concerned, such agreements to be approved by the Governor-in-Council. Not more than 25 per cent. of the annual grant payable to a Province shall be used for acquiring land, erecting or improving buildings, or supplying equipment. Each Province receiving a grant shall report annually to the Minister as to the work being done in such province to promote technical education. The provisions of the Act shall not apply to any Province until its Government has passed an order-in-council signifying its desire to take advantage thereof.

The Immigration Act was amended in a number of respects. The change of particular interest to labour relates to the prohibition of the landing in Canada of certain classes of immigrants. Under the law as originally enacted the Governor-in-Council was empowered to prohibit the landing in Canada, or at any specified port of entry in Canada, of immigrants belonging to any race deemed

unsuited to the climate or requirements of Canada, or immigrants of any specified class, occupation or character. By the amendment the application of the section in question is extended so that the Governor-in-Council may now "prohibit or limit in number for a stated period or permanently the landing in Canada, or the landing at any specified port or ports of entry in Canada, of immigrants belonging to any nationality or race or of immigrants of any specified class or occupation, by reason of any economic, industrial or other condition temporarily existing in Canada or because such immigrants are deemed unsuitable having regard to the climatic, industrial, social, educational, labour or other conditions or requirements of Canada or because such immigrants are deemed undesirable owing to their peculiar customs, habits, modes of life and methods of holding property, and because of their probable inability to become readily assimilated or to assume the duties and responsibilities of Canadian citizenship within a reasonable time after their entry." Other features of the amendments to the Immigration Act are discussed in the July issue of the LABOUR GAZETTE, page 801.

The Department of Health Act is also of interest to labour. This measure creates a Department of Health under a minister of the Crown, whose duties and powers shall include all matters relating to the promotion or preservation of the health and social welfare of the people of Canada, over which the Parliament of Canada has jurisdiction, and particularly the following: (a) co-operation with Provincial and other health authorities with a view to the co-ordination of the efforts for improving the public health; (b) conservation of child life, and child welfare; (c) inspection and medical care of immigrants and seamen; (d) supervising, as regards public health, of all methods of transportation; (e) supervising of Federal public buildings and offices with regard to the health of government employees

therein; (f) enforcement of any rules or regulations relative to public health made by the International Joint Commission; (g) administration of the Statutes bearing on public health; (h) collection, publication and distribution of information to promote good health and improved sanitation.

The Soldiers' Settlement Act, 1919, which replaces the act of similar title passed in 1917, provides aid for soldiers who desire to settle upon the land. Financial assistance in the form of loans may be extended by the Soldiers' Settlement Board up to \$7,500 for the purchase of land, live-stock and implements, and the erection of buildings. The loans for stock and implements are repayable in four equal consecutive annual instalments commencing not later than three years from the date of sale. The other loans are repayable in twenty-five equal consecutive annual instalments. The interest rate on all loans is 5 per cent. The Minister of the Interior is empowered by the Act to reserve at the request of the Board, or with the approval of the Governor-in-Council to transfer to the Board, any Dominion lands under the Minister's administration. The Act also empowers the Board to acquire agricultural land, implements, stock, etc., by agreement, and to expropriate lands that are being held back from cultivation. Free soldier grants, not exceeding in each case one quarter section, may be made to qualified settlers under the Act. The Board is also authorized to sell land to soldier settlers under certain conditions and to provide special agricultural training and subsistence allowances during training for men who are qualified in other respects as soldier settlers, but who lack experience in farming.

On account of their bearing upon the problem of providing employment during the period of reconstruction, the Canadian Highway Act and the ship-building appropriation should also be noted in connection with the labour legislation of the last session. The Highway

Act provides for the payment out of the Consolidated Revenue Fund of Canada, of \$20,000,000 during a period of five years for the purpose of constructing and improving highways in Canada. Out of this sum \$80,000 shall be paid annually to each Provincial Government and the remainder shall be allotted to the various provinces in proportion to their respective populations. The payments are subject to certain conditions. Any highway for which aid is granted shall be constructed or improved in accordance with the terms of an agreement to be made between the Minister of Railways and Canals and the Provincial Government receiving the money. Such agreement shall contain provisions as to location, cost, description, etc., and must be approved by the Governor-in-Council. The aid to be granted in any case shall not exceed 40 per cent of the actual and necessary cost of the construction or improvement in question, as estimated by the Minister. A shipbuilding appropriation of \$4,000,000 was voted during the last session to carry out the Government's steel shipbuilding programme. Another appropriation, one of \$25,000,000, was voted in Committee of Supply for the purpose of carrying out the Housing scheme authorized by Order-in-council, P.C. 2997, passed on December 3, 1918, details of which appeared in the LABOUR GAZETTE, December, 1918. The Act creating a Board of Commerce is discussed in detail elsewhere in this issue.

New Brunswick

The labour legislation enacted by the New Brunswick Legislature during the last session consisted of a new housing law and of amendments to existing laws relating to Workmen's Compensation, vocational education, early closing, and public health.

The Housing Act enables the province to borrow from the Dominion Government a sum or sums of money not exceeding in all \$1,250,000 and to lend sums from this housing fund to the

Farm Settlement Board, to municipalities, or to housing companies in order to provide better housing facilities within the province. The Workmen's Compensation Act was amended in several respects. The maximum amount of compensation payable in case of total disability is changed from \$125.00 per month to 55 per cent of that amount. The definition of "average earnings" is altered so that, whereas under the original interpretation of the term, any military or other pension allowance or payment which a workman might receive apart from Part I of the Act was taken into account in calculating his average earnings after the injury, under the amended section, no account is taken of any such pension or payment. A third change in the act provides for proceedings under the old Workmen's Compensation Act (1914, c. 34) in respect to injuries sustained prior to January 2, 1919, upon which date the provisions of the new act were brought into force and those of the former law repealed. A further change was effected in the New Brunswick Compensation law by an Order-in-Council passed on April 17, 1919, which provided that after August 1, 1919, "persons employed in the woods in logging, cutting up timber, pulpwood, firewood, railroad ties, or sleepers, river driving, rafting, booming, or the transportation of logs, timber, pulpwood, firewood or railroad ties or sleepers," should be brought within the scope of Part I of the Act. The Early Closing Act was amended to the effect that only two-thirds of the persons engaged in any particular line of business need sign a petition for an early closing by-law relating to such business, instead of three-quarters of the persons as formerly required. An amendment to the Public Health Act, 1918, enacts that no persons shall be employed in any camp, ship, factory, etc., without producing a vaccination certificate. The amendment provides that when smallpox is contracted by any person who is at the time employed in any camp, ship, factory, etc., or who has been so employed with-

in the last fourteen days, his employer shall be primarily liable to pay all expenses relative to such case of smallpox incurred by the sub-district board of health to protect the public health. These provisions, however, will not go

into force until April 17, 1920. The amendment to the vocational education act involved a change in the constitution of the vocational education board and a few other minor alterations in the provisions of the original law.

RECENT LEGAL DECISIONS AFFECTING LABOUR

AN axeman employed at a lumber shanty was severely hurt by a fellow workman through being struck on the foot by his axe. He brought action against his employer under the Workmen's Compensation Act of Quebec, claiming \$162.50 for temporary incapacity and \$250 for permanent partial incapacity, estimated at 10 per cent. The defendant, who was under contract as a jobber to cut wood for the Belgo-Canadian Pulp and Paper Company from its own timber limits, claimed that the nature of this work was agricultural, not industrial, and consequently the law did not apply. The defendant proved that he was a farmer and that, like all the farmers in that neighbourhood, he cultivated his own land in the summer and in the winter took small contracts for cutting wood. The law of France upon which the Quebec law was based, and which declares that forestry operations are agricultural, was also quoted in support of his contention.

It was held by the Court, in accordance with a recent judgment of the Court of Appeal, that lumbering operations carried on in connection with a particular mill cannot be separated from the actual work of the mill and are therefore industrial. It was further held that it made no difference whether the lumbering was carried on directly by the industrial company operating the mill, or by a jobber under contract with the company. Neither did the fact that the defendant was a farmer make all

the work performed by him agricultural. The Court, therefore, ruled that the law of industrial accidents applied to this case and judgment was given in favour of the plaintiff for \$370. (*Quebec—Perron vs. Veillette.*)

A contractor employed a number of workmen on a certain job and instructed one of them who had had more experience than the others, but who received the same pay, to supervise and direct his companions. Later on the employer brought suit against this workman for \$320, of which sum \$165 was for damages on account of the performance of useless work under the direction of the defendant, and \$105 for an amount which he had wrongfully paid to a merchant for goods that had never been delivered. The Superior Court of Quebec rejected the claim, holding the defendant in no way responsible. On an appeal to the Court of Revision, the judgment was modified. With respect to the useless work alleged to have been performed, it was held that the defendant was not a foreman of the plaintiff, and consequently he was not responsible; but with regard to the payment for the undelivered goods, it was held that the defendant had been commissioned by the plaintiff to purchase and pay for these goods, and that he should not have paid for them when he found that they had not been supplied. For these reasons the defendant was condemned to pay \$105 with interest. (*Quebec—Renaud vs. Bernier.*)

A man supervising fellow employees, if not a foreman, is not liable for bad work

Judgment was delivered in August by the Judicial Committee of the Imperial

**Jurisdiction
of British
Columbia
Workmen's
Compensation
Board**

Privy Council in the matter of an appeal by the British Columbia Workmen's Compensation Board against a decision of the Supreme Court of British Columbia in a test case with

regard to the payment of claims to relatives of members of the crew of the "Princess Sophia," which was wrecked off the coast of Alaska last October. An account of the action in the Supreme Court appeared in the April issue of the LABOUR GAZETTE, on page 499. It was held by the Canadian Pacific Railway Company that the British Columbia Workmen's Compensation Act was *ultra vires* in that (1) it fixed a greater liability than was allowed by the Imperial Shipping Act; (2) shipping was within the exclusive jurisdiction of the federal government, and (3) it purported to

legislate in regard to an accident outside the province. The Board claimed that the Merchant Shipping Act only limits liability when a ship is lost through negligence, that the federal government has only jurisdiction over shipping within Canada, and that the British Columbia Workmen's Compensation Act was in reality a form of insurance and consequently must extend to residents of the province whether injured within its boundaries or not.

The Privy Council gave judgment in favour of the Workmen's Compensation Board, reversing the decision of the Supreme Court of British Columbia.

In order to avoid hardship the railway company had agreed to the continuance of the payment of the award to the beneficiaries by the Compensation Board during the litigation. (*British Columbia—Canadian Pacific Railway Company vs. Workmen's Compensation Board of British Columbia.*)

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

At the beginning of September the percentage of unemployed among members of trade unions was 2.33 as compared with 2.40 at the beginning of August. According to returns received from some 4,414 firms, there was an increase during September in the total volume of employment throughout the country, a slight increase being noted for each week. In civic employment there was an increase of .51 per cent in comparison with August, 1919, and an increase of 38.4 per cent in comparison with September, 1918. According to preliminary figures, the various offices of the Employment Service of Canada received 43,200 applications for employment, were notified of 49,700 vacancies, and made 36,600 placements and 5,300 casual placements during September.

The time loss on account of industrial disputes during September was less than during August but greater than during September, 1918. There were in existence during the month 31 strikes, involving 11,010 workpeople and resulting in a time loss of 165,949 working days. Sixteen strikes were reported as having commenced during September. There remained unterminated at the end of the month 22 strikes involving about 8,269 workpeople.

The average cost of the weekly family budget fell slightly during September, being \$14.33 at the middle of the month,

as compared with \$14.45 at the middle of August, and \$7.74 in September, 1914. The index number of wholesale prices showed very little change, being 301.4 for September, as compared with 301.1 for August; 285.3 for September, 1918; and 134.4 for September, 1913.

Proceedings under the Industrial Disputes Investigation Act

During September the Department received reports from seven Boards of Conciliation and Investigation established to deal with disputes between: (1) the Canadian National Railways and certain employees in the cartage service at Winnipeg, (2) the Toronto Railway Company and Toronto Electric Light Company, Limited, and their shop employees, being electrical workers, machinists, blacksmiths, patternmakers, brass moulders and coremakers, (3) the Winnipeg Electric Railway Company and certain of its employees, being conductors and motormen, (4) the Bedford Construction Company of St. John, N.B., and certain of its employees, being engaged on the Courtenay Bay Harbour contract, (5) the Port Arthur Shipbuilding Company and certain of its employees, being boilermakers and iron shipbuilders and helpers, members of Current River Lodge No. 461, International Brotherhood of Boilermakers and Iron Shipbuilders and Helpers of America, (6) the Guelph Radial Railway Company and its employees, being motormen and

conductors, members of the Amalgamated Association of Street and Electric Railway Employees of America, and (7) the Bell Telephone Company of Canada, Limited, and certain of its employees in Toronto, being members of Local Union No. 353, International Brotherhood of Electrical Workers.

Five applications were received for the establishment of Boards and further appointments were made in connection with Boards established during the preceding month.

**"Safety week"
at Windsor,
Ont., and other
border cities**

During the week beginning September 22, a safety campaign was conducted in the Border cities, comprising Windsor, Walkerville, Sandwich and Ford, by the Border Cities Safety Council. Twenty-one speakers assisted in the campaign. Each night four-minute talks were given in the various theatres. The employees of 32 industrial plants were addressed at the noon hour. Over 50,000 pamphlets and hand bills were distributed and safety cards and posters were placed in every store window, street car and automobile. A demonstration of first aid was given by the St. John's Ambulance brigade, and moving picture films were shown dealing with accidents and their prevention. Originators of the movement point with satisfaction to the fact that according to the police records there was not, during the safety campaign week, a single accident in the Border Cities resulting in death or injury. The "safety week" is understood to have been the first of its kind held in Canada.

**Measures for
prevention
of accidents**

As a result of an investigation of the causes of an accident at Nanaimo, B.C., in which sixteen men lost their lives through the breaking of a hoisting rope, the Coal Mines Regulation Act of British Columbia has been amended as follows: "All cage chains in general use shall be annealed once at least in every six months, and detaching hooks shall be cleaned and

refitted once in every three months. Every winding rope shall be given a bath in hot oil before being installed. Every winding rope shall be re-capped at intervals of not more than six months in accordance with regulations made under this Act, and no winding rope which has been in use for more than two years or which has been spliced shall be used for raising or lowering persons."

The coroner's jury which investigated the recent disaster at a grain elevator at Port Colborne in which ten men lost their lives, returned a verdict that the accident was unavoidable and that no person was to blame. A recommendation was made, however, that better attention be given to all parts of the elevator when it is reconstructed, that circuit breakers be installed in all the lofters, and sprinkling systems in all loft holds, and that open granaries be eliminated in re-building.

**Co-operators
oppose chain
store method**

At a conference of representatives of Ontario Co-operative Societies, held at Toronto on August 27, a resolution was passed opposing the chain-store method of co-operation on the ground that such a system was not truly co-operative, inasmuch as it depended upon centralized direction and was liable to be controlled by one man or a small group of men, local members being too scattered to have any effective voice in the management of the store they support with their trade and their capital. Consequently under this system local members are deprived of all sense of personal responsibility for their success, a condition which contributes to inefficient management and supervision. It was claimed that losses in some stores might neutralize the profits of others and thereby jeopardize the whole co-operative movement.

**Conference on
immigration
of women**

By invitation of the Minister of Immigration and Colonization, a conference of women was held at Ottawa during September for the purpose of discussing the sub-

ject of the emigration of women from Great Britain to Canada. There were present at the conference representatives of the following national organizations, most of which reflect women's activities: National Council of Women, Interprovincial Farm Women, Young Women's Christian Association, Imperial Order of the Daughters of the Empire, the Women's Christian Temperance Union, Federated Women's Institutes, Social Service Council, Great War Veterans' Association, National Committee on Mental Hygiene, and Roman Catholic women's organizations. The delegates also included several other women with personal experience in immigration matters. At this conference steps were taken to form a permanent council to be known as the Canadian Council of Immigration of Women for Household Service. The council will be composed of a member chosen by each of the organizations represented at the conference and by the proposed Federation of Women's Missionary Societies of the Protestant Churches, and a representation of the Trades and Labour Congress of Canada. The various provincial governments in the province where hostels for immigrant women are to be established will also be requested to appoint a representative to the council. It was decided that the work of the council would be to keep in close touch with existing women's hostels, to establish and supervise new ones, and to assist them financially. It was further proposed that the council should make a study of conditions covering the overseas selection of intending women emigrants and their care at ports of embarkation and on steamships and trains, and make recommendations to the Immigration Department with reference to these conditions.

**Profit-sharing
plan of Canadian
Cottons,
Limited**

Canadian Cottons, Limited, Montreal, has announced a profit-sharing plan with a view to increased production. This plan, as outlined in a

circular issued by the company, is as follows:

"During the past year the woven production at Ontario mill has been, in round figures, 64 per cent of the rated capacity of the looms installed, while under proper conditions it might easily have been 80 to 85 per cent. With this in view, it has been arranged that the company and its workers will share equally in the profits accruing from all increased production, and in direct ratio to such increase. Dating from Oct. 1 next the company will pay to operatives, at the end of each succeeding three months' period and at the same time as dividends are paid to shareholders, a sum equal to 1 per cent of each operative's wages for every 1 per cent increase of production obtained over and above the present average of 64 per cent. For example, if production is increased to 75 per cent of possible efficiency—that is, by 11 per cent—each worker will receive the additional sum of 11 per cent of regular wages earned, and so on. In order that operatives may at all times keep in touch with the production figures, same will be posted week by week on the usual notice boards as soon as compiled. The amount of wages earned under this partnership plan may, if so wished, be re-invested with the company, and upon all money so deposited the company will pay interest at the same rate as the shareholders receive in dividends upon the common stock of the company—at present six per cent—and should the dividend rate at any time be increased, this increased rate would be paid upon such money re-invested. Employees will have the privilege of withdrawing part or all of such deposits at any time, with accrued interest.

"The management is convinced that by loyal and unselfish co-operation a very material increase in production can be effected. Increased diligence on the part of every worker is essential in order to attain the desired results. Regular attendance at work is an absolute necessity. For this reason the management consider it only fair to the

steady workers that, in order to participate in the proposed plan, the operative must have worked at least 92½ per cent of the full working time during the three months' payment period."

Labour For several years the
Co-partnership Boston Consolidated Gas
plans in Company, of Boston,
United States Massachusetts, has had
 in force a profit-sharing
 plan under which all employees who
 have been with the company for one
 year, and who have proven to be effi-
 cient and of good conduct generally are
 eligible to share in the distribution of
 the profits of the company. These pro-
 fits are distributed in the form of pre-
 ferred stock in Massachusetts gas com-
 panies equal at the market value to the
 same percentage on the wages of the
 employees as the rate of dividends paid
 on the stock of the Boston Consolidated
 Gas Company. The profit-sharing em-
 ployees have now been granted the fur-
 ther privilege of representation on
 the Board of Directors, thus securing
 through their representative a direct
 voice in the management of the com-
 pany.

The Proctor Gamble Company, manu-
 facturers of soap and candles, with
 plants at Ivorydale, O., Port Ivory, N.Y.,
 and Kansas City, Mo., have also pro-
 vided for representation of their em-
 ployees on the directorate of the com-
 pany. On September 19, conferences
 were held at each of the different plants
 for the purpose of nominating employee
 candidates for directors. The following
 week the voting took place, and it was
 announced that those who received the
 highest vote at each plant would be
 recommended to the shareholders for
 election to the directorate.

Shop Com- In the September is-
mittee, and the sue of the LABOUR GA-
United States ZETTE reference was
War Depart- made to the formation
ment of employees' commit-
 tees in the harness
 shops of the Rock Island Arsenal in
 the United States. Advocates of the

Plumb plan for the nationalization of
 railways in the United States claimed
 that this step practically amounted to
 an application by the government itself
 of the principles of the Plumb plan.
 This, however, has been officially de-
 nied, and it is explained that the War
 Department had encouraged the forma-
 tion of committees of its employees in
 the arsenal to act in an advisory capac-
 ity to the management on questions of
 shop conditions, production and wages,
 but that the authority of the manage-
 ment is wholly undiminished; the sole
 purpose of the steps which have been
 taken is to bring about understanding
 and good feeling but not in any sense
 to part with either the responsibility or
 the authority of the U. S. government
 in the management of its industrial en-
 terprises.

Relation of As the relation be-
wage increases tween increases in wages
to cost of living and the rise in prices

of commodities is more
 clearly seen, there appears to be a move-
 ment in some labour circles in the United
 States against further efforts to obtain
 shorter working hours and higher wages.
 The International Union of Steel and
 Operating Engineers of Spokane, Wash-
 ington, recently expressed the view that
 striking to raise wages at this time only
 affords an excuse for further advances
 in prices, and decided for a period of
 ninety days not to support any action
 to raise wages except in the case of
 those earning less than \$5 a day, but
 rather to assist the authorities in pro-
 ceeding against the profiteering class.

A select committee of the Midvale
 Steel and Ordnance Company expressed
 similar views in a resolution, which was
 in part, as follows: "Whereas we be-
 lieve any workman who demands a
 greater proportionate return for his la-
 bour than his fellow workmen in other
 lines are getting is as guilty of profiteer-
 ing as a grocer who charges exorbitant
 prices for the necessities of life, and
 that increases in wages paid to certain
 classes of workers by the government or
 others will result in higher prices being

set by profiteers for the necessities of life to all purchasers alike. It is, therefore, resolved that the persistent and unceasing demand of workmen employed in all classes and kinds of industries for a shorter day's work and an increased wage in order to meet the present high cost of living is uneconomical and unwise and should not be encouraged."

Advisory

Council for

Social questions in Denmark

According to the British *Labour Gazette*, reports from Copenhagen state that the Danish government has decided

to set up an advisory body to be called the Social Council. In view of developments now taking place in various directions it is considered probable that demands will be put forward for reform in Danish social legislation and the government has taken this step in order that it might be in a position to discuss social questions with departments concerned and with representatives of public institutions, employers and workpeople. The Danish Employers' and Masters' Association and the Central Trade Union Federation have been requested to elect three representatives respectively; and the following public officials, among others, have also been appointed members of the council, namely, two officials of the State Department for Social Affairs, the State Conciliator, the Chairman of the Permanent Arbitration Court, the Chief Inspector of Factories and the Director of Employment Exchanges.

Proposed codification of German labour laws

In March last the German Minister of Justice announced the intention of the Government to prepare a Ger-

man labour code. The announcement of the minister was reported in the Berlin *Soziale Praxis* as follows: "Some time ago the cabinet resolved to have the ministries interested prepare a labour code. It is intended that this code shall fulfil all those demands on which the workers of all trade-union movements

have come to an agreement. The code will be governed by a social and liberal spirit, and shall demonstrate that German democracy will be active not only politically but also socially. The code shall in the first place create a right of combination. Hitherto Germany has not possessed the right of combination, at least not positively. From now on this most valuable right of the worker shall not be contained in a negative sentence. The code shall, moreover, do away with the legal incompetence of trade unions. It does not seem right that trade unions which have a membership of millions and own property worth millions are not able to bring suit in the courts. The proposed codification will also improve the law on conciliation and arbitration, and develop a system of shop councils which shall exercise considerable influence on the process of production, but only on that and not on the financial management of the establishments. These shop councils shall become the constitutional organs of the workers. In preparing this labour code the Federal Government will of course consult workers of all trade-union movements as well as employers, and it expresses the hope that the German workmen will bring good-will and zest to the collaboration, so that the proposed code may become the Magna Charta of German labour."

Jottings

The Department of Labour has received a communication from John Smith, an ex-army man, concerning information appearing in the *LABOUR GAZETTE*. The Department is unable to reply to Mr. Smith because his letter does not bear any address.

It was recently reported that ninety municipalities in Ontario were working under the provincial housing scheme, and that over 200 houses had already been completed, while some 1,200 were under construction.

The Dominion Rubber System has taken steps to erect 300 modern houses

in Kitchener and Waterloo for the benefit of its employees, in view of a large addition to its plant which is contemplated. These dwellings are to be built under the Ontario Housing Act, and housing commissions have been appointed for the purpose by the two municipalities.

Following the findings of the Royal Commission on Police Matters in Ontario (the report of which was summarized in the LABOUR GAZETTE, August, 1919,) the Toronto Policemen's Union has now decided to relinquish the Dominion Trades and Labour Congress charter. The Toronto Policemen's Union will in future be an entirely autonomous body, in accord with the views expressed by the Board of Police Commissioners and by the Royal Commission.

At the request of the employees of the Canadian Western Fuel Company for an increase in wages on account of the increased cost of living, the company announced that an additional bonus of twenty-five cents a day would be given from September 1, and would continue

until the cost of living had been reduced a like amount. A bonus of five per cent was also announced by the Engineering and Machine Works of Canada at St. Catharines, payable on October 1 to all their employees on their wages during the year ending July 1, last.

It is announced that the government of Italy proposes to devote special attention to the development of industrial experiment stations and to technical education. The adoption of the eight-hour day in many industries, it is stated, has rendered this step more necessary, as with the reduction in hours increased efficiency must be brought about if production is to be maintained.

Despatches state that by permission of the British Admiralty a welfare committee consisting of fifty-four representatives of the "lower deck" of the British Navy has been formed. This will enable the "lower deck" to present their views direct to the Admiralty. An advisory committee of eighteen welfare committee men will meet at the Admiralty at an early date.

INDUSTRIAL CONDITIONS DURING SEPTEMBER, 1919

I.—General Review

The upward trend of employment that was experienced during August continued throughout the month of September, a slight increase in the total volume of employment being noted for each week. In the Maritime provinces there was a continued slight decline, which, however, was followed later by a slight rise. In Ontario an increase was recorded for each week. In Quebec there was a rise

during the first three weeks, after which the level was maintained. In the Prairie provinces and in British Columbia there were slight fluctuations.

In metals and machinery there was a steady increase, which was confined to Ontario and Quebec. In vehicles there was a drop in the Maritime provinces, which, however, was recovered in the last week of the month. A notable increase in vehicles was recorded in Quebec and an increase also in Ontario. In British

The Labour Market

Columbia there was a slight rise followed by a rather pronounced drop. In the food groups there was a steady increase in employment in Ontario, but a decline in the Prairie provinces and British Columbia. In the textile and clothing groups a steady rise was noted throughout the country, particularly in Quebec and Ontario. Employment in the pulp, paper and printing industries declined slightly, but in the woodworking groups it remained practically stationary, slight fluctuations only being recorded. In the leather industry there was a slight decline, a small increase being noted in the Maritime provinces only. There was some increase of employment in Ontario in the clay, glass and stone groups, and also in the chemicals group. In railway operation there was an increase in Quebec and the Prairie provinces. In railway construction there was an increase in Ontario and Quebec, and a decrease in the Prairie provinces. In building and construction there was a rather notable increase, mainly in Quebec and Ontario. In mining and quarrying there was a slight rise at the beginning of the month followed by a more pronounced rise later. This rise was confined mainly to the Western provinces and British Columbia, although there was some increase also in the Maritime provinces. In the lumbering industry a slight decline was recorded for the first three weeks. A strong upward movement, however, was anticipated in the near future due to the commencement of operations in the woods.

The time loss on account of industrial disputes during September was less than during August but greater than during September, 1918. There

Strikes

were in existence at some time or other during the month 31 strikes, involving 11,010 workpeople and resulting in a loss of 165,949 working days, as compared

with 44 strikes, involving 21,254 workpeople and 316,187 working days in August, 1919; and 30 strikes, 7,416 workpeople and 102,563 working days in September, 1918. On September 1, there were on record 15 strikes, affecting 4,739 workpeople. Sixteen strikes were reported as having commenced during September as compared with 14 in August. Four of the strikes commencing prior to September and five of those commencing during September were reported terminated, leaving 22 strikes, affecting about 8,269 workpeople, on record at the end of the month.

The prices movement was marked by increases in some lines with decreases in others, many of the most important changes being seasonal or due to abnormal crop conditions. In wholesale

Prices

prices the index number, based on the prices of 272 commodities in 1890-1899, was very little changed, reaching 301.4 for September as compared with 301.1 for August; 285.3 for September, 1918; and 134.4 for September, 1913. The important changes for the month were increases in fruits, building materials, furniture, and raw furs; and decreases in grain, live stock, meats and fish. There were smaller increases in butter, eggs, sugar, some metals, and fuel. In hides some lines were higher, while others were lower and some lines of leathers and boots advanced.

In retail prices meats averaged lower in nearly all lines, and potatoes showed considerable declines, but there were advances in eggs, milk, butter, rolled oats, rice, evaporated apples and sugar. Coal, wood and rent were slightly higher. The average cost of a budget of staple foods in some 60 cities was therefore slightly lower, being \$14.33 at the middle of September as compared with \$14.45 at the middle of August, and \$7.74 in September, 1914.

II.—The Industries and Trades

Sydney reported that little manufacturing was carried on during September at the steel plants, but **Metals, machinery, conveyances** that many of the regular employees were engaged on repairs. It was anticipated, however, that the industry would shortly become active. Halifax reported that employees in rolling mills, bolt and nut, furnace and skate factories had a very busy month. The shipyards made additions to their staffs and anticipated making further additions in the near future. Sheet metal workers and copper-smiths were active. Charlottetown reported that workers in the metal industries were well employed. St. John reported activity at the rolling mill and also at the Courtenay Bay shipyard. There was some scarcity of sheet metal workers. Moncton reported the foundries active and the machine shops working to capacity, due to the heavy amount of construction work in the district. The foundry and machine shops and automobile repair shops at Fredericton were all active. Montreal reported structural steel workers active, engine and boiler workers busy, and shipbuilders and automobile and farm implement workers well employed. The electrical trades were active. Quebec reported considerable activity in the metals group, particularly in the shipyards, automobile repairing plants and furnace foundries. Sherbrooke reported some dullness, due to the moulders and core men having gone out on strike. At St. Hyacinthe iron workers and foundry men were steadily employed. At Three Rivers the iron foundries and shipyards were very busy. Sorel reported dullness, due chiefly to a strike at the Leclaire shipyard and dry dock. Ottawa reported fair activity in the car shops and in the stove and furnace foundries. Toronto reported the metal and machinery trades generally active. Architectural and structural steel plants,

however, were rather quiet, and shipyards were inactive owing to a lack of orders. Boiler, engine and machinery manufacturers were busy with large orders from new industrial plants requiring equipment. The automobile and farm implement industries were active. Stove and furnace workers were working to capacity and sheet-metal workers and electricians were well employed. Hamilton reported that the metal trades were busy in all branches, and that the structural steel plants had orders ahead for several months. Niagara Falls reported a demand for machinists, brass polishers, operators for presses, drills and screw machines, assemblers of automobile parts and for workers in the chain factory. Boilermakers at St. Catharines were well employed and electrical workers continued to be active. Brockville reported only fair activity. At Kingston the locomotive shops remained closed and the shipyard laid off a number of men. At Belleville employment was well maintained in the metal industries. Peterborough reported that, after being closed down for several weeks on account of strikes, the foundries re-started and were soon working to full capacity. There was some improvement in employment in machine shops, while the electric plants were active in all departments. Galt reported considerable activity. Brantford reported great activity in the engine and boiler plants, stove foundries, electrical plants, farm implement and wagon and carriage plants. At Kitchener foundry and machine shop workers and structural iron workers were all very active. The Waterloo Manufacturing Co. was busy. Guelph reported a demand for handymen and labourers in the metal industries. Stratford reported general activity. At Woodstock there was some demand for moulders and polishers and for wagon and sleigh makers. London reported the rolling mills working to capacity, and the iron and steel and

manufacturing companies were busy. The automobile plants at Chatham were active in all branches, and the International Harvester Co. had a busy month in making sleighs. There was a demand for skilled workers at the wheel company. Windsor reported that the bridge works was running with two, and in some cases three, shifts. There was a demand for men in the motor plants and in the wheel plants. The forge and stamping plant and the auto-top plant took on several girls and men. The stove foundry had difficulty in securing sufficient moulders. All sheet-metal workers were well employed. At Owen Sound the foundry was normally engaged, but machine shops were only fairly active. The heating and ventilating company was busy, and the nut, bolt and screw factory was very active. At Sault Ste. Marie the steel plant took on many additional men. Fort William and Port Arthur reported that all skilled workers applying for employment in the metal group were readily placed. Winnipeg reported that while employment in the metal group held good during the month a decline was anticipated in the near future. Automobile repair shops were active, but the Ford plant closed down temporarily. Brandon reported that machine shops and farm implement plants were busy. At Regina the farm implement plants were only fairly active. Medicine Hat reported that the rolling mills were quiet, but that the machine shops and foundries were fairly active. Iron workers at Lethbridge were quiet. At Calgary the iron works were fully employed. Edmonton reported the foundry busy on repair work for the mines. Sheet metal workers and bicycle workers were well employed, but electrical workers were only fairly active. Vancouver reported the structural steel, automobile and stove and furnace plants all fairly busy. Electrical and sheet metal workers were active. The steel and wooden shipyards were fairly active, although it was anticipated there would be slackness in the near future. Victoria reported the iron

foundries busy on steam engines for wooden ships. At the wooden shipyards some 2,000 men were laid off, due to the completion of the wooden ships ordered by the French government. The steel shipyards took on some extra men. About 1,200 men were employed at the assembling plant installing boilers and engines in completed ships. The stove foundry was busy.

Sydney reported that the abattoirs and meat-packing houses were active.

At Halifax the abattoirs were very busy and confectioners were taking on extra help. The soft drink plants reported a seasonal decline. At Truro the condensed milk factory worked full time with capacity help. Charlottetown reported that food workers had a busy month. St. John reported that the sugar refinery ran steadily until the end of the month when some 450 employees went out on strike. The flour and feed mills ran steadily, the bakers and confectioners were well employed, the aerated water and soft drink plants continued to be active, and the breweries were busy. At Moncton the bakeries and the biscuit plant were in very active operation, the cheese factories were busy, and the mineral waters and soft drink plants continued to be well employed. At Fredericton the flour mills were active and the meat-packing houses were active in preparation for the fall business. Montreal reported increased activity in the candy factories, chiefly in connection with the new export trade to Great Britain. Soft drink makers were quiet and cigarette makers were very active, otherwise normal conditions prevailed. Quebec reported general activity except that the abattoirs and meat-packing houses were quiet. At Sherbrooke the abattoirs and packing houses were busy. At St. Hyacinthe the cheese and butter factories were very active and the biscuit and confectionery plants were well employed. Ottawa and Hull reported that the abattoirs were rather quiet, but that the bakeries and

Foods, liquors and tobacco

confectioneries were active. Toronto reported that the flour and cereal plants were in steady operation, and that abattoirs and packing houses were active. Bakers were well employed and confectioners were busy on large export orders for Great Britain. Fruit and vegetable canners were working steadily, though some future difficulty was anticipated due to a shortage of cans owing to strikes. Cigar makers were active and brewery and soft drink workers were fairly well employed. Hamilton reported activity in this group, particularly in the packing houses and tobacco plants. Niagara Falls reported a seasonal drop in employment in vegetable and fruit canneries. St. Catharines reported normal employment in this group. Brockville reported the Lyang Storage and Produce Co. unusually active. Belleville reported the flour and feed mills and creameries and dairies very busy. Peterborough reported considerable activity in the flour and feed mills, and, also, during the last two weeks of the month, at the packing house. Bakers and confectioners were very busy and creameries and cheese factories were active. Brantford reported the pork-packing factory and the fruit preserving plant very busy. Galt reported general activity. Kitchener reported a demand for help in the sausage and meat-packing houses and abattoirs, and in the bakeries, confectioneries and candy factories. Cigar makers and brewers were very well employed, but soft drink workers were rather quiet. The beet sugar factory remained closed down. The meat-packing houses at Stratford were very busy and cigar factories were active. Woodstock reported employment very good in the biscuit and confectionery plants. Lon-

don reported a steady demand for female help at the candy and biscuit plants and also in the cigar factories. The flour mill at St. Thomas was working overtime. At Chatham the flour mills and sugar refinery were working to capacity, but the abattoir and packing-house were idle. At Windsor the cereal company was running two shifts and the canning companies were working to their fullest capacity, a large number of temporary workers having been brought from Detroit. The bakeries and breweries took on extra help, but the cigar industry was dull. Owen Sound reported the flour mills very quiet, but the cannery and packing plants very active. Winnipeg reported a seasonal decline in some branches of the food group, although the number of workers was well maintained. Brandon reported considerable activity in foods and drinks, but dullness in cigar making. Regina reported that the flour mill re-opened during the month. The abattoir was active and bakers and confectioners were in demand. Employment fell off at the soft drink plants. Moose Jaw reported heavy shipments of cattle to the abattoir from the dried-up districts in that region. At Medicine Hat one flour mill ran to capacity after being closed down for two weeks, though other flour mills were closed down temporarily. The brewery at Lethbridge was quiet, the men working on short time only. At Calgary the flour mills, packing houses and abattoirs were fully employed, but the breweries and soft drink firms were very dull. The packing company at Edmonton was very active, about 500 hands being employed. Fernie reported that bakeries and confectioneries were active and that employment was maintained in the breweries

and soft drink plants. Vancouver reported the flour mills, abattoirs and packing-houses active and bakeries and fruit and vegetable canneries very busy. Soft drink plants were all busy, but tobacco plants and breweries were only fairly active. The sugar refinery was quiet owing to the shortage of raw sugar. The fruit and vegetable canneries at Victoria were active, though affected by the shortage of sugar. The breweries were active largely on export orders.

The cordage plant at Halifax was active. The woollen mills at Truro were working to capacity.

**Textiles,
cordage and
carpets**

The cotton mills at St. John were working steadily. At Moncton the underwear factory and the woollen mills were active, but the linen mills were in partial operation only due to difficulty in securing raw material. At Fredericton the cotton mill ran full time. Montreal reported the cotton and woollen mills and knitting factories very busy. Tent and sail makers were normally employed. At Quebec cotton operators were active, and tent, awning and sail makers very busy. Sherbrooke reported activity. At St. Hyacinthe the woollen mills were working overtime. The Wabasso Cotton Co. at Three Rivers gave steady employment to 1,400 workers. Toronto reported all woollen, hosiery and knitted goods factories actively engaged, partly on Roumanian orders. The carpet factory was very busy and short of help, but tent and awning firms were quiet. Hamilton reported activity throughout the textile group, particularly in the cotton mills, where weavers, spinners and improvers were in demand. St. Catharines reported normal conditions. At Brockville tent and awning makers were fairly ac-

tive. The cotton and woollen mills at Kingston were fairly busy. Galt reported a shortage of help in the cotton, woollen and silk mills. Brantford reported activity in the woollen mills and at the cordage plant. Kitchener reported the hosiery and felt factories running full time and the twine factory short of help. Peterborough reported considerable activity at the woollen mills and a shortage of female help at the carpet factory. At Guelph the cotton mills were short of female help, while the spinning mills, hosiery and knitted goods factories, linen mills and carpet mills were all very active. Woodstock reported a demand for female labour in this group. The hosiery companies of London were working overtime and were short of help. The knitting company at St. Thomas was active. The woollen mill at Chatham was short of help. The worsted mills at Orillia were active. Winnipeg reported that the bag companies considerably increased their staffs and that the knitting companies found difficulty in obtaining experienced help. There was some reduction in employment in tent and awning factories. Vancouver reported knitting factories and tent, awning and sail factories all busy.

Halifax reported that some extra female help was taken on in the clothing factories, and that the steam laundries and dyeing and cleaning plants had an active month. The hat and shirt factories at Truro were active. Charlottetown reported activity in this group. Moncton reported that the cap factory and all tailoring and dressmaking establishments were very busy. Laundries also were very active. Fredericton reported a demand for tailoresses. Montreal reported

**Clothing and
laundering**

the ready-made clothing factories, busy, the hat, cap and whitewear factories active and the laundries fairly active. Fur workers were very busy. Quebec reported the women's whitewear factories busy and the steam laundries very busy. The ready-made clothing factories at Sherbrooke were very busy. The glove firms at Three Rivers were active. At St. John's and Iberville tailors, seamstresses and furriers had an active month. The shirt company at Sorel was actively employed. Ready-made clothing workers were busy in Ottawa and Hull. Toronto reported the clothing plants in all departments were busy with female labour much in demand. There was a shortage of laundry workers. Hamilton reported a demand for help in many branches of the clothing industry. At Niagara Falls operators were wanted in the hat and suspender factories, but the laundries were quiet. The shirt company at Belleville continued to be busy on an order for Roumania. Steam laundries, dyeing and cleaning plants were very active. Galt reported a demand for ready-made clothing and shirt makers. The steam laundries, dyeing and cleaning firms were very busy. At Brantford the silk and whitewear companies were very active and in some cases short of help. The overall company also was busy. Kitchener reported a demand for female help, both experienced and inexperienced, in the shirt, collar, button and whitewear factories. Glove factories did not experience the full seasonal activity as, due to the mildness of last winter, considerable stock remained on hand. Girls were wanted in the steam laundries. The ready-made clothing and whitewear factories at Peterborough were active. Stratford reported a scarcity of help. The clothing firms at London were working overtime and the fur company was very busy. Windsor reported a general demand for help. Winnipeg reported that the glove factories were busy and that the shirt and cap factories and furriers were seeking experienced help. The laundries employ-

ed their normal staffs, but cleaning plants took on extra help. Laundry workers and cleaners were in demand at Regina. The garment factory at Edmonton was very active and short of help. Vancouver reported that all branches of the clothing industry were exceptionally busy and that some difficulty was experienced in getting skilled tailors and tailoresses. Laundry, dyeing and cleaning plants were active. The shirt and overall factories at Victoria were active.

St. John reported the pulp mill steadily employed. Sherbrooke reported the

**Pulp, paper
and fibre**

pulp and paper mills busy. Pulp and paper mills at Three Rivers ran full time with a full staff, and at Ottawa and Hull they were busy. Hamilton reported the felt and tarred paper plants active. At St. Catharines the pulp and paper mills, beaver board, and other pulp products companies continued to be active. The felt roofing company at Brantford was very busy, working continuously day and night. The pulp mill at Sault Ste. Marie ran day and night with a full staff. Vancouver reported the Powell River and Ocean Falls pulp and paper mills busy and Victoria reported the industry quite active.

Sydney reported normal conditions in the printing industry. Halifax reported

**Printing,
publishing
and paper
goods**

that printers were working overtime, that bookbinders were fully employed, and that paper box factories were taking on extra help. Charlottetown reported that printers were exceptionally active and that bookbinders were busy. The paper box factories at St. John were very active. Printers at Moncton and Fredericton were well employed. Montreal reported general activity. Quebec reported paper box and bag factories fairly busy. At St. Hyacinthe and Three Rivers printers were very well employed, but at Sorel they

were quiet. Printers in Ottawa had a fair month, and in Toronto printers, bookbinders, engravers and lithographers had plenty of employment. Experienced box makers were in demand. Hamilton reported a demand for printers and binders. At Niagara Falls the paper box factory was short of female help. At Brockville, Kingston and Belleville printers were active. The paper box factory at Galt was short of help. Printers and box workers at Brantford had a very busy month. At Kitchener the box factories were short of help. Woodstock reported that all printers were well employed. London reported that the job printing plants were working overtime and that the paper box factories were very busy. At Chatham printers and bookbinders were only fairly active. At Windsor printers were unusually busy and press-feeders were wanted. Winnipeg reported that the bookbinderies were quiet, but that the box factories were taking on more help. Employment in the printing industry was maintained. Regina reported a shortage of printers, also that binders were fully employed. Moose Jaw and Medicine Hat reported job printing quiet. Printers at Lethbridge, Calgary, Edmonton and Fernie were fully employed. Vancouver reported that the printing plants were busy, but that publishing houses and bookbinderies were inclined to quietness. Engravers and lithographers were fairly well employed. At Victoria the printing and allied trades were active.

Halifax reported that the demand for doors, sashes, etc., continued to be brisk

Woodworking and furniture

and that mill hands were all actively employed. The woodworking industry at Amherst was active on an order for Portugal. Woodworkers at Charlottetown had a dull month. At St. John the sash and planing mills and the wooden box factory were active and the brush and broom factories ran steadily. Moncton reported that all sash, door and planing

mills were working to capacity on both local and out-of-town orders. Fredericton reported employment good in the woodworking industry. Montreal reported the wooden box and furniture factories quiet, and the piano industry dull on account of a strike. Quebec reported sash and door factories very busy, wooden box factories busy and broom factories active. Wooden toy plants were active. Sherbrooke reported the planing mills and chair factory busy. The organ factories at St. Hyacinthe were very active. The sash and planing mills at Three Rivers were working to capacity and the wooden toy factory was very active. The woodworking and furniture trades at Sorel were quiet. Ottawa and Hull reported that planing mills and box factories were normally engaged, also that washing-machine makers had a busy time. Toronto reported that sash, door and planing mills and box and basket factories had a busy month; and that furniture and piano plants were working to capacity. Hamilton reported considerable activity in this group. At Niagara Falls the planing mills were very busy. Brockville reported the furniture factory active. At Kingston the sash and planing mills were active, but the broom and piano factories were only fairly busy. Belleville reported considerable activity in the sash, door and planing mills and furniture plants. Galt reported that mill workers were in demand. Brantford reported the sash factory and planing mills working overtime and the piano case factory very busy. Kitchener reported a demand for help in practically all departments. Guelph reported the sewing-machine factory running to capacity and the piano and organ factory working overtime. Stratford reported the planing mills active, the broom factory and cooperage plant well employed, and the chair and furniture factories busy. Woodstock reported a constant demand for cabinet makers, finishers and machinists in the furniture trade. Organ makers were fairly active. London reported the

planing mills and piano and organ factory exceptionally busy. Chatham reported a shortage of skilled workers at the sash, door and planing mills. Windsor reported a pronounced shortage of skilled labour. Owen Sound reported normal conditions of employment. At Sault Ste. Marie the sash and door factories were working at full capacity. Brandon and Regina reported the sash and door plants very active with some demand for help. Moose Jaw reported some improvement in the sash and door plant. Planing mills at Medicine Hat were rather quiet. Edmonton reported the woodworking and furniture trades fairly active. Fernie reported dullness in the sash and door factory. Vancouver reported that the sash and door factories and planing mills were busy, also some activity in cooperage work. At Victoria the sash, door and planing mills were rather dull.

Fredericton reported that tannery and harness workers were well employed and

**Leather,
boots, shoes
and rubber**

that shoe and larrigan workers were in demand. Montreal reported that all workers in the leather and boot and shoe industries were well employed, although affected to some extent by a two weeks' strike. At the end of the month some 2,000 rubber workers went out on strike. Quebec reported the boot and shoe factories busy and the tanneries very busy. The tanneries at St. Hyacinthe were very active. Sorel reported normal conditions at the tannery and shoe factory. Toronto reported that the boot and shoe, harness, trunk and rubber industries showed continued activity. There was some demand for experienced women workers. Hamilton reported some demand for boot and shoe workers. The shoe-parts factory at Niagara Falls was short of female hands. At Kingston the tannery was active. At Galt overtime was worked in the shoe factories. Kitchener reported a demand for help in practically all the leather and rubber industries. The tannery and

harness factory at Stratford was active. St. Thomas reported a shortage of skilled shoe workers. The leather industries at Winnipeg were handicapped by shortage of material. At Brandon the tanneries were busy and the trunk factories very active. Calgary reported dullness in this group. Vancouver reported boot and shoe workers well employed.

St. John reported that cut stone and granite work was dull, but that the lime

quarries were active. Moncton reported that the glass works, which had been closed down

temporarily, had resumed normal operations. The cement and concrete plants were very busy. The glass factories at Montreal were steadily engaged. Quebec reported that stonecutters were active, that brick makers were very busy, but that pottery workers were dull. Sherbrooke reported that cut stone and granite workers were busy, but that brick makers were quiet. Toronto reported that brick and tile makers were actively employed. Hamilton reported considerable activity throughout this group, due to increased building operations. Brockville reported that cut stone and granite workers were fairly active but that brick makers were dull. Kingston reported cut stone and granite workers fairly busy. The pottery at Belleville was very busy. The brick yards at Brantford were working to full capacity. Kitchener reported that stone and granite cutters, and brick, tile and pipe workers were all busy. The brick and tile industries at Stratford continued to be active. At London the cut stone yards and brick yards were exceptionally busy. The brick and tile plants at Chatham were active. At Owen Sound the limekilns were rather quiet. At Regina the cut stone and granite works increased their working forces. At Medicine Hat the brick plants continued to be fairly active and the stoneware company was normally engaged. Victoria reported that the cement works at Tod Inlet employed a considerable number of men.

Montreal reported the paint and varnish industry fairly active, and the chemical, drug and medicine plants normally engaged. Quebec reported the cartridge and ammunition plants dull. Sherbrooke reported the gunpowder factory and the acid, drug and medicine plants busy. The paint plants at Three Rivers were fairly active. Toronto reported that paint and varnish workers were very well employed and that chemical and soap workers had a good month. Hamilton reported activity in the soap and drug plants, but some quietness in the gunpowder and cartridge factories. Welland reported normal conditions in the carbide works. Brantford reported great activity at the varnish works. At Kitchener the oil and grease company was busy. Windsor reported that the paint plants were very busy and that the drug and toilet article firms were short of help. Sault Ste. Marie reported that the chemical company, which closed down at the end of the war, had recommenced operations and had employed about 100 men at the plant and in the woods. Regina reported that the oil works were operating full time with a full staff and that the soap works had a good month. The linseed oil mills at Medicine Hat were fairly active. Vancouver reported that the oil works at Ioco were busy and that paint and varnish factories and soap works were fairly busy. Victoria reported normal conditions at the paint and soap factories and chemical and powder plants.

The earnings of the Canadian Pacific Railway Co. during August were \$15,283,653, as compared with \$13,109,753 in August, 1918. The total number of engine and train crews, station forces, sleeping, dining and parlour car employees on the payrolls of the Canadian National, the Canadian Pacific, and the Grand Trunk railways at the end of

September was 51,700 as compared with 50,700 at the end of August. Sydney reported navigation and 'longshore work active during September. Halifax reported that the steam and electric railways were busy and that 'longshore men were well employed. Charlottetown reported that all transport workers had steady employment. St. John reported that the steam railways were very busy both on passenger and freight traffic, that the street railway was active, but that 'longshore work was dull. Fredericton reported that both railway employees and 'longshore men were busy with freight traffic. Montreal reported increased employment on the railways and activity in the railway repair shops. 'Longshore work was rather quiet due to industrial conditions overseas. The steam and street railways at Quebec operated to full capacity and the railway repair shops were busy. Navigation was active, though 'longshore men and ship labourers were dull. Transfers, liveries and garages were very busy. Sherbrooke reported the steam railways only fairly active. St. John's and Iberville reported navigation fairly active. Toronto reported that railway men had a busy month, with heavy freight and passenger traffic, that railway repair shops were active and that street railway men were well employed. Garages were active and navigation continued to furnish plenty of work for sailors and 'longshoremen. Hamilton reported that the steamship lines were all busy and that 'longshoremen were in demand. Niagara Falls reported a reduction in railway passenger traffic, but that otherwise the railways were busy. The steamboat lines were reducing their services. Brockville reported some reduction in navigation and 'longshore work, though garages and liveries were active. Kingston reported the steam and electric railways and railway repair shops active. Navigation was closing down, though 'longshore work continued to be fair. The railway repair shops at Belleville were exceptionally busy. Transfers, liveries and garages were very active. At Kitchener the

**Paints, oils,
chemicals,
explosives**

**Railways,
shipping and
'longshore work**

steam and street railways had a very busy month. Liveries were rather quiet, but men were wanted in the garages. The railway repair shops at Stratford took on extra men. St. Thomas reported a demand for skilled workers for the railway repair shops. The railways at Chatham were quiet in the freight department. The railway car shops at Sault Ste. Marie were operating with reduced staffs. Winnipeg reported the railway repair shops normally employed. Brandon reported activity in the railway group. Moose Jaw reported that the railways had been quiet, the wet weather having delayed threshing and the movement of grain. The railway repair shops at Calgary were fully employed. Vancouver reported the steam and electric railways and repair shops busy, also transfers and garages. Navigation and 'longshore work was only fair. Victoria reported some reduction in the railroad activity of the past few months. 'Longshore work was dull.

Quebec reported that quarry workers were very active. Sherbrooke reported

the chrome iron mines

Mining and quarrying

very active and the asbestos mines, granite quarries and gravel pits all busy. Niagara Falls reported a demand for men at the stone quarries. The strike at the Cobalt mines ended on September 7, following which the mines shipped 17 cars containing about 1,442,674 pounds of ore. At the end of the month the mines were operating at almost normal capacity. During the month a total of 461 bars containing 564,370 ounces of silver bullion was shipped. In the Porcupine district a labour shortage was reported and the mines were running at reduced capacity. In the Kirkland lake district the strike had not been called off at the end of the month. Fernie reported that operations in the metalliferous mines of the district were normal until September 12 when a strike took place at the Sullivan, Tunnel, and North Star mines, all of which are located at Kimberley, B.C. The strike

was still unsettled at the end of the month. At Trail the smelter and refineries were operating normally, every available man being employed.

Sydney reported the output of the Dominion collieries during September to be the same as during August, namely, 242,000 tons.* The output of coke was 6,500 tons with 60 ovens in operation. The output of the Nova Scotia Steel and Coal Company's mines was 52,358 tons as compared with 50,000 tons in August. Fredericton reported fair activity at the Minto coal mines. Lethbridge reported that the coal mines were in full operation. Calgary reported that all the mines in District 18 at Pochontas were under operation, but that due to the gradual resumption of mining operations, there was some unemployment among miners. The mines at Fernie and Michel were reported to have reached a production basis of from 70 to 80 per cent of normal while at other Crow's Nest Pass camps even higher production was reported. There was practically no production of coke, a few ovens only being operated as yet at Michel.

The value of building permits issued in 35 cities during August amounted to

	\$9,622,887, as compared
Building and construction	with \$8,174,869 in July
	and \$5,016,096 in August, 1918.

Sydney reported that considerable building was going on in the district and that carpenters, particularly, were well employed. Halifax reported great activity among all classes of building tradesmen. At Truro carpenters were very busy and painters were fairly well employed. At Charlottetown skilled carpenters, bricklayers and masons were dull, but painters, plasterers and plumbers were active. St. John reported considerable repair work going on. Building mechanics were in good demand in Moncton.

*Owing to an error in the information supplied to the Department, the output of the Dominion collieries for August was given in the September issue of the LABOUR GAZETTE as 51,000 tons of coal. This should have been stated as 242,000 tons.

Building tradesmen were in demand at Fredericton. Montreal reported the building trades quiet, due to the strike, but that considerable activity was anticipated when a settlement was reached. Quebec reported the building trades fairly active, while Sherbrooke reported them busy. At St. Hyacinthe building operations were at a standstill. At Three Rivers the building trades were very active, but at Sorel they were quiet. At Ottawa and Hull building tradesmen were well employed, mainly in the erection of dwellings. Toronto reported that building was active, particularly in house construction. Contractors, who were anxious to complete outside work before the cold weather, reported a considerable shortage of carpenters, bricklayers, plasterers and builders' labourers. Hamilton reported a demand for building tradesmen. Niagara Falls reported considerable activity. At St. Catharines and Brockville building and construction work was fairly brisk. Galt and Brantford reported considerable activity. Kitchener reported a demand for bricklayers and carpenters. The building trades at Peterborough were fairly active. Guelph, Stratford and Woodstock reported considerable activity, while at London building tradesmen were exceptionally busy. At St. Thomas the building trades were rather quiet. Great activity prevailed at Chatham and Windsor. Sault Ste. Marie reported no unemployment. Winnipeg reported considerable activity in dwelling houses, for which, however, a sufficient number of mechanics were available. Brandon reported some shortage of carpenters. Regina reported a pronounced demand for building mechanics and labourers. Lethbridge and Calgary reported activity. Edmonton reported that carpenters and painters were fairly well employed and that builders' labourers were fairly busy. Vancouver reported a further

slight increase in employment, but Victoria reported the building trades quiet.

The total number of persons engaged in railway construction and track repair work on the Canadian National, the Canadian Pacific, and the Grand Trunk railways during September showed very little change from the previous month, the number of workers during September averaging 43,500. The Canadian Pacific and Grand Trunk railways showed slight decreases which, however, were compensated for by an increase in employment on the Canadian National railways. Employment was well maintained to the end of the month.

Charlottetown reported dullness in the lumber industry. The saw and shingle mills at St.

Lumbering John were busy. Fredericton reported that the lumber mills of the district continued to operate at full capacity and that preparations were being made for the winter bush work. Quebec reported that most of the sawmills in the district were still operating but that river driving was confined to the floating of grounded logs. The lumber camps had not yet opened up. Sherbrooke reported that the lumber camp was fairly active and that the saw and shingle mills were busy. The sawmills at Ottawa and Hull were in full operation. Peterborough reported that the lumbering industry was very active and that there was some difficulty in getting men for the woods. Owen Sound reported that the sawmills were fairly active but that the tie and shingle mills were rather quiet. Sault Ste. Marie reported a general demand for men for the woods and for the tie camps. Calgary also reported a demand for men in the lumber camps and sawmills. Vancouver and Victoria reported the saw and shingle mills busy.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

PROCEEDINGS FOR THE MONTH OF SEPTEMBER, 1919, WITH TEXT OF BOARDS' REPORTS

DURING the month of September the Department received reports from seven Boards of Conciliation and Investigation established to deal with disputes between (1) the Canadian National Railways and certain employees in the cartage service at Winnipeg, (2) the Toronto Railway Company and Toronto Electric Light Company, Limited, and their shop employees, being electrical workers, machinists, blacksmiths, patternmakers, brass moulders and coremakers, (3) the Winnipeg Electric Railway Company and certain of its employees, being conductors and motormen, (4) the Bedford Construction Company of St. John, N.B., and certain of its employees, being engaged on the Courtenay Bay Harbour contract, (5) the Port Arthur Shipbuilding Company and certain of its employees, being boilermakers and iron shipbuilders and helpers, members of Current River Lodge No 461, International Brotherhood of Boilermakers and Iron Shipbuilders and Helpers, of America, (6) the Guelph Radial Railway Company and its employees, being motormen and conductors, members of the Amalgamated Association of Street and Electric Railway Employees of America, and (7) the Bell Telephone Company of Canada, Limited, and certain of its employees in Toronto, being members of Local Union No. 353, International Brotherhood of Electrical Workers.

Five applications were received for the establishment of Boards and further

appointments were made in connection with Boards established during the preceding month.

Applications Received

During the month of September applications for Boards were received as follows:

(1) From the employees of the Shipping Federation of Canada, being Montreal pilots, members of the National Association of Masters, Mates and Pilots, Local No. 69. A Board had not been established at the close of the month pending mediation by a Departmental officer and further negotiations between the parties concerned.

(2) From the employees of the Steel Company of Canada, Limited, Hamilton, being electrical workers and steam and operating engineers. This industry did not fall within the scope of the Industrial Disputes Investigation Act and a Board could be established only by the joint consent of the disputants. At the close of the month this consent was being held in abeyance by the company pending further negotiations looking towards a settlement of the dispute.

(3) From the employees of the British Columbia Electric Railway Company, in Vancouver, Victoria and New Westminster, members of the Amalgamated Association of Street and Electric Railway Employees of America. A Board was established composed as follows: Mr. Henry A. Stone, Vancouver, chairman, appointed on the joint recommendation of the other two members, Messrs. Thomas W. Fletcher and Thomas Coughlin, Vancouver,

nominees of the company and employees respectively.

(4) From the employees of the Canadian Press Limited, members of the Commercial Telegraphers' Union of America, Canadian Press System No. 52. A Board was established composed as follows: His Honour Judge Colin G. Snider, Hamilton, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. C. O. Knowles and Wm. M. Kennedy, Toronto, nominees of the company and employees respectively.

(5) From the employees of the Marconi Wireless Telegraph Company of Canada, Limited, being Marconi wireless operators, members of the Commercial Telegraphers' Union of America, Local No. 61, Certified Operators of the Great Lakes Division only. A Board was established composed as follows: The Honourable Mr. Justice F. S. MacLennan, Montreal, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. Bernard S. Rose, Montreal, and Thos. Taylor, Toronto, nominees of the company and employees respectively.

Other Proceedings Under the Act

During the month of September other proceedings under the Act took place as follows:

A Board was established to deal with the disputes between the Canadian Northern Express Company and certain of its employees, being members of the Canadian Brotherhood of Railway Employees, composed as follows: The Honourable Mr. Justice T. L. Metcalfe, Winnipeg, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. Harold J. Riley, Winnipeg, and Fred. Bancroft, Toronto, nominees of the company and employees respectively.

The Board established to deal with the dispute between the Minto Coal Company and its employees, being members of Local Union No. 4552, United Mine Workers of America, was completed by the appointment of Mr. Richard B. Hanson, Fredericton, N.B., as a member of the Board on behalf of the company, and the Honourable Mr. Justice H. A. McKeown, as chairman. The chairman was appointed on the joint recommendation of Mr. Hanson and Mr. John A. Walker, Halifax, the nominee of the employees.

Report of Board in Dispute between the Canadian National Railways and employees in the Cartage Service, Winnipeg

A REPORT was received from the Board established to deal with the dispute between the Canadian National Railways and certain of its employees in the cartage service at Winnipeg. The Board was composed as follows: Mr. A. J. Andrews, K.C., Winnipeg, chairman, appointed on the joint recommendation of the other two members, Messrs. C. E. Dafoe, and T. J. Murray, Winnipeg, nominees of the company and employees respectively. The report was signed by all the members of the Board and stated that in view of the fact that the employees had joined in

the sympathetic strike in May-June last they claimed no further jurisdiction in the matter.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Canadian National Railways, employers, and freight transfer teamsters and auto-truck drivers, baggage transfer auto-truck drivers, stablemen and helpers, in their cartage service at Winnipeg, employees.

To the Registrar, Boards of
Conciliation and Investigation,
Department of Labour, Ottawa.

The undersigned Board of Conciliation appointed under the above-named Act in this matter, beg to report as follows:

The Board met at the City of Winnipeg and held the following meetings: March 29th, and April 5th, 7th and 8th, 1919. At one or more of the said meetings there were present, representing the employers: E. W. Warner, Local Freight Agent, Canadian Government Railways; F. Herron, Superintendent, C. N. Transfer Co., and W. H. Hain, Accountant. Representing the men: F. Watson, Chairman, Teamsters' Committee; A. Kavanagh, Secretary; A. H. Tripp, Business Agent, and D. McLean, Member.

After discussing at considerable length the question of the application of the terms of the McAdoo award to

the employees in question, it was decided finally, at the meeting of the 8th of April, that the employees and the employers should enter into negotiations and report the result at a future meeting of the Board. These negotiations the Board is instructed took place and continued until the 14th day of May. On the 15th of May the employees joined in a sympathetic strike and left their employment.

At a meeting of the Board held on the 19th day of September, 1919, it was decided that in view of the circumstances the Board had no further jurisdiction to deal with the matter in question and accordingly beg to so report.

(Sgd.) ALFRED J. ANDREWS,
Chairman.

(Sgd.) C. E. DAFOE.

(Sgd.) THOS. J. MURRAY.

Dated this 19th September, 1919.

Report of Board in Dispute between the Toronto Railway Company and Toronto Electric Light Company, Limited, and their shop employees

A REPORT was received from the Board established to deal with the dispute between the Toronto Railway Company and Toronto Electric Light Company, Limited, and their shop employees, being electrical workers, machinists, blacksmiths, patternmakers, brass moulders and coremakers. The Board was composed as follows: His Honour Judge J. H. Denton, Toronto, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. Wm. H. Moore and Fred. Bancroft, Toronto, nominees of the company and employees respectively. On account of the subsequent resignation of Mr. Bancroft, Mr. H. W. Harper, Toronto, was appointed a member of the Board on the recommendation of the employees. The report was signed by the chairman and Mr. Harper and was accompanied by a proposed schedule of wages and working conditions. A minority report was presented by Mr. Moore.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Toronto Railway Company and the Toronto Electric Light Company, Limited, employers, and their employees, being electrical workers, machinists, blacksmiths, pattern makers, brass moulders and core makers, employees.

To the Honourable
the Minister of Labour, Ottawa.

The Board of Conciliation herein has the honour to report as follows:

The Board as constituted on the 19th August, 1919, consisted of Mr. William H. Moore, of Toronto, Mr. Frederick Bancroft of Toronto, and Judge J. H. Denton of Toronto, Chairman.

By the same mail which transmitted the order appointing the members of the Board there was received by the Chair-

man the following communication from the Deputy Minister of Labour:

"Sir,

Since a Board of Conciliation and Investigation was established in this case, documents have been received relating to a dispute between the Toronto Power Company and certain of its employees at Niagara Falls, members of the International Brotherhood of Electrical Workers, and it is represented that the management of the Toronto Power Company is identical with those of the Toronto Railway and Toronto Electric Light Companies, and that, for the convenience of all parties, the dispute between the Toronto Power Company and its employees at Niagara Falls might be properly considered and dealt with by the Board established in this present dispute, and the Minister's view, based on the information appearing in the documents received, is that there is much to be said in favour of this course, which is accordingly commended for the consideration of the Board. Copies of the documents in question are included in the papers forwarded.

I have the honour to be,

Sir,

Your obedient servant,

(Signed) F. A. ACLAND,

Deputy Minister of Labour and Registrar."

The Chairman called the first meeting of the Board for Friday, the 22nd August, 1919, at the City Hall, Toronto, and the Toronto Electric Light Company, Limited, the Toronto Railway Company and (in consequence of the communication of the Deputy Minister of Labour) the Toronto Power Company, were notified to appear.

When the Board met it was announced by Mr. Frederick Bancroft that he had resigned and that Mr. H. W. Harper was appointed in his stead. Upon the receipt of evidence of Mr. Harper's appointment the Board proceeded with the investigation.

After the 22nd of August the Board continued in session on the 23rd, 25th, 26th, 27th, 28th, 29th and 30th of August, and Sept. 2nd. The members were all in attendance throughout. The representatives of the Toronto Electric Light Company, Limited, the Toronto Railway Company and the Toronto Power Company, and also representatives of the electrical workers, attended each session of the Board except the last three, when the members were in consultation upon their report.

At our first meeting it was stated by the representatives of the Toronto Power Company that the Company was willing that the Board should deal with the dispute between that Company and such of its electrical workers as work in Toronto, but that the Company would not consent to the Board dealing with the case of their electrical workers at Niagara Falls. The Board decided that as regards the Toronto Power Company it would deal only with the dispute with their electrical employees who work in Toronto. It was also stated at our first meeting, and agreed to by all parties, that the dispute between the companies and their machinists, blacksmiths, pattern makers, brass moulders and core makers had been amicably adjusted, and that the Board need not deal with these classes of workmen. The members of the Board therefore proceeded to hear evidence bearing only upon the dispute between the electrical workers of the Toronto Railway Company and the Toronto Electric Light Company, Limited, and these companies, and also the dispute between the electrical workers of the Toronto Power Company who work in Toronto and that Company.

Every effort was made on the part of the Board to have all parties come together and agree upon the matters in dispute, but we regret to say that our efforts in that respect failed.

The points in dispute between the electrical workers and the companies were the working conditions and wages.

After hearing the statements of the parties and considering these statements, and the various estimates of the present cost of living, and the documents and papers submitted as to wages paid by other companies, we, the majority of the Board, recommend for acceptance by the employers and electrical employees the working conditions and rates of pay set out in the schedule annexed hereto.

We regret to have to report that our colleague, Mr. W. H. Moore, the nominee of the employers on the Board, has not seen his way clear to join us in this report.

We are glad to be able to report that both employers and employees during our meetings manifested a desire to reach a satisfactory settlement and maintain friendly relations.

All of which we have the honour to submit.

Dated at Toronto, this 2nd day of Sept., 1919.

(Sgd.) J. H. DENTON,
Chairman of the Board.

(Sgd.) H. W. HARPER,
Nominee of the Employees.

SCHEDULE OF WORKING CONDITIONS AND RATES OF PAY OF THE ELECTRICAL WORKERS OF THE TORONTO ELECTRIC LIGHT COMPANY, LIMITED, THE TORONTO RAILWAY COMPANY, AND SUCH OF THE ELECTRICAL WORKERS OF THE TORONTO POWER COMPANY AS ARE EMPLOYED IN THE CITY OF TORONTO.

SECTION ONE.

WORKING CONDITIONS.

It is recognized that the business of these Companies is continuous, to the extent that they must be ready to serve their customers at any and all hours of each and every day. Also that this continuous service requires the attention of certain employees, who relieve each other in such a way that there will, at all times, be on hand one or more employees to deal with these features of continuous service requiring attention from time to time. These employees are called "shift employees."

Also that there are other employees whose work can normally be performed during the hours corresponding with the "shop hours" of manufacturing establishments. These employees are named "other employees."

SHIFT EMPLOYEES.

1. Eight (8) hours shall constitute a normal day's work and forty-eight (48) hours a week's work, and each employee shall be entitled to one (1) day's rest in seven (7).

2. Time and one-half shall be paid for the first five (5) hours of overtime, providing it be worked within six (6) hours of completing the normal day's work, and double time shall be paid for all other overtime, and this shall be irrespective of Sundays and the holidays hereinafter named.

3. When the Company allows employees to change shifts at their own request, no overtime shall be allowed.

OTHER EMPLOYEES.

1. The hours of labour shall be eight (8) hours on every day except Saturdays, Sundays and statutory holidays, including Civic Holiday

and excluding Easter Monday and King's Birthday and four (4) hours on Saturday, making a forty-four (44) hour normal week.

2. The normal working day shall be eight (8) hours of labour performed within eight and one-half (8½) or nine (9) hours from the time the employee starts work in the forenoon of every day, except Saturdays, Sundays and said holidays, and four (4) continuous hours from the time the employee starts work on Saturday.

3. The starting time for every day's work shall be not earlier than seven (7) a.m., and not later than nine (9) a.m., and the stopping time for every day except Saturdays, Sundays and said holidays, shall be not earlier than three-thirty (3.30) p.m., and not later than six (6) p.m., and on Saturday not earlier than eleven (11) a.m., and not later than one (1) p.m.

4. All time worked after the normal stopping time shall be accounted as overtime.

5. The first five (5) hours overtime actually worked after completion of the normal working day, as set forth above, and excepting Sundays and said holidays, and providing it is worked within six (6) hours from the time of completing this normal day's work, shall be accounted as time and one-half. All other overtime and all work on Sundays and said holidays shall be accounted as double time.

GENERAL.

1. Employees paid at a weekly or monthly rate are not entitled to overtime accounting, and in lieu thereof shall, when they have been in the service of the Company for one year or more, be entitled to holidays not to exceed two (2) weeks per year, and no deduction in their pay is to be made therefor.

2. Employees shall not be asked to work outside in rainy, stormy or extreme cold weather, except in cases of absolute necessity.

3. The present practice of providing other work for outside men who are prevented from doing their ordinary work through rainy, stormy or extreme cold weather shall be continued whenever possible.

4. As between men of equal efficiency seniority shall be the ground for promotion.

5. In case of disagreement over the interpretation or carrying out of these conditions there shall be no cessation of work until the representatives of both parties have failed to come to an understanding.

6. An employee shall not be discriminated against, either in promotion or otherwise, because of his affiliation with the Brotherhood of Electrical Workers.

7. These conditions and the following schedule of wages and rates of pay shall come into operation and be effective from Monday, the 21st day of July, 1919, and shall remain in effect until terminated by either party giving thirty (30) days' notice in writing of a desired change.

SECTION TWO.

THE TORONTO POWER COMPANY.

RATES OF PAY.

ELECTRICAL WORKERS IN TORONTO.

THE TORONTO ELECTRIC LIGHT COMPANY,
LIMITED.

ELECTRICAL WORKERS.

Department	Position	Rate of Pay
Equipment	Special Repairman	.68 cents per hour.
"	1st Class Repairman	.65 " "
"	2nd Class Repairman	.61 " "
"	3rd Class Repairman	.58 " "
"	Special Rigger	.61 " "
"	1st Class Rigger	.54 " "
"	Helper	.45 " "
Service	Inspectors	Weekly wage \$25.00
"	"	" " 23.76
"	"	" " 22.44
"	Special Wireman	.65 cents per hour.
"	1st Class Wireman	.62 " "
"	2nd Class Wireman	.58 " "
"	3rd Class Wireman	.54 " "
Line	Foreman	Weekly wage \$35.00
"	Sub Foreman	" " 32.00
"	Special Lineman	.70 cents per hour.
"	1st Class Lineman	.67 " "
"	2nd Class Lineman	.62 " "
"	3rd Class Lineman	.59 " "
"	1st Class Groundhand	.54 " "
"	2nd Class Groundhand	.51 " "
Underground	Special Joiner	.68 " "
"	1st Class Joiner	.65 " "
"	2nd Class Joiner	.61 " "
"	3rd Class Joiner	.58 " "
"	Special Cableman	.62 " "
"	1st Class Cableman	.59 " "
"	2nd Class Cableman	.54 " "
"	3rd Class Cableman	.51 " "
Meter	Relay Expert	Weekly wage \$33.00
"	Meter Expert	" " 31.24
"	Outside Tester	" " 23.76
"	Inside Tester	" " 22.88
"	Relay Tester	" " 23.00
"	Gray Mic Meter Inspector	" " 22.88
"	Ass't Meter Inspector	" " 21.12
"	Repairman	" " 22.88
"	Testers	" " 21.12
Station	Foreman	" " 34.00
"	"	" " 32.00
"	"	" " 31.24
"	"	" " 30.26
"	"	" " 29.00
"	1st Class Operators	.65 cents per hour.
"	2nd Class Operators	.62 " "
"	3rd Class Operators	.58 " "
"	1st Class Attendants	.54 " "
"	2nd Class Attendants	.51 " "
"	Cleaners	.49 " "

TORONTO RAILWAY COMPANY.

ELECTRICAL WORKERS.

Department	Position	Rate of Pay
Line	Foreman	Weekly wage \$35.00
"	Inspector	" " 25.80
"	Inspector	" " 23.76
"	Special Lineman	.70 cents per hour.
"	1st Class Lineman	.67 " "
"	2nd Class Lineman	.62 " "
"	3rd Class Lineman	.59 " "
"	1st Class Groundhand	.54 " "
"	2nd Class Groundhand	.51 " "
Station	1st Class Operators	.62 " "
"	2nd Class Operators	.59 " "
"	3rd Class Operators	.54 " "
"	Assistant Operators	.51 " "
"	Special Batteryman	Weekly wage \$31.24
"	Batteryman	.61 cents per hour.
"	1st Class Battery Attendant	.51 " "
"	2nd Class Battery Attendant	.49 " "

Department	Position	Rate of Pay
Station	Foreman	.70 cents per hour.
"	1st Class Operators	.62 " "
"	2nd Class Operators	.58 " "
"	Repairman	.63 " "
"	Electrician	.63 " "
"	General Attendant	Weekly wage \$29.04
"	Attendants	.58 cents per hour.

(Signed) J. H. DENTON, Chairman
(Signed) H. W. HARPER.

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Toronto Electric Light Company and the Toronto Railway Company, employer, and the electrical workers of the said companies at Toronto, employees.

To the Honourable,
the Minister of Labour, Ottawa, Ont.

Sir,

At the outset of our enquiry it was made clear by the representatives of the employees that the Board was not asked to enquire into the relative distribution of the returns from the service between Capital and Labour. They, in fact, assured us that, in their opinion, the earnings from the service had no bearing upon the wages requested. An official of the Company stated that the capital invested in the undertaking was receiving an unduly low reward; and this statement was allowed to pass unchallenged. With the usual cause of dispute out of the employees' contention, the Board's recommendation as to the merits of their request (for higher wages and shorter hours) had to be determined upon considerations apart from the business in which they were engaged.

The representatives of the employees supported their request by submitting (a) the rate of wages and schedule of hours of the electrical workers employed by the Hydro Electric Commission at Toronto and the City of Calgary, and

(b) the variations of the Federal Labour Department's index number gauging prices of commodities entering into the cost of living, from the year 1912 to July, 1919.

I cannot accept the wages paid by municipal undertakings as a gauge for wages to be paid by a commercial undertaking which must meet all expenses wholly out of revenues; nor can I accept the principle that a Board under the Industrial Disputes Act should revise the wage schedule of a particular group of workers to meet the variations of the Department's index number.

Evidence was submitted that the employees of the several companies affected received wage increases of a substantial nature during the period covered by the radically advancing cost of living. Those received by the employees of the Toronto Electric Light Company may be taken as illustrative. In 1912 there was a reclassification of the employees of this company, in which wages were increased from $\frac{1}{4}$ c. to 3c. per hour. In May, 1913, there were increases in wages averaging $2\frac{1}{2}$ c. per hour; and in November, 1916, an increase of 2c. per hour. In May, 1917, a bonus was established, stated to be equivalent to 10 per cent increase in wages; this was subsequently raised in October, 1917, to 5 per cent, and in May, 1918, to 10 per cent. In October, 1918, the base rate was increased $2\frac{1}{2}$ c. per hour.

In spite of these increases, the representatives of the employees contended that wages had not kept abreast of the cost of living; and if the Department's index number of prices reflects the increase in the cost of living, the wages fixed by my colleagues are not proportionately high. But I cannot accept the principle of determining wages upon this basis. That there has been an enormous increase in cost of living, is within common knowledge. All are affected by it. One man's earnings are another man's cost of living; and, unless all earnings are made to conform to a common scale, we but reduce one man's burden by increasing another's. We

ought not to do that without evidence that the other man can bear and ought to bear the heavier burden. In the present case no evidence was submitted to that end.

The insistence of the employees upon the necessity of higher wages was, in my opinion, inconsistent with their demand for less work.

During the sessions of the Board, I received from the Canadian Trade Commission at Ottawa a number of papers dealing with the industry of the country, and from one of them, published under the caption of "The 'Why' in Trade Balance," I quote the following paragraph:

"We must not have an 'adverse balance of trade.' Our factories must run for a full day's work for fifty-two weeks in the year; our farmers must continue to produce, as they did last year; the last possible ounce from their holdings; we must exploit our mineral and other resources to the utmost capacity of stamp mills and smelters."

I assume that this publication is official, or at least semi-official; that it represents the spirit in which we should set about national industrial reconstruction.

The employees of the companies affected asked, in substance, for 8 hours a day and (with the exception of shift employees) demanded Saturday half-holidays and overtime for work performed on Sundays and holidays, notwithstanding that it is within the nature of the business that a continuous service be performed without special reward for these periods.

The subject of labour has a special importance at present. With many other countries, Canada is passing through conditions made critical by the war's aftermath. It is probably the easier to comment upon these conditions in the present dispute because of the absence of the usual charge that Capital is "hogging" the returns from production. Several hundred thousand men are being demobilized, and large immigration is expected. The direction into which the returned soldier and new labour is to be turned is all important. To direct it into channels made attractive by im-

permanent and artificial means, is to court disaster for Labour and the country alike.

In the course of our investigations, reference was made at different times to the movement for the shorter working week in England. It may be that English industry can be conducted on a forty-four hour basis, or even fewer hours, as suggested by Lord Leverhulme. But a comparison between England and Canada in this connection is meaningless. The basic industry of Canada happens to be the field, and not the factory. Upon agriculture and its products we must depend for our principal exports. If our farmers fail to meet the competition of the world, then Canada fails. And agriculture cannot be conducted profitably on an eight-hour day basis. We may wish it otherwise, but we must face the facts. Before the war, the farm, compelled to face world-competition, had felt the effect of

labour made dear by urban competition. Men would not work ten hours a day on the farm when work was to be had in the city with a nine-hour limit. What are we to expect under an urban working day of eight hours with Saturday a half-holiday established by arbitration?

Part of the labour involved in the dispute under consideration is unskilled; part of it, semi-skilled; and only a small part of it is highly skilled. The wages and hours of service recommended for the unskilled and semi-skilled labour affected by the dispute are, in my opinion, not warranted by either the returns from its industry or the country's economic condition.

All of which is respectfully submitted.

Yours truly,

(Sgd.) W. H. MOORE.

September 5, 1919.

Report of Board in Dispute between the Winnipeg Electric Railway Company and its conductors and motormen

A REPORT was received from the Board established to deal with the dispute between the Winnipeg Electric Railway Company and certain of its employees, being conductors and motormen. The Board was composed as follows: the Honourable Mr. Chief Justice Mathers, Winnipeg, appointed on the joint recommendation of the other two members, Messrs. John T. Haig and R. S. Ward, Winnipeg, nominees of the company and employees respectively. A unanimous report was presented by the Board with certain recommendations as to changes in rates, conditions and rules. Mr. Ward, while signing the report, made reservations with regard to certain clauses. Advice was later received in the Department that the findings of the Board were acceptable to the employees.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Winnipeg Electric Railway Company and certain of its employees, being conductors and motormen, and of a dispute between the Winnipeg Electric Railway Company and certain of its employees, being barnmen, shopmen, etc.

To the Honourable Gideon D. Robertson,
Minister of Labour.

Sir,

By an order dated the 2nd day of August last, you appointed the undersigned a Board of Conciliation and Investigation in the matter of the dispute firstly above mentioned, and by an order dated the 6th day of August last, you referred the dispute secondly above mentioned to the same Board.

The Board held its first meeting on the 11th day of August last, and thereafter held meetings on the 12th, 13th, 14th, 15th, 20th, 22nd, 25th, 26th, 27th and 28th of August, and on the 2nd, 3rd, 4th, 5th, 6th, 8th, 9th, 10th, 11th, 12th and 13th of September.

The Board first took up the consideration of the dispute relating to the motormen and conductors, and were therein attended by the following officers on behalf of the Company: Mr. F. L. Butler, General Superintendent; Mr. L. Palk, Assistant General Manager; Mr. R. R. Knox, Traffic Superintendent, and Mr. J. R. Ong, Transportation Engineer; and on behalf of the employees by Mr. F. G. Simpson, President of the Street Railwaymen's Union; Mr. A. Scoble, Secretary of the Union, and by Mr. J. Adamson and Mr. H. Jones, Members of the Executive Board.

Upon opening of the matter it was discovered that the number of men involved was in the neighbourhood of 1,100, and that the subject matter of the dispute concerned wages and working conditions.

The representatives of the employees had submitted to the Company a schedule of rates of pay and working conditions, which schedule had been the subject of somewhat prolonged negotiations between them before the appointment of this Board. Further negotiations took place in the presence of the Board and eventually all matters in difference were amicably settled, with the exception of the following:

1. The commencement and duration of the agreement.
2. A claim for extra pay for Sunday work.
3. A claim for additional remuneration for spare motormen and conductors reporting regularly for duty.
4. Retention of seniority by motormen or conductors promoted to the Traffic Department.
5. Discrimination and a closed shop.
6. Annual holidays with pay.

7. Increased rates of pay.

After a somewhat prolonged and exhaustive hearing of the parties, the Board spent several days in carefully considering the evidence, both documentary and verbal, presented by both the Company and the employees, and of the arguments by which they supported their several contentions, and as a result we are pleased to be able to report that we have arrived at the following unanimous conclusions:

First.—As to the commencement and duration of the agreement. The employees asked that the agreement date back to the 1st of May. On the 15th of May the men went out on a sympathetic strike and resumed employment on the 26th June at the conclusion of the strike. The Company is willing that the new rates of pay should begin at that date. Upon a consideration of all the facts and circumstances, your Board agrees with the contention in this respect of the Company and therefore recommends that the new rates of pay date back to the 26th June last.

Duration of agreement. The proposal of the employees is that the agreement should be terminable on thirty days' notice. The Company, on the other hand, claims that an agreement so terminable hampers them seriously in their financial arrangements. They ask that the agreement continue in operation for one year. The company has already entered into an agreement with some other classes of its employees, which agreements are terminable on the 30th April next. We recommend the following clause covering commencement and duration of agreement:

“This agreement, in so far as it relates to rates of pay, shall take effect on the 26th day of June, A.D. 1919, and as to working conditions on the 15th day of September instant, and shall continue in force and be binding upon the Company and the employees until the 30th day of April, A.D. 1920, and thereafter until terminated as herein provided. If either party desires to terminate this agreement on the 30th day of April, A.D. 1920, they shall give to the other thirty days' notice prior to that date. If such notice be not given, this agreement

shall continue in force thereafter until terminated by a thirty days' notice by either party prior to the 1st day of May or the first day of November in any year.

Secondly.—The employees claim that they should be paid 10c. per hour extra for operating the cars on Sunday. The practice of paying extra for Sunday work prevails in several cities and towns in Canada, but we have no evidence that it prevails on any lines in the United States. When the operation of Sunday cars was inaugurated here the working day consisted of ten hours. Sunday cars, when introduced, were operated for only 17 hours in a day, and, so far as they were concerned, the working day was reduced to eight and a half hours. In order that the men should not be penalized for working on Sunday the Company agreed to give them the same pay per day for Sunday work as for week days, or ten hours' pay for eight and a half hours' work. Subsequently the working day was reduced to nine hours, but the Company continued to pay those who worked on Sunday ten hours' pay for eight and a half hours' work, thus giving those who worked on Sunday an hour's pay more than those who worked on week-days for half an hour's less service. The Company in this way has inaugurated the practice of making the earnings of those who worked on Sunday somewhat in excess of the earnings of those who worked on week-days. There is no uniform practice as to the rate of increase for Sunday work over week-days. In many places no increase at all is given, and where the increase is established it varies all the way from 4c. per hour to time and a quarter in Toronto, Regina and Saskatoon and time and a half in Vancouver. The Company, on the other hand, urge that the universal practice in the United States, and in the majority of places in Canada is not to pay anything extra for Sunday work when the men are upon their regular shift. They point out that the work is much easier on Sundays than on week-days and they further urge that when the

8-hour shift for both week-days and Sundays was established the reason for any differential in favour of Sundays was removed. The Company has in the past, however, since the 9-hour day became operative, paid extra for Sunday work in accordance with a fairly general practice elsewhere. We recommend that 5c. per hour extra be allowed for Sunday operation of cars.

Thirdly. — Additional Remuneration for Spare Motormen and Conductors. The present rate of pay is \$12; the men ask \$25, and the Company has offered \$15. We think a rate of \$18 would be fair.

Fourthly. — Retention of Seniority by Motormen and Conductors promoted to the Traffic Department. We have re-drafted the clause submitted by the Company and recommend the following re-draft for acceptance:

"4 (d). Any employee now in the Traffic Department, acting as Division Superintendent, Supervisor, Timekeeper, etc., who was promoted from the position of motorman or conductor, and any motorman or conductor hereafter promoted to a position in the Traffic Department will likewise retain his seniority rights *as of that date*; but such seniority rights shall not be exercised by any employee now in the Traffic Department or who may hereafter be promoted to a position in the Traffic Department until the next regular sign-up of runs after the employee retires from such position as he may now hold or to which he may hereafter be promoted in the Traffic Department. *Employees hereafter promoted will retain their seniority rights as of the date of promotion.*"

Fifthly.—Discrimination and a Closed Shop. We have carefully considered the contentions pro and con relating to a closed shop. A similar provision was contained in the schedules presented to the Company by the shopmen and by the employees of the Gas Department. During the preliminary negotiations with the Company the shopmen withdrew the request for a closed shop, and while the matter was before the Board the employees of the Gas Department also withdrew the provision to that effect in their schedule. Under all the circum-

stances, we do not recommend that such a provision be inserted in the schedule. In lieu thereof we recommend the following:

"Neither the Company, the employees nor the Association shall discriminate against any employee for being or not being a member of the Association."

Sixthly.—Annual Holidays. The practice with respect to holidays in this city—a practice which is also quite generally observed elsewhere—is to grant holidays with pay to monthly employees but not to grant holidays with pay to hourly employees. The reason for the distinction is that, generally, monthly employees who work overtime receive no extra remuneration therefor, whereas hourly employees always do, and holidays for monthly men are granted in lieu of this overtime. We therefore cannot see our way clear to accede to the request of the men in this particular.

Seventhly.—Increased Rates of Pay. By far the most important matter in dispute and the one which has caused us most difficulty has been the rates of pay. The rates of pay in effect prior to April, 1918, were: For the first six months, 28c.; for the second six months, 30c.; for the second year, 31c.; for the third year, 33c.; for the fourth year and after, 36c. These were increased in May, 1918, to 30c., 32c., 33c., 35c. and 39c. By the award of a Board, in November, (of which two members of the present Board were members) the time required to attain the maximum was reduced by one year, and new rates were fixed at 39c. for the first six months; 41c. for the second six months; 44c. for the second year, and 47c. for the third year and after. After careful consideration and much discussion, and after a full consideration of the evidence respecting the increased cost of living, not only during the past year but for the several years preceding, we have come to the conclusion that the following rates of pay should now be established, namely: For the first six months, 46c.; for the second six months, 49c.; for the second

year, 52c., and for the third year and after, 55c.

Mr. Ward, while concurring in this report, is of the opinion that the maximum rate of 55c. does not entirely take care of the increased cost of living, and he signs the report with this reservation.

The employees made the further claim that the maximum time should be further reduced by one year, so that the maximum would be attained at the end of the first year. We are not satisfied that a service of two years is not essential before a maximum of efficiency is reached. The evidence before us would tend to show that such is not the case. We therefore cannot recommend that the maximum time be reduced.

Your Board then took up the consideration of the dispute between the Company and its barnmen, shopmen, etc. We were attended while considering this dispute by Mr. F. L. Butler, Mr. Pratt, on behalf of the Company, and by Mr. H. Kempster, acting business agent for the Machinists, Mr. J. L. McBride, business agent for the Electricians, and members of their respective committees.

We found that in this case there was nothing in dispute except classification, sliding scale and rates of pay. In the schedule as originally presented a claim for a closed shop was made, but that claim was abandoned. A classification with sliding scale and rates of pay was fixed in October last by a conciliation board, known as the Campbell Board.

After careful consideration, we think that the classification and sliding scale established by that Board should not be interfered with, but that a very substantial increase in rates of pay should be granted. Annexed to this report is a schedule "A," showing the classification and rates of pay granted by the Campbell Board and the rates of pay which we think should now be established. By agreement these new rates of pay are to take effect as of the 1st of September instant.

This dispute involved also the men em-

ployed in the Gas Department, which is a distinct branch of the Company's business under another management. Your Board now took up the consideration of this branch of the dispute.

On this occasion we were attended, on behalf of the Company, by Mr. Pratt, Mr. M. L. Kane, manager of the Gas Company, and by Mr. J. H. Malin, superintendent of Gas Distribution; and for the employees, by Mr. H. Kempster, acting business agent for the Machinists, and by Mr. W. G. Barber, Mr. J. Lawrie and Mr. E. Hammond, members of the Committee.

This class of employees had presented a schedule of working conditions and rates of pay to the Company. Several clauses of this schedule were in dispute, but all these matters in dispute were amicably arranged by negotiations conducted before the Board, with the exception of the rates of pay. We recommend that the agreement marked as Schedule "B" to this report be adopted with the rates of pay therein specified.

In addition to the wage scales herein recommended for the barnmen, shopmen, gas men, etc., the Company issues, to these as well as its other employees passes for use either for business or pleasure, the practical equivalent of two cents per hour to each employee.

During the hearings leading up to the findings of the Board of Conciliation of the 11th October, 1918, the Company strenuously contended that its financial position was such that it was impossible to grant any substantial increases of wages to its employees. The same contention has been put forward before this Board, and figures submitted by the Company to substantiate this contention. In the report of the Board of October, 1918, the following paragraph appears in the Report:

"It appears by the evidence before us that the Company has paid no dividend to its shareholders since December, 1915, and at the present time, notwithstanding the elimination of the jitney competition, the operating expenses and fixed charges of the railway exceed by several thousand dollars per month the railway's actual

earnings, and that there is no source of revenue from which increased wages can be paid."

The figures furnished the present Board indicate that notwithstanding a slight temporary increase in fares which the Company is permitted to charge commencing the 1st of November last, the Company's financial position has not improved; according to the financial statement for the eight months ending 30th June of this year the Company appear to have made a loss of over \$89,000, and this loss for the month of July was further increased.

The Board in its Report of the 11th October, 1918, on the question of the relief to be afforded Companies in this position adopted a statement made in Bulletin No. 26 issued by the American Electric Railway Association War Board under date August 1st, 1918, in which that board laid down the principle that "increased fares must be given because of the immediate pressure for money receipts to keep the street railroads running so that they meet the demand for their services," and this Board adopts the extract quoted from the War Board's finding.

It is quite apparent from the evidence submitted that the Company in order to pay the increased wages herein recommended without the right to further substantial increases in their fares will occasion them further financial loss. The impression prevailed during the war that after peace was declared there would be a substantial decline in prices generally, including the cost of operation of public utilities. Experience demonstrates that this expectation was not well founded as is very pointedly shown by the recommendations we are making as to increased wages. Evidence was submitted before us, and it is a matter of public knowledge, that practically all traction systems on the Continent have increased and from time to time are increasing their fares to meet the increased cost of operation.

We have made the recommendations for higher pay because we found that owing to living conditions the men were

entitled to it, but the public, as represented by those using the Company's cars, must recognize the fairness of the position the Company takes, namely, that the increased cost of service must be borne by the public generally.

In conclusion, we desire to express our appreciation of the courtesy and good feeling which prevailed throughout the negotiations between the representatives of the Company and the representatives of the several groups of employees. The prevalence of this spirit has made the work of negotiation agreeable and has contributed in no small measure to the satisfactory results achieved.

We believe that the recommendations we have made are on the whole fair to all parties concerned and we recommend their acceptance by both the Company and the Employees.

Dated this 13th day of September, A.D. 1919.

(Sgd.) T. G. MATHERS,
Chairman.

(Sgd.) R. S. WARD,
Member of Board.

(Sgd.) JOHN T. HAIG,
Member of Board.

NOTE:—

In addition to the matters above reported upon the representatives of the motormen and conductors made a complaint of alleged discrimination in that Mr. Scoble, the secretary of the Union, had been dismissed from the Company's service. The Company's representative denied that his dismissal had anything to do with his connection with the Union but was for another cause entirely. No sufficient evidence had been given before the Board at the time of making the above report to enable it to arrive at any finding upon the subject matter of this complaint, but it was thought inadvisable to delay the report upon the other matters until that had been done. If in the meantime a satisfactory understanding is not arrived at, the Board

reserves the right to further investigate this question if thought advisable by either party to the controversy.

(Sgd.) T. G. MATHERS,
Chairman.

SCHEDULE A.

MINIMUM RATE OF WAGES.

Shopmen, Car Barn Men and Track Men.

MAIN STREET AND FORT ROUGE SHOP.

	Rate prior to Campbell Board Award	Rate fixed by Campbell Board Award	Rate recommended.
Machinists.....	50c	60c.	70c.
Machinist Apprentice (Adv. 2½¢ each 6 months).....	15	20	33
Machinist Helpers & Drill Press Men:			
1st 6 months.....	32½	35	43
2nd 6 months.....	35	37½	45
After one year.....		42½	51
Babbitt Men:			
1st 6 months.....	32½	37½	45
2nd 6 months.....	35	40	48
After one year.....		45	53
Wheelmen.....	45	45	53
Blacksmiths.....	50	60	70
Welder.....	50	60	70
Blacksmith Helpers:			
1st 6 months.....	32½	35	43
2nd 6 months.....	35	37½	45
After one year.....		42½	51
Armature Winders.....	50	60	70
Armature Winders Appren. (Adv. 2½¢ each 6 months).....	15	20	33
Armature Winders Helpers:			
1st 6 months.....	32½	35	43
2nd 6 months.....	35	37½	45
After one year.....		42½	51
Controller and Car Wiring Men promoted from Pitmen:			
1st 6 months.....	37½	45	53
2nd 6 months.....		47½	56
After one year.....		50	59
Car Carpenters.....	45	54	65
Painters.....	42½	54	65
Fender Repair Men:			
1st 6 months.....		33	43
2nd 6 months.....		35	45
After one year.....		37½	48
Pitman Leader:			
1st 3 months.....	30	35	43
2nd 3 months.....		37½	45
2nd 6 months.....		40	48
3rd 6 months.....		36	42½
4th 6 months.....		37½	45
Pitmen Helpers:			
1st 3 months.....		33	43
2nd 3 months.....		35	45
Afterwards.....		37	48
Air Brake Men promoted from Pitmen:			
1st 6 months.....		45	53
2nd 6 months.....		47½	56
After one year.....	40	50	59
TRACK DEPARTMENT:			
Track Labour.....	20 to 30	33	49
Leading Trackmen or Sub-Foremen:			
1st 6 months.....	2½ more	than labour.	
2nd 6 months.....	5 more	than labour.	

CAR HOUSE INSPECTION AND CLEANING.

	Day	Night	Day	Night	Day	Night
Car Inspectors:						
1st 3 months.....	30	30	35	37	40	42
2nd 3 months.....	32	32	37½	39	42	44
2nd 6 months.....	32½	32½	40	42	45	47
3rd 6 months.....	35	35	42	45	47	49
4th 6 months.....	37½	37½	45	47	52	55
Car Cleaners, Sweepers Stove Tenders, etc..	32½	32½	33	35	40	42

The term "Car Inspector" applies to all men other than car cleaners and sweepers employed in car barns day or night.

SCHEDULE B.

AGREEMENT BETWEEN THE WINNIPEG ELECTRIC RAILWAY COMPANY, LIMITED, AND ITS EMPLOYEES, MEMBERS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS, IN THE GAS-FITTING AND METER REPAIR DEPARTMENTS.

Clause 1. Forty-four (44) hours shall constitute a week's work, to be worked as follows: eight (8) hours per day for the first five days of the week, and four (4) hours on Saturdays; from 8.00 a.m. to 12.00 noon, and from 1.00 p.m. to 5.00 p.m. for the first five days of the week, and from 8.00 a.m. to 12.00 noon on Saturdays, provided that if by the exigencies of the business it becomes necessary that all or any of the employees should work Saturday afternoon from 1.00 p.m. to 5.00 p.m., or any part of such time, such time shall not count as overtime.

Clause 2. All grievances which may arise shall be given consideration as follows:

1st. All complaints and grievances to be adjusted by the foreman in charge if possible.

2nd. When such adjustment cannot be made by the foreman and the men directly interested, the matter will be taken up [with] the Company direct by the committee representing the men having the grievance and they shall endeavour to reach a mutual understanding.

3rd. In the event an understanding cannot be reached by the company and the men involved, a committee of representatives from

the different crafts employed by the Company affected by this agreement will meet the Company and try to bring about an adjustment of the grievance.

4th. It is distinctly understood by the parties hereto that in the meantime there will be no lock-out on the part of the Company, or strike on the part of the men.

Clause 3. Neither the Company nor the employees covered by this agreement shall discriminate against any employee of the Company because he is or is not a member of a union nor will the Company discriminate against any employee because he represents his fellow employees or any of them.

Clause 4. Employees will enjoy the same privilege as regards passes over Company lines as previously.

Clause 5. Wages shall be paid semi-monthly on the fifteenth and last days of each month except when either of the above days falls on Sunday or holidays, in which event payment shall be made on the day previous, if proper arrangements can be made.

Clause 6. When vacancies occur, men having seniority in the Company's service will be given preference, with due regard to efficiency.

Clause 7. Time and a half shall be paid for all Dominion holidays, and in cases when the day falls on Sunday, the above rate shall apply to the day on which the holiday is observed. But men working on holidays and Sundays on their regular shift shall be paid straight time except where the time worked is in excess of eight hours.

Clause 8. The following minimum wage shall prevail during the life of this agreement:

Gas fitter	60c. per hour.
Complaint man	60c. per hour.
Meter setter	60c. per hour.
Meter repairer	60c. per hour.
Special app. inspector	60c. per hour.
Main and Service foremen	60c. per hour.
Caulker	60c. per hour.
Labourers	40c. per hour.

Clause 9. This agreement shall go into effect on the first day of September, A.D. 1919, and remain in effect until the 30th April, 1920.

Report of Board in Dispute between the Bedford Construction Company, St. John, N.B., and certain of its employees engaged on the Courtenay Bay Harbour Contract

A REPORT was received from the Board established to deal with the dispute between the Bedford Construction Company of St. John, N.B., and certain of its employees, being engaged on the Courtenay Bay Harbour Contract. This industry did not fall within

the scope of the Industrial Disputes Investigation Act and a Board could be established only by the joint consent of the disputants. This consent was granted by the company and a Board was established composed as follows: Sir Ezekiel McLeod, Hamp-

ton, N.B., appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. C. L. Hervey, Montreal, and Jas. E. Tighe, St. John, N.B., nominees of the company and employees respectively. The report of the Board was unanimous and contained recommendations as to settlement of the dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Bedford Construction Company, Saint John, N.B., employer, and certain of its employees.

Saint John, N.B.,
25th September, 1919.

To the Honourable G. D. Robertson,
Minister of Labour, Ottawa.

Sir,

The Conciliation Board appointed by you under the Industrial Disputes Investigation Act, 1907, in the dispute between the Bedford Construction Company, of Saint John, New Brunswick, and certain of its employees engaged on the Courtenay Bay and harbour contract, beg to report:

The Company was represented by its president, general manager, and assistant general manager. The employees were represented by what they term their Grievance Committee.

The employees claimed that the men now working ten hours a day should have a nine hour day with ten hours' pay, time and a half for all overtime, and double pay for Sundays and all legal holidays over *pro rata* time. They also complained of the discharging of men without just cause, and as to the general working conditions.

The Board heard the parties to the dispute and also took evidence under oath, and after carefully considering the matter and the evidence given has con-

cluded that on this work the ten hour day should be continued, and therefore agrees that the ten hour day should be continued, and that the employees should be allowed time and a half for all overtime and legal holidays, and double time for Sundays. As to the discharging of men without just cause, the complaint had reference particularly to one man, McNicoll, who was discharged, the employees claimed, improperly. The reason for the discharge did not seem very clear, but the Board under the circumstances recommends that McNicoll should be given employment by the Company, and it further agrees that the employees should have the right at all times to be heard before the president or his representative on any grievance that they may have.

With reference to the wages, the Board having heard what was stated before them and carefully considered the evidence, agrees that the men paid by the hour have their wages increased five cents in an hour, and that the pay of the watchman foreman, which is at present \$125 a month, be increased by the Company by \$20 per month, these increases to date from the date of this present report.

As to the complaint against the general working conditions, the only objection made by the men was with reference to the payment for medical attendance. The Company employed one doctor to attend their men on the work and charged one dollar a month against each man, that amount being paid to one doctor who gave the men free medical attendance. There was no complaint by the men as to the doctor, but they claimed they ought not to be charged this amount. Some of them said that they preferred to have their own doctor. A large number of the men live on the work, but some of them live in their own homes in Saint John and vicinity.

The Board thinks that the Company should have a doctor to attend to the men, and it agrees that the charge of one dollar a month be made against the men living on the work, but that the

men who do not live on the work should have the option of paying the one dollar a month and receiving the free medical attendance, or employing their own doctor at their own expense.

And the Board recommends that this settlement be continued for one year, with the right of either party to dis-

continue it at the end of the year, on giving thirty days' notice.

All of which is respectfully submitted.

(Sgd.) E. McLEOD,
Chairman.

(Sgd.) J. S. TIGHE.

(Sgd.) G. L. HERVEY.

Report of Board in Dispute between the Port Arthur Shipbuilding Company, Limited, and its boilermakers, iron shipbuilders and helpers

A REPORT was received from the Board established to deal with the dispute between the Port Arthur Shipbuilding Company, Limited, and certain of its employees, being boilermakers, iron shipbuilders and helpers, members of Current River Lodge No. 461, International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America. The Board was composed as follows: the Honourable Mr. Justice F. S. MacLennan, Montreal, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. D. W. Davies and W. N. Welsh, Fort William, nominees of the company and employees respectively. The report was signed by the chairman and Mr. Davies and was accompanied by a proposed schedule of rates. A minority report was presented by Mr. Welsh. Advice was received in the Department that the findings of the Board were acceptable to the company and that an agreement had been reached with the employees on the basis of the same.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Port Arthur Shipbuilding Company, Limited,

employer, and certain of its employees, members of Current River Lodge No. 461, Boilermakers and Iron Shipbuilders and Helpers of America.

Port Arthur, Ontario,
19th September, 1919.

Honourable G. D. Robertson,
Minister of Labour,
Ottawa, Canada.

Sir,

The Board of Conciliation and Investigation composed of Messrs. D. W. Davies and W. N. Welsh, of Fort William, Ontario, and the Hon. Mr. Justice F. S. MacLennan, Montreal, appointed under the Industrial Disputes Act for the purpose of investigating and reporting on a dispute which has taken place between the Port Arthur Shipbuilding Company, Limited, and its employees, members of the Current River Lodge No. 461, Boilermakers and Iron Shipbuilders and Helpers of America, has the honour to report as follows:—

The Board met at the Council Chamber in the City of Port Arthur on the 16th day of September, and has been in daily session since. The employees were represented by John Catto, business agent and secretary of Current River Lodge No. 461, Industrial Brotherhood of Boilermakers; William Morris, president of the Boilermakers' Union; John Sinclair and Peter St. Hillaire, the latter three being employees of the shipyard,

and the Company by James Whiteacre, superintendent of the boilershop, and James F. Paige, general manager of the Company.

The claims and demands put forward by the workmen are for the 44-hour week and a new schedule of hourly rates of pay. The business carried on by the Company is that of ship building and ship repairing. A written agreement covering rates of pay and working conditions terminated on the First of August, 1919. That agreement was between the Company and an organization known as the Twin Cities Ship Building Trades and Labour Federation, which represented all the different classes of workmen and trades employed in the Company's shipyard. On the 25th of July last this Federation presented a proposed new agreement, providing for a 44-hour week with increases in the weekly rate of wages, to be effective from August 1st. At that time, under the written agreement then in force the men were working 50 hours per week; that is nine hours per day on the first five days of the week and five hours on Saturday. In answer to the request of the Federation, the Company proposed a 48-hour week with the pay then in force for 50 hours. That offer would bring the minimum mechanic's rate to 74 cents per hour, and the minimum labourer's rate to 47 cents per hour, with other rates in between correspondingly increased. The Company also submitted that, if the men desired to continue working 50 hours per week, they would be paid for the additional two hours at the increased hourly rates. The Federation declined to accept the Company's offer and the secretary of the Federation wrote the Company under date of August 5th, 1919, that the Federation would recommend the men to accept a 47-hour week with the then 50 hours' pay. The Company, however, was unable to accede to this proposal, and on the 6th of August, the officials of the Federation held a meeting of delegates from all departments of the ship yard,

at which it was decided that, in view of the difficulty of getting the men to attend a meeting of the Union held in the evening, a better expression of opinion could be obtained from the men by taking a ballot during working hours at the ship yard, and it was decided that a ballot should be taken on August 9th, and an opportunity given to all the workmen to vote for the acceptance or rejection of the Company's offer of 50 hours' pay for a 48-hour week, and if the men desired to continue working the additional two hours per week, they would be paid for the extra two hours at the increased hourly rate. On August 8th, Current River Lodge No. 461, Boilermakers, Iron Shipbuilders and Helpers, held a special meeting at which fifty-five members were present, at which it was decided that the Boilermakers, Iron Shipbuilders and Helpers would refuse to vote on the ballot. The ballot was held according to arrangement, but the boilermakers and the pipe fitters refused to vote. The pipe fitters have since accepted the Company's proposal. The result of the ballot was that 161 voted for and 59 against the Company's offer. The total number of men on the pay roll was about 1,100, of whom the Union claims 590 were boilermakers and iron shipbuilders and helpers. The ballots were distributed or offered to all the Union men, which represented about seventy-five per cent of the men on the pay roll.

The Board has had an examination made of the Company's pay roll and the books of Current River Lodge No. 461 at the time the ballot was taken, which showed that 532 of the Union members were at work on that day and that 265 of these were in good standing and entitled to vote according to the books of the Union. At the special meeting of the Union at which it was decided that the boilermakers, iron shipbuilders and helpers would not avail themselves of the ballot, only fifty-five were present. The members of the Board are unable to understand why the boilermakers re-

fused to take part in the ballot. It would have been an easy matter for them to have voted for the rejection of the Company's offer if they saw fit so to do; 532 of them were at work when the ballot was taken, and in the opinion of the Board, it would have been better for these men to have expressed their individual opinion by the ballot instead of having a meeting of 55 decide the question for them.

On the 11th of August, the application for the Board was made on behalf of the members of Current River Lodge No. 461, Boilermakers, Iron Shipbuilders and Helpers, employees of the Company, in which the nature of the dispute is stated to be the 44-hour week and hourly rates.

The Board has heard the evidence of the general manager and eleven workmen. Until June, 1918, the employees of the Company worked ten hours per day for six days in the week, with the exception of three months during the summer, when work was suspended on Saturday afternoons. Commencing 3rd June, 1918, under the written agreement with the Federation, the hours of labour were nine hours per day for the first five days of the week and five hours on Saturday, making 50 hours for the week. That continued in operation until the 1st August, 1919, and provided for the Saturday afternoon holiday throughout the whole year. It is a matter of general knowledge that the usual working hours in industrial plants until about a couple of years or so ago, were ten hours per day. A number of witnesses who appeared before the Board on behalf of the employees, and mainly helpers, bolters and men who were classified at the rate of 49 cents per hour, testified that, in their opinion, 48 hours per week was more than they could stand, having due regard for their health, and that they considered the work in the shipyard so fatiguing and exhausting that men should not be called upon to work more than 44 hours per week. The Board is aware that at the Peace Con-

ference at Paris, among the principles laid down in the Treaty for regulating labour conditions is the adoption of the 8-hour day, or 48-hour week as the standard to be aimed at where it has not already been attained, and the Royal Commission on Industrial Relations in Canada, in its report, recommended a maximum working day of eight hours and a weekly rest of not less than twenty-four hours. Neither the Peace Conference, nor the Royal Industrial Commission recommended the 44-hour week. It is true that the 44-hour week has just been put into effect in a few plants in Canada. The ground on which the Board was urged to recommend its acceptance here was that the men could not stand working more than 44 hours per week. No evidence was offered to establish that any workman at the Port Arthur shipyard, or elsewhere in Canada, ever had his health broken by working 48, 50, 55 or 60 hours per week.

Annexed hereto is Schedule "A" showing the minimum hourly rates and weekly rates paid by the Company for 50 hours' work under the agreement in existence up to the 1st of August, 1919; also the rates offered for the 48-hour week and the rates demanded for the 44-hour week. An examination of this statement shows that the amount of money which the employees would receive at the end of the week, working on the 44-hour basis, is very little different from what the Company offers for the 48-hour week. In several instances the workmen would actually receive less money at the end of the week working on a 44-hour basis than what the Company offers, and in the classes where there is an increase, the increased pay is not very substantial. The workmen represented that the wages offered were not sufficient in view of the high cost of living. The cost of living has, as everyone knows, increased considerably since 1914 and so have the wages paid by the Company. For instance: In 1914, helpers were paid 20 cents per hour; they are now offered 49 cents;

riveters in 1914 were paid 30 cents per hour, and boilermakers 40 cents. Both of these classes are now offered 74 cents per hour. The increase in wages has been larger for the lower classes of workmen since 1914 than for the higher paid men. The general result of the evidence heard by the Board, regarding the rates of pay now offered, shows that the rates have increased well over one hundred per cent during the past five years. It is not contended that the cost of living has gone up that much.

If the 44-hour week were put into operation it is self-evident that the production of the shipyard would be diminished, and it is generally conceded that reduced production of output tends to increase the cost of living. It has not been established, in fact no evidence was tendered to show that any employer of labour at the Head of the Lakes was paying wages equal to or greater than the Company offers its employees and the evidence put before the Board was that the weekly rates offered by the Company are as high or higher than are paid in any shipyard in Eastern Canada. The hourly rates are lower in some instances and higher in others, but taking into account the amount of money that the workmen would receive at the end of the week for the week's work, the wages paid by the Company are quite on a par with what can be earned elsewhere. Further, in the opinion of the Board, these wages are substantial and fair, and they appear to be all that the business will stand.

The Board was glad to see the good relations which appear to exist between the management of the Company and its employees. The boilermakers have con-

tinued work since the 1st of August at the rates of pay prevailing before that date, and have submitted their claims to this Board.

The Board, after full consideration of all that was said in support of the demands and claims of the employees, cannot recommend their acceptance. The demand for the 44-hour week would not be in the interest of either the men or the Company. It would not be practicable to have the boilermakers and iron workers put on a 44-week and all the other trades in the plant work 48 hours. It would lessen production and tend to increase the high cost of living. The rates of pay offered by the Company are fair and substantial and compare favourably with wages paid for similar work in other shipbuilding plants in Eastern Canada.

The Board therefore recommends that the Company's offer of a 48-hour week with 50 hours' pay, with the privilege of working two additional hours per week at the corresponding hourly rates, should be accepted and that boilermakers and all iron workers should be paid at that rate as from August 1st, 1919.

Mr. Welsh is unable to concur in this report and will file a minority report. The whole is respectfully submitted.

We have the honour to be, Sir,

Your obedient servants,

(Signed) F. S. MACLENNAN,
Chairman of the Board of
Conciliation and Investigation.

(Signed) D. W. DAVIES,
Member of the Board Representing the Company.

SCHEDULE "A"

PORT ARTHUR SHIPBUILDING COMPANY LIMITED

MINIMUM HOURLY RATES, AUG. 1, 1919

	Present rates		Offered for		Demanded for	
	50-hour week.		48-hour week.		44-hour week.	
	Per hour.	Per week.	Per hour.	Per week.	Per hour.	Per week.
Boiler Shop Flangers..	73½	36.75	76½	36.50	86	37.85
Boiler Shop Layer Out	73½	36.75	76½	36.70	85	37.40
Boilermakers.....	71	35.50	74	35.50	80	35.20
Specialists.....	58	29.00	60	28.80	65	28.60
Helpers.....	47	23.50	49	23.50	58	25.50
Sheet Metal Workers:						
1st class.....	71	35.50	74	35.50	80	35.20
2nd class.....	63	31.50	65½	31.45		
Slabmen.....	73½	36.75	76½	36.70	86	37.85
Angle Smiths.....	71	35.50	74	35.50	80	35.20
Ship Fitters, 1st class.	71	35.50	74	35.50	80	35.20
Ship Fitters, 2nd class.	58	29.00	60	28.80		
Improvers.....	50	25.00	52	24.95		
Linemen.....	47	23.50	49	23.50	65	28.60
Liner Forgers.....	47	23.50	49	23.50	65	28.60
Riveters, 1st Class.	71	35.50	74	35.50	80	35.20
Riveters, 2nd Class.	58	29.00	60	28.80		
Holders-on, 1st class.	56	28.00	58	27.85	65	28.60
Holders-on, 2nd class.	50	25.00	52	24.95		
Chippers & Caulkers:						
1st class.....	71	35.50	74	35.50	80	35.20
2nd class.....	52½	26.25	55	26.40		
Welders and burners..	71	35.50	74	35.50	8	35.20
Burners.....	52½	26.25	55	26.40	75	33.00
Riggers, 1st class.	68	34.00	71	34.10	75	33.00
Riggers, 2nd class.	58	29.00	60	28.80		
Heavy Lift Gang.....	50	25.00	52	24.95	65	28.60
Helpers.....	47	23.50	49	23.50	58	25.50
Hoisting Engineers.....	58	29.00	60	28.80	80	35.20
Rivet Testers.....	71	35.50	74	35.50	86	37.85
1st Cl. Operator, Shear and Rolls.	58	29.00	60	28.80	80	35.20
All other operators.....	52½	26.25	55	26.40	65	28.60
Hose Men.....	52½	26.25	55	26.40	65	28.60
Air Line Men.....	47	23.50	49	23.50	58	25.50
Packers.....	50	25.00	52	24.95	80	35.20
Drillers.....	52½	26.25	55	26.40	60	26.40
Tappers.....	52½	26.25	55	26.40	80	35.20
Reamers.....	47	23.50	49	23.50	60	26.40
Other Helpers.....	47	23.50	49	23.50	58	25.50
Bolters.....	47	23.50	49	23.50	58	25.50
	31½	15.75	32½	15.65		
Heaters.....			to	to	58	25.50
	42	21.00	44	21.10		
	21	10.50	22	10.55		
Passers.....	to	to	to	to	40	17.60
	31½	15.75	32½	15.65		
Labourers—20 only....	45	22.50	47	22.55	52	22.90

Minority Report

In the matter of a dispute between the Port Arthur Shipbuilding Company and certain of its employees, members of Current River Lodge No. 461, International Brotherhood of Boilermakers and Iron Shipbuilders and Helpers of America.

To the Honourable Gideon Robertson,
Minister of Labour, Ottawa.

Sir,

In submitting a minority report in the matter of the above dispute the fol-

lowing has been given due consideration:—

(1) That the shipbuilding industry (outside of possible repair work) is maintained by the Government, the work being apportioned according to the capacities of the various yards, at rates which appear to afford profitable returns, no evidence having been adduced otherwise. Trade conditions having been thus standardized and competition eliminated, it is only fair to assume that equal consideration should be given to standardizing the conditions under which the employees labour.

(2) That the standard hours of labour should be placed at the minimum in which ships are being successfully produced elsewhere in Canada. The majority of the important yards located at Victoria, Vancouver, Collingwood, Toronto, Welland and Kingston have the forty-four (44) hour week, while Montreal, Port Arthur, Levis and Halifax have from forty-seven (47) to fifty-four (54).

(3) The general reasons for the demand for the shorter work days, according to the evidence of the men, are substantially the same as given before the Royal Industrial Relations Commission and set forth on page ten of their report. The Commission has recommended the eight-hour work day, with the extension of the forty-four (44) hour week where it is now being worked. A considerable number of the workers in this section, including the entire Building Trades, are already working the forty-four (44) hour week with substantial increases of pay.

While it is not contended that the present working hours mark the limit

of human endurance, due consideration cannot be given the problem while approached from a mere mechanical standpoint. The development of industry has rendered it possible to consider the human element, and the introduction of the forty-four (44) hour week would at least give the workers some measure of leisure to promote their general welfare.

(4) The evidence given by the higher paid men was to the effect that it required the full amount of living wages to meet the current cost of living: this being the case it is apparent that the lower paid are not paid enough to equalize the standard of living. Due consideration of this has been given by the higher paid men. The wage increases have been solely for the lower paid men.

It must further be observed that the weekly rates as stated are for full time and make no allowance for bad weather, accidents, sickness or periodical lay-offs over which the men have no control, the average weekly rate is thus considerably less than might appear at first glance.

In view of the fact that no evidence was submitted on behalf of the Company, that would prove that the building of ships [would be] impracticable under agreement submitted by the men, I would recommend that the demands of the men for the forty-four (44) hour week and increased hourly rates as appended be granted, the same to be retroactive from August 1st, 1919.

I have the honour to be yours, etc.

(Signed) W. N. WELSH,

Representative of the employees.

Dated at Port Arthur, September 19, 1919.

HOURLY RATES GOVERNING ALL DEPARTMENTS.

Boiler Shop Department.—

Boiler Maker	80
Lay out	05
in addition to journeymen's hourly rates.	
Flange Turner	86
Flange Heater	70
Flange Fire Helper	65
Boilermaker Helper	58
Tool Checkers	58
Acetylene Burners	75
Acetylene Welders	80

Riveting Department.—

Riveters ..	80
Holders on ..	65
Rivet Heaters ..	58
Reamers ..	60
Tappers ..	80
Drillers ..	60
Passer Boys ..	40
Bolter Up ..	58
Rivet Testers ..	86
Packers and Red Leaders ..	80
Hosemen and Forge Repairers ..	65
Chippers and Caulkers ..	80
Chippers ..	75
Airline Men ..	58

Shipfitting Department.—

Loftsmen ..	90
Shipfitter ..	80
Improvers ..	65
Liner men ..	65
Liner forgers ..	65
Helpers ..	58

Rigging Department.—

Riggers	80
Heavy lifting gang ..	65
Plate Hangers ..	65
Hoisting Engineers ..	80
Hook and chainmen ..	65

Punch Shop Department.—

First class operator on plate shears and plate rollers	80
All other machine operators	65
Oilers	58
All other helpers	58
Labourers	52

(Signed) W. N. WELSH.

Report of Board in Dispute between the Guelph Radial Railway Company and its motormen and conductors

A REPORT was received from the Board established to deal with the dispute between the Guelph Radial Railway Company and its employees, being motormen and conductors, members of the Amalgamated Association of Street and Electric Railway Employees of America. The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, appointed on the joint recommendation of the other two members, Messrs. Harry Mahoney and Thos. Hall, Guelph, nominees of the company and employees respectively. The Board's report was unanimous and contained recommendations as to settlement of the dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Guelph Radial Railway Company and its employees, being motormen and conductors, members of Division No. 796 of the Amalgamated Association of Street and Electric Railway Employees of America.

To the Honourable

Senator G. D. Robertson,
Minister of Labour, Ottawa.

Sir,

The Board of Conciliation appointed by you herein has the honour to report as follows:

On Tuesday, the 23rd day of September inst., at 10 a.m., the Board met pursuant to appointment at the City Hall in Guelph. All the members were present, also the representatives of the Com-

pany and of its employees. The representatives of the Company were Messrs. T. J. Moore, City Clerk, Albert Hauck, superintendent of operating cars, and A. E. Baldwin, purchasing agent. The employees were represented by Messrs. Joseph Gibbons, vice-president of the Amalgamated Association of Street and Electric Railway Employees of America; H. Hawkins, president of Division 796, and W. R. Williams, vice-president of No. 796.

The Board continued in session on the 23rd, 24th and 25th days of September. An agreement was made between the parties on many of the matters submitted for consideration and the Board has concurred in a finding on the remaining points in dispute which is recommended for acceptance by the employer and the employees, all of which is attached to and made a part of our report.

Owing to the financial condition of the road as stated by the representatives of it, it is felt by the officers of it that they would not be able to meet the present requirements of the road and such increase of pay as may, if any, be granted. We therefore at their request make a recommendation as to the means of overcoming this difficulty and we recommend that the Railway Company shall collect a straight five cent fare for all persons except children under ten years of age for whom half fare should be charged.

All of which we have the honour to submit.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) HARRY MAHONEY,
For Employer.

(Sgd.) THOMAS HALL,
For Employees.

Agreement entered into this 25th day of September, 1919, by and between the Guelph Radial Railway Company, hereinafter called "The Employer," and its employees, being motormen and conductors, members of Division 796 of the Amalgamated Association of Street and Electric Railway Employees of America, hereinafter called "The Employees."

It is hereby agreed by and between the Employer and the Employees as follows:

1. That cars shall be operated on the two-turn system. Nine hours shall constitute a day's work for all employees of the Company, to be served within twelve consecutive hours. Overtime shall be paid for at the rate of time and one-half, but not including overtime served when replacing a sick man.

2. That the Employer will pay half the cost of uniforms for Motormen and Conductors in their first year's service, and after one year's service will furnish each Motorman and each Conductor one free uniform each year.

3. That the buttons on each uniform shall remain the property of the Employer and shall be returned by the Employee to the Employer on request.

4. That an Employee whose service terminates within two months after receiving a new uniform shall repay to the Employer the cost to it of such uniform, and if his service terminates more than two months thereafter, but in less than six months thereafter, he shall repay the Employer one half the cost to it of such uniform.

5. That the Employer shall furnish each Conductor, after he has completed his training, with \$25.00 for tickets and change, and he shall have that amount at all times on his person, when on duty, and he shall return that sum to the Employer on the termination of his services as Conductor.

6. That a Conductor found short in his run money shall be subject to suspension or dismissal.

7. That any Motorman or Conductor against whom a charge has been made shall be given an opportunity of stating his case to the Employer's superintendent before any penalty is imposed, which he shall do forthwith after it has come to his knowledge that such charge has been made, and in case he is suspended or dismissed and feels that he has been unjustly dealt with by the superintendent, he shall have the right to appeal to a committee composed of the Mayor of Guelph, the President of the Employer Company, and the City Manager. Such motorman or conductor shall have the right to be accompanied by two of his fellow-employees at the hearing of his appeal, and in case he is found not guilty he shall be paid for all time lost by him if suspended or

dismissed, and if dismissed he also shall be reinstated.

8. That no discrimination shall be shown against an employee on account of his belonging to a labour organization.

9. That Employees shall be entitled to free transportation on the Employer's cars, and a car shall be provided after the last trip at night to take Employees from car barn to the subway.

10. That each Conductor and Motorman must at all times, while on duty, have a reliable watch with him.

The above ten paragraphs of an agreement were accepted and agreed to by the Employer and Employees and are to be adopted with the approval of the Board. But after considering the evidence, the statements, the discussions that were had, and the arguments adduced, the parties did not desire to make an attempt to agree upon the remaining questions, but preferred, as they stated, that the Board should take these matters into consideration and decide them.

The Board of Conciliation recommends as being just under present conditions the following to be accepted by the Employer and the Employees as paragraphs to the foregoing agreement:

11. That the scale of wages to be paid by the Employer to the Employees shall be as follows:

For the first year of service . . . 38c. per hour.
For the second year of service . . 39c. per hour.
For the third year and after . . . 41c. per hour.

12. That this scale of wages, but not including any overtime, shall be retroactive and take effect on and from the 15th day of August, 1919, and the whole agreement shall remain in force until the 15th day of August, 1920, and from year to year thereafter until thirty days' notice in writing prior to the 15th day of August in any year is given by either party to the other of an intention to cancel it in whole or in part, and of such change or changes as the party giving the notice desires to have made.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) HARRY MAHONEY,
For the Employer.

(Sgd.) THOMAS HALL,
For the Employees.

Report of Board in Dispute between the Bell Telephone Company of Canada, Limited, Toronto, and its electrical workers

A REPORT was received from the Board established to deal with the dispute between the Bell Telephone Company of Canada, Limited, and certain of its employees in Toronto, being members of local union No. 353, International Brotherhood of Electrical Workers. The Board was composed as follows: His Honour Judge R. D. Gunn, Ottawa, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. Glyn Osler and Fred Bancroft, Toronto, nominees of the company and employees respectively. The report was signed by the chairman and Mr Bancroft and was accompanied by a proposed schedule of rates, rules, etc. Advice was received in the Department that these findings were acceptable to the Company with certain reservations. A minority report was presented by Mr. Osler.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Bell Telephone Company, employers, and its electrical workers, in Toronto and District Branch, members of Local Union 353, of the International Brotherhood of Electrical Workers, employees.

To the Honourable G. D. Robertson,
Minister of Labour, Ottawa.

The Board of Conciliation and Investigation constituted and appointed by you to investigate the dispute herein have proceeded to make full and careful

inquiry into the subject matter of the alleged dispute and the differences between the parties named, and thereupon were attended by:

Mr. J. K. Dunstan, general manager of the Bell Telephone Company; Mr. W. H. Winter, general plant superintendent; Mr. J. H. Martin, divisional plant inspector, and W. J. Clarke, district superintendent, representing the employers; and Mr. James T. Gunn, financial secretary; Mr. Douglas Stewart, business agent, and Mr. J. W. McCallum, treasurer of Local Union 353, representing the employees in Toronto and District Branch.

The Board find that there has not been heretofore any investigation or award under this Act whereby any written schedule governing working rules or fixing rates of pay had been established between the parties, but these conditions and rates were regulated by and between the parties by negotiation and adjustment with the Company, and the proposed schedule outlined in the application for this Board submitted by the employees is the first schedule governing Rules and Rates the employees have proposed and submitted.

The Board further state that they have fully and patiently examined the rules set out in the proposed schedule and the reply thereto by the Company, and after hearing the parties through their representatives aforesaid, have concluded to recommend that the working rules set out in Schedule "A" to this report be put in force by the Company and its employees to govern and regulate the working conditions and service of the employees affected in Toronto and district branch.

The Board further find that the employees of this Company have received voluntary increases in rates and pay from time to time and enjoy many other

real concessions, including sick and accident benefits, gratuitously, and the Company have in the past paid increased rates for all holiday service as well as pay for holidays not worked, and are granting further increases in rates of pay with an eight hour day and forty-four hour normal week, which is the outcome largely of amicable negotiations carried on before the Board between the representatives of the different parties. This Board hereby recommend that Schedule "B" be the rates of pay for the employees defined therein, and in addition would recommend that the present practice of the Company regarding holiday time, lost time and vacation be continued in the best interests of both the employers and employees.

The Board further recommend that these Rules and Rates and Recommendations be put in force from and after the 16th day of September, A.D. 1919, and do continue in force until legally determined.

Dated 22nd September, A.D. 1919.

(Sgd. R. D. GUNN,
Chairman.
(Sgd.) FRED BANCROFT,
For Employees.

SCHEDULE "A" TO REPORT.

Rules governing service between the Bell Telephone Company and its electrical workers and employees, members of I.B.E.W., Local Union 353, in Toronto and district branch.

1. Eight hours shall constitute a day on city and exchange work, excepting Saturdays, and four hours on Saturday, making a forty-four hour normal week.

2. The normal working day shall be eight hours of labour performed within eight and a half or nine hours from the time the employee starts work in the forenoon of every day, except Saturdays, Sundays and said holidays, and four continuous hours from the time the employee starts work on Saturday.

3. The starting time of every day's work shall be not earlier than seven a.m., and not later than nine a.m., and the stopping time for every day, except Saturdays and Sundays and said holidays, shall be not earlier than 3.30 p.m. and not later than 6 p.m., and on Saturday not earlier than 11 a.m., and not later than 1 p.m.

4. All time worked after the normal stopping time shall be accounted as overtime.

(b) Where the requirements of the service demand shift work, any eight consecutive hours shall constitute a day. Shift employees are the evening and night central office men, and eight hours shall constitute a normal day's work and forty-eight hours a week's work, and each employee shall be entitled to one day's rest in seven.

2. When the Company allows employees to change shifts at their own request no overtime shall be allowed.

2. Overtime at the rate of time and one half shall be paid for all time served after the regular working hours, and on Saturday afternoons and Sundays, excluding intermission for meals.

(b) If for any reason any employees are required to work on New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day or Christmas Day, or any day observed in lieu of any such holidays that may fall on Sunday, they shall be paid double time rate for all work performed.

3. The present practice relating to the payment of wages twice monthly shall be continued.

4. All city men required to do out of town work shall be provided with transportation and actual living expenses, and allowed to go home on each Saturday afternoon unless working on emergency trouble at the Company's expense.

(b) Sufficient money shall be advanced to cover employees' expenses when necessary.

(c) Any employee being removed permanently from one point to another shall receive transportation for himself and his household effects.

(d) Transportation and actual living expenses shall be allowed to all employees when travelling on Company's orders, and all such employees shall be paid regular rates for all time spent in such travelling.

5. When an employee is dismissed he shall be paid by the Plant Chief forthwith all wages due him.

6. The employees shall be represented in all matters in dispute with the Company by a committee of themselves, and in case of failure to reach adjustment thereof, the Committee may call in one or more officers of Local Union 353 in further conference with the Company.

7. As between employees of equal efficiency, seniority shall prevail in promotion in all departments.

(b) When employees are required to deliver daily time sheets to the office of the Company, they shall do so during regular working hours.

(c) When employees are required to go to the office of the Company to receive their pay, they

shall do so during regular working hours. Wages shall be paid in currency.

8. Employees shall be supplied with a badge free of charge and shall be held responsible for the return of same.

(b) Employees shall furnish tool grip and small tools of their trade according to the present practice, except the following tools which will be supplied by the Company: cold chisels, Maydole hammer, No. 44, block plane, ratchet brace, hand saw and gasoline torches, for which employees shall be held responsible.

(c) The Company shall replace tools which have been broken or worn out on their work free of charge on the return of such broken or worn out tools, except pliers, climbers and straps and tool belts.

(d) The Company shall deliver to the jobs all material required, except small articles which can be conveniently carried by employees, not to exceed ten pounds.

9. Any employee who has served three years in the Company's service as a lineman helper shall be classed as a journeyman lineman.

(b) Any employee who has served three years in the Company's service as an installer's helper shall be classed as a journeyman installer.

(c) Any employee who has served three years in the Company's service as a cableman's helper shall be classed as a journeyman cableman.

(d) Employees of the Linemen's Department shall be preferred in filling vacancies in Department of Cablemen's Helpers.

(e) A combination troubleman shall be one who can handle outside and inside trouble.

(f) Any employee after six months' probationary service in any particular trade who has been employed in the Company's service for three more years in any trade shall be classed as a journeyman.

10. No employee will be discharged or discriminated against in his work or promotion because of his affiliation or membership in the International Brotherhood of Electrical Workers.

11. Employees who served three years with the Company and left to enlist for military service shall be allowed all time served therein as served with the Company and be entitled to all increases, benefits and conditions granted other employees.

(b)) A period of twelve months shall be added to the time served by any employee helper who left the Company's service to enlist and enlisted for military service.

12. Any employee required to perform higher grade and better paid work in any Department shall be paid the increased wage such work calls for if continued therein for a period of more than two days.

SCHEDULE "B" TO REPORT.

Showing classification of employees and rates of wages, Toronto and district.

	Class	Rate
Central Office or Inspector		per hour
Learners.....	2nd	6 months...45 cents
	1st	6 months...50 "
Central Office Men.....	4th	6 months...55 "
	3rd	12 months...60 "
	2nd	12 months...67 "
	Journeyman.....	75 "
Repairman.....	2nd	12 months...67 "
	Journeyman.....	70 "
Combination Men.....	2nd	12 months...67 "
	Journeyman.....	72 "
Section Linemen.....	2nd	12 months...67 "
	Journeyman.....	72 "
Installers' Helpers.....	2nd	6 months...40 "
	1st	6 months...50 "
Installers.....	4th	6 months...55 "
	3rd	12 months...60 "
	2nd	12 months...67 "
	Journeyman.....	75 "
Line or Cable Learners.....		12 months...47 "
Linemen.....	3rd	12 months...51 "
	2nd	12 months...59 "
	Journeyman.....	67 "
Cable Splicers' Helpers.....		12 months...51 "
Cable Splicers.....	3rd	12 months...59 "
	2nd	12 months...67 "
	Journeyman.....	72 "
Gang Foreman (Drop wire).....		\$140.00 per mo.
Gang Foreman (Construction).....		\$156.00 per mo.
Linemen chauffeurs. Same rate as linemen plus 3cts per hour.		
Groundmen, 45cts. per hour.		

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Bell Telephone Company of Canada, employers, and members of Local Union No. 353, I.B. of E.W., Toronto, foremen, linemen, cable suppliers, cablemen's helpers, combination trouble men, switchboard men, rack room men, desk men, P.B.X. switchboard men, installers and inspectors, etc., employees.

To the Honourable,
the Minister of Labour, Ottawa.

I cannot concur in the report which I understand the Chairman and the other member of the Board of Conciliation in this matter have signed or are about to sign.

1. This majority report recommends a schedule (Schedule "B") of rates of pay for the employees defined therein, "and in addition would recommend that the present practice of the Company regarding holiday time, lost time and vacation, be continued in the best interests of both the employers and employees."

2. Schedule "B" (subject to the undermentioned clerical errors, which I have called to the attention of the Chairman, and which may or may not have been corrected before final signature) was prepared by the parties on the basis of the rate of wages which is being paid by the Toronto Hydro Electric Commission to its linemen under an agreement evidenced by a letter dated 7th August, 1919, from the Hydro Electric Commission to Mr. J. T. Gunn, business manager of Local Union No. 353, who also represented the employees of the Bell Telephone Company in the present proceedings. It was, however, a term of the agreement set out in that letter bringing the Hydro Electric schedule of rates into force, that the practice of paying for holidays without work should be discontinued. The practice of the Bell Telephone Company has heretofore been to pay the men for fourteen holidays in each year without work, and therefore the recommendation of the majority of the Board that the Bell Telephone Company should continue its present practice after the rates based upon the Hydro Electric schedule come into force would involve payment to the employees of the Bell Telephone Company of rates approximately 5 per cent higher than the rates paid by the Hydro Electric Commission. Taking a week at forty-four hours, the yearly hours, without deduction for holidays, are 2,288. Deducting fourteen days of eight hours each, a total of 112 hours, would leave 2,176 net yearly hours worked. If these are paid for at the same rate as the Hydro Electric Commission pay, and if the Bell Telephone Company pays in addition for 112 hours without work, its rates would obviously be something over 5 per cent higher.

3. Mr. J. T. Gunn, who represented the applicants, admitted that he knew of no company in Toronto paying higher rates to electrical workers than the Hydro Electric Commission. These rates, he said, were satisfactory to the employees of the Hydro Electric Commission who were also represented by him, and the agreement fixing them was negotiated as recently as the 7th August, 1919.

4. On the 2nd September, 1919, in the present month, the Board of Conciliation between the Toronto Electric Light Company and its employees, after a hearing which occupied eight days, recommended a schedule of rates not providing for payment of holidays not worked, which is very similar to the Hydro Electric schedule, and the present applicants apparently preferred to base the schedule of the Bell Telephone Company upon the Hydro Electric schedule.

5. No information was submitted to the Board of any change in conditions subsequent to the agreement entered into by the same union whose officers appeared before us, or subsequent to the award in the Toronto Electric Light case which was accepted by the employees of that Company. Mr. J. T. Gunn referred to the LABOUR GAZETTE for August, in which there appeared to have been a slight increase, about 3 per cent, in the Labour Department's index number gauging prices of commodities entering into the cost of living, but this was not brought down to date and takes no account of the activities of the Canadian Board of Commerce and the definite action which is apparently being taken with greater or lesser degree by the governments of all countries with a view to reducing the cost of living. In view of the reports in the daily press of the trend of prices since the beginning of September it seems very improbable that the applicants could have presented any evidence to the Board justifying an increase in the rates of pay so recently settled. Whatever the explanation may be, the fact is that no attempt was made

to lay any such information before the Board.

6. The operation of the telephone system does not involve the use of electricity of high voltage as is the case with the Hydro Electric Commission and the Toronto Electric Light Company. The representatives of the Company stated that for this reason telephone companies should not pay as high wages as other companies operating high voltage systems, and Mr. J. T. Gunn, the representative of the applicants, admitted that in presenting the case of the Toronto Electric Light Company employees, he had made a point of the fact that that company operates a high voltage system, as justifying relatively higher wages. A differential between high voltage and low voltage systems is also recognized by the Ontario Workmen's Compensation Board, whose rates for 1917 and 1918 (see page 23) are 50 cents in 1917 and \$1.00 in 1918 for men engaged in the operation or operation and construction of telegraph or telephone lines, as against \$1.00 and \$2.00 respectively for men engaged on electric light systems or power plants.

7. The Bell Telephone Company also maintains, without charge to or assessment against its employees, Pension and Sick Benefit funds, under which the employees receive substantial benefits.

8. The rates of the Bell Telephone Company have been revised three times since December, 1917. On the 1st January, 1918, general increases were made of 3c. per hour; in September, 1918, an increase of 5c. per hour, and on the 1st June, 1919, increases of from 5c. to 7c. per hour were put in force.

9. From the beginning to the end of the enquiry no employee of the Telephone Company, except the officers representing it before the Board, appeared before the Board. The representatives of the applicants were all men who are not employees of the Telephone Company, and while reference was made in the most general terms to grievances of the employees, no specific instance of

any grievance was presented to the Board, even anonymously, and it did not appear that the representatives of the men had even themselves investigated or ascertained the facts in connection with any grievance.

10. At its first meeting the Board adjourned to enable the parties to confer with a view to reaching an agreement, and the schedule contained in the majority report was subsequently placed before us. When the representatives of the Company had agreed to compile a schedule based upon the Hydro Electric schedule which had been agreed upon by the men so recently as last month, which was satisfactory to the employees and the Hydro Electric Commission, and which was the highest rate of wage paid to any electrical workers in Toronto, it seemed certain that an agreement would be reached. Unfortunately, however, it appeared that when Mr. J. T. Gunn submitted the proposed schedule to the men it was pointed out that the new schedule without payment for holidays not worked would give them no better terms than they already enjoyed. Mr. Gunn stated that he had understood that the practice as to payment for holidays would be continued and that he had so informed the men. He did not suggest that payment for holidays had been mentioned in his conferences with the representatives of the Company, but he said that in the course of their discussion (which of course covered the proposed conditions of employment set out in some thirteen articles, as well as the schedule of rates) Mr. Winter had used the expression that the present practice would be continued.

11. On the other hand the officers of the Company pointed out that an essential term of the Hydro Electric schedule of wages was that the former practice of the Hydro Electric Commission as to paying for holidays not worked should be discontinued and that no employees should be paid for holidays on which they do not work; that the references to continuing present practice related to specific subjects under discussion and

did not refer in any way to holiday pay when not working, which was not discussed, that the question of payment for holidays not worked was a matter of policy for the Board of the Company on which they had no thought of passing, nor had they any authority to deal with it. Mr. Winter suggested that the Company had always in the past dealt fairly with the men and that they should trust the Company to deal fairly in the future, but he pointed out very clearly that he had no authority to commit the Company to pay for work not done, and the representatives of the men were of course not satisfied with this.

12. As no agreement was reached on the subject it is perhaps not essential to consider the matter further, but there seems to have been no reasonable ground for Mr. Gunn's assumption that the Company was to be in any way bound to continue the practice as to payment for holidays. (a) His application upon which this Board was constituted, intentionally excluded any reference to payment for holidays, and he said that the schedule which he proposed was intended to make up for this. It is to be noted in this connection that this is exactly the basis upon which the Hydro Electric Commission schedule was compiled. (b) Mr. Gunn was asking for a comprehensive statement of the future practice of the Company, and in every case where the present practice of the Company was the same as that outlined in the articles submitted by him he insisted upon setting it out in the articles, and refused to omit reference to it merely because it was present practice, the continuance of which could be assumed. (c) The question of present practice arose on very many of the thirteen clauses of the articles under consideration, and while it may well be that Mr. Winter said with reference to a number of specific items that the present practice was to be continued, nevertheless in view of the fact that the parties were dealing, on Mr. Gunn's insistence, with each item of

the conditions and were extensively changing the present practice as a whole, it does not seem reasonable to assume that any present practice was to be continued, which was not specifically referred to and provided for. (d) Mr. Gunn was assisting in drawing up a schedule based on the Hydro Electric Commission rates which he had himself negotiated a few weeks before, and which he knew expressly discontinued the practice of payment for holidays not worked. (e) He admittedly did not mention the point specifically. In these circumstances, the Company's officers, would, I think, necessarily assume that in agreeing on a rate based on the Hydro Electric Commission rate the terms of the latter would apply.

13. There being, however, no agreement upon the point, Mr. Gunn pressed for an award based on the Hydro Electric Commission rate plus the holiday wages, which as I have mentioned above would amount to 5 per cent increase.

14. We had before us: (1) The Hydro Electric rate agreement. (2) The Toronto Electric Light award, both recent and both satisfactory to the employees. (3) The differential between the companies operating high voltage and low voltage systems, even taking no account of the additional benefits granted by the Telephone Company to its employees under the Sick Benefit and Pension Funds. (4) The fact that the officers of the Company had been willing to waive the differential and to base a rate upon the Hydro Electric Commission rate. (5) The Hydro Electric Commission rate is the highest rate to electrical workers paid by any company in Toronto.

15. On this material, and in the absence of information as to changes in conditions during the present month, the Board cannot award a higher rate of wages than the Hydro Electric Commission schedule, and I think it equally objectionable to attempt to accomplish the same result by recommending the continuance of the practice which was used by the Company when its employees

were paid at a lower hourly rate for work actually done.

16. It is clearly a matter for the consideration of the Board if the Company's employees prefer to have their wages definitely fixed and paid for at definite rates without additions or benefits such as the employees of the Bell Telephone Company have hitherto received, and I do not think that it is either right or in the interest of the employees that efforts should be made to secure not only the maximum rates payable in cases where no such benefits are granted, but also the continuance of such benefits. Claims of this kind are apt to deter employers from granting concessions, and I think it is unfortunate that they should be put forward.

17. In the most recent draft of the majority report there are two clerical errors which I have pointed out to the Chairman, and which may be corrected before the award is signed. I mention it in case this may not have been done. The rate agreed upon for Central Office or Inspectors' Learners, second class, was 40c., not 45c., per hour, and the classification of Inspectors in the schedule was altogether omitted.

18. I am also unable to concur in Article 9 (f) of the rules: "(f) Any employee after six months' probationary service in any particular trade who has been employed in the Company's service for three or more years in any trade shall be classed as a journeyman." This clause would, I think, permit a man who passed part of the three years at two or more trades to be classed as a journeyman in one or other of them (I do not know which) without having the necessary experience in [any one of them].

It is also inconsistent with clauses (a), (b) and (c) of Article 9, which require three years' service as helper to become linemen, installers and cable men respectively.

19. It was suggested by the Chair-

man, following, as I understood, Mr. J. T. Gunn, that this clause was only intended to apply in cases of employees not otherwise provided for but as drafted it has not been so limited.

20. It was also suggested that an employee could not change from one trade to the other except at the request of the Company, and that therefore that if he transferred from one trade to another at the request of the Company it would be because the Company knew that he was in a position to become qualified in the new trade. This is inconsistent with Article 9 (d), and again the clause is not in fact limited in the manner suggested.

21. Article eleven deals with Military Service. The only objection urged by the Company to such an article was that the Company had in fact dealt reasonably and even generously with its returned men. No instance of any specific grievance was suggested, and Mr. Gunn himself had not investigated any of the few general complaints which were all that he could refer to. I do not think it necessary to include such an article, but I do not otherwise dissent from it.

22. In Article 4 (d) it is provided that "regular rates" shall be paid for all time spent in travelling on the Company's orders. The Chairman's interpretation of this expression is that it means ordinary rates, not overtime rates, and while Mr. Bancroft's attitude was not very clear, I did not understand him to dissent from this.

23. No reference has been made in the award to overtime payments to men who are paid by the month. I understand the other members of the Board agree that the provisions as to overtime do not apply to monthly employees; that they are only on exceptional occasions entitled to overtime.

All of which is respectfully submitted.

Yours truly,

(Sgd.) GLYN OSLER.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1919

SIXTEEN strikes, involving 6,271 employees, were reported as having commenced during September. There were in existence at some time or other during the month 31 strikes, involving 11,010 workpeople. The total time loss on account of industrial disputes was estimated at 165,949 working days, as compared with 316,187 in the previous month, and 102,563 in September, 1918. The time loss occasioned by the 16 strikes which began in September was 81,973 working days, while a loss of 83,976 is charged to the 15 strikes that commenced prior to September. Termination was reported in the case of 4 disputes which commenced prior to September. Five of the disputes commencing during September terminated during the month, leaving the

following 22 strikes, affecting approximately 8,269 workpeople on record on September 30:—loggers, Duncan Bay, B.C.; miners, Kirkland Lake, Ont., and Kimberley, B.C.; pottery workers, St. John's, Que.; construction employees, Welland Canal; building trades, Montreal, Que.; boilermakers, St. Catharines, Ont.; electrical workers, Victoria, B.C.; metal workers, Kingston, Ont.; moulders, Brantford, Ont., Windsor, Ont., and Sherbrooke, Que.; moulders and pattern-makers, Toronto, Ont.; moulders and coremakers, St. Catharines, Ont.; ship-builders, Sorel, Que.; tailors, London, Ont.; bakers, Toronto, Ont.; sugar refinery workers, St. John, N.B.; linemen, Greenwood to Allenby, B.C.; glassworkers, Thorold, Ont.; rubber-workers, Montreal, Que.; upholsterers, Kitchener and Waterloo, Ont.

Disputes by Industries

The following is a review of the disputes by industries in the order in which they appear in the statistical table. A brief summary is given of the more important strikes.

LUMBERING.—Two strikes in this group occurred during the month of August but were not reported until September, namely, that of loggers at Duncan Bay, B.C., and Jackson Bay, B.C. The strike at Jackson Bay terminated on September 16. The strike at Duncan Bay, which affected 150 workers, remained unterminated at the end of the month and resulted in a loss of 3,750 working days.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—Four strikes, involving 2,858 workpeople and resulting in a loss of 38,250 working days, were carried over from the previous month. The principal strike in this group, that of

miners at Cobalt, was settled as a result of conferences held between mine managers and a committee of workers, and the men returned to work on September 7. The lockout of miners at Rossland, B.C., which occurred in May, was regarded as terminated at the end of the month, some of the miners having returned to their old occupation while those not returning, in the majority of cases, secured work elsewhere. A demand of miners at Kimberley, B.C., for an increase of \$1.00 a day not being granted, 250 men went on strike September 12, and the dispute remained unterminated at the end of the month.

RAILWAY, CANAL, AND HARBOUR CONSTRUCTION.—The strike of construction employees at Princeton, B.C., which was carried over from the previous month's record, was reported as having terminated on July 14; this information, however, was not received by the

Department until September. Following several minor disputes, a strike involving about 1,200 construction employees on Sections 1, 2 and 3 of the Welland Canal, occurred on September 11, the men going on strike for recognition of the 8-hour day principle and 44-hour week. Some employees on section 1 resumed work on September 12 and a few of the men went back on section 2, but the majority remained out at the end of the month, with the result that a loss of approximately 20,400 working days occurred.

BUILDING AND CONSTRUCTION.—Four strikes, namely, marble cutters, Montreal, Que.; roofers and plumbers, Quebec, Que.; labourers, Dundas, Ont.; and building trades, Montreal, Que., were carried over from the previous month's record, but information received by the Department indicates that these disputes terminated during August. Building trade employees in Montreal, not being granted their demand for increased wages and shorter hours, went on strike on September 2, and the dispute was still unterminated at the end of the month. This strike, the largest that occurred throughout the month, involved about 2,000 men and resulted in a loss of approximately 50,000 working days. A strike of carpenters at Kitchener also occurred during the month but was settled within a short period, the demands of the men for increased wages and shorter hours being granted.

METALS, MACHINERY AND CONVEYANCES.—The largest number of strikes upon the month's record appears in this group, with nine strikes in existence, involving 1,599 employees and causing a loss during the month of approximately 37,000 working days. Seven of the strikes, namely, boilermakers, St. Catharines, Ont.; metal workers, Kingston, moulders, Brantford, Peterborough, Toronto and St. Catharines; and shipbuilders, Sorel, Que., were carried over from the previous month's record. All of these, with the exception of moulders, at Peterborough, remained unterminated at the end of the month. The strike at Peterborough was settled by negotia-

tions, the demands of the men being partially granted, and work was resumed September 10. Four strikes, namely, electrical workers, Victoria, B.C., moulders, Windsor, Ont., and Sherbrooke, Que., and shipbuilders, New Glasgow, N.S., commenced during the month. The first three of these remained unterminated at the end of the month. In the case of the shipbuilders' strike at New Glasgow, which commenced on September 5, the demands made by the employees for higher wages, shorter hours, and better working conditions, were not granted, but negotiations were entered into, and as a result of conferences the dispute was adjusted and the men resumed work on September 15. There were 250 men affected by this strike, the time loss amounting to 1,750 working days.

PULP AND PAPER.—The strike of papermakers at Fort Frances, Ont., terminated during August. No information was previously received to show that this dispute had been settled and as a result the strike was carried as unterminated in previous records.

CLOTHING.—Two strikes occurred during the month in this group, namely, boot and shoe workers, Montreal, Que., and tailors, London, Ont. In the former case some of the employees of the Company affected were members of the Boot and Shoe Workers' Union, and others were affiliated with the National Shoe Workers' Union. The first named Union approached the Company for new wage schedules but the Company refused to deal with that body and decided not to deal with either of the Unions until the desires of each were concurrent. The Boot and Shoe Workers' Union called their men out on strike on September 10, demanding recognition, but allowed them to go back on September 17, though refusing Company the right to the use of their Union label. About 75 employees were involved in the strike, and a loss of approximately 450 working days resulted. In the case of the strike of tailors at London, 40 workpeople were involved and the strike being

unterminated at the end of the month there occurred a loss of 320 working days.

TEXTILES.—A small strike involving 23 loom fixers and resulting in a loss of 139 working days, occurred during the month at St. Stephen, N.B., but the dispute was adjusted six days after its inception.

FOODS.—A strike of bakers at Montreal, Que., which commenced during June and which was carried over from the previous month's record, was regarded as terminated on September 5, the employees having secured work elsewhere and conditions apparently being no longer affected. Three strikes, involving 724 workpeople and resulting in a loss of 1,484 working days, were reported as having occurred during the

month, namely, bakers, Toronto; confectioners, Montreal; and sugar refinery workers, St. John, N.B. The strike of bakers at Toronto and sugar refinery workers at St. John, which were called after negotiations had failed to bring about the demands of the workers, remained unterminated at the end of the month. That of the confectioners at Montreal was settled by negotiations, and work was resumed three days after commencement of strike.

MISCELLANEOUS.—Two strikes in this group occurred during the latter part of the month and were unterminated at the end of the month, namely, rubber workers at Montreal and upholsterers at Kitchener. These strikes affected 1,467 workpeople and involved a loss of 2,638 working days.

STRIKES AND LOCKOUTS DURING SEPTEMBER, 1919

Industry or Occupation	Particulars	No. of employees affected	Time loss in working days.
STRIKES COMMENCING PRIOR TO SEPTEMBER, 1919			
LUMBERING:—			
Loggers, Duncan Bay, B.C.....	Commenced August 6. For increased wages, shorter hours and better camp conditions. Unterminated.	152	3,750
Loggers, Jackson Bay, B.C.....	Commenced August 15. For increased wages, and better camp conditions. Settled by negotiations; demands granted. Work resumed September 16.		
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC:—			
Miners, Cobalt, Ont.	Commenced July 23. Demand for higher minimum wages, 44-hour week and recognition of the Union. Settled by negotiations; men returned to work under former conditions, September 7.	2,200	11,000
Miners, Kirkland Lake, Ont.....	Commenced June 12. For increased wages, 44-hour week and recognition of the union. Unterminated.	610	15,250
Miners, Rossland, B.C.....	Lockout commenced May 20. Company objected to affiliation with One Big Union by its employees. Information received at end of month indicated conditions were no longer affected.		
Pottery workers, St. John's, Que.....	Commenced November, 1913. Against a reduction in wages. Unterminated.	48	12,000

STRIKES AND LOCKOUTS DURING SEPTEMBER, 1919—*Continued*

Industry or Occupation	Particulars	No. of employees affected	Time loss in working days.
RAILWAY, CANAL AND HARBOUR CONSTRUCTION Construction employees, Princeton, B.C.....	Commenced April 1. For increased wages and shorter hours. Information received during the month indicated this strike was terminated July 14.		
BUILDING AND CONSTRUCTION:— Building trades, Montreal, Que.....	Commenced August 22. For shorter hours. Unions did not recognize strike and ordered men back. Work resumed August 25.		
Labourers, Dundas, Ont.....	Commenced August 28. For increased wages. Information received in the Department indicates this strike was only of a few hours' duration.		
Marble cutters, Montreal, Que.....	Commenced July 7. For increased wages and shorter hours. Terminated August 30 but not reported to Department until October.		
Roofers and Plumbers, Quebec, Que.....	Commenced August 4. For increased wages. Settled by negotiations. Partial increase granted. Strike terminated in August but not reported to Department until October.		
METALS, MACHINERY AND CONVEYANCES:— Boilermakers, St. Catharines, Ont.....	Commenced April 28. For increased wages. Unterminated.	75	1,875
Metal Workers, Kingston, Ont.....	Commenced May 9. For increased wages and shorter hours. Unterminated.	700	17,500
Moulders, Brantford, Ont.....	Locked out May 1. Demand for increased wages. Unterminated.	13	325
Moulders, Peterborough, Ont.....	Commenced May 1. For increased wages and shorter hours. Settled by negotiations; demands partially granted. Work resumed September 10.	27	216
Moulders and patternmakers, Toronto, Ont.	Commenced May 1. For increased wages, 8-hour day and other conditions. Unterminated.		
Moulders and coremakers, St. Catharines, Ont.	Commenced May 23. For increased wages and shorter hours. Unterminated.	9	225
Shipbuilders, Sorel, Que....	Commenced Aug. 12. For increased wages and shorter hours. Unterminated.	650	16,250
PULP AND PAPER:— Papermakers, Fort Frances, Ont.....	Commenced May 12. For increased wages. Men received wage schedule paid in Union mills, also 8-hour day. Terminated during August but not reported until October.		
FOODS, LIQUORS AND TOBACCO:— Bakers, Montreal, Que.....	Commenced June 21. For increased wages and shorter hours. Terminated September 5.	40	160
PUBLIC UTILITIES:— Linemen, Greenwood to Allenby, B.C.....	Commenced May 28. For increased wages. Unterminated.	137	3,425
MISCELLANEOUS:— Glass workers, Thorold, Ont.....	Commenced June 18. For increased wages and shorter hours. Unterminated.	80	2,000

STRIKES AND LOCKOUTS DURING SEPTEMBER, 1919—*Concluded*

Industry or Occupation	Particulars	No. of employees affected	Time loss in working days.
STRIKES COMMENCING DURING SEPTEMBER, 1919.			
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC:—			
Miners, Kimberley, B.C.	Commenced September 12. For increased wages. Unterminated.	250	3,750
RAILWAY, CANAL AND HARBOUR CONSTRUCTION:—			
Construction workers, Welland Canal, Ont.	Commenced September 11. For an 8-hour day. Unterminated.	1,200	20,400
BUILDING AND CONSTRUCTION:—			
Building Trades, Montreal, Que.	Commenced September 2. For increased wages and shorter hours. Unterminated.	2,000	50,000
Carpenters, Kitchener, Ont.	Commenced September 29. For increased wages and shorter hours. Settled by negotiations; demands granted. Work resumed September 30.	90	135
METALS, MACHINERY AND CONVEYANCES:—			
Electrical workers, Victoria, B.C.	Commenced September 27. For increased wages. Unterminated.	25	75
Moulders, Windsor, Ont.	Commenced September 23. For increased wages. Unterminated.	54	336
Moulders, Sherbrooke, Que.	Commenced September 23. For increased wages and recognition of Union. Unterminated.	71	497
Shipbuilders, New Glasgow, N.S.	Commenced September 5. For increased wages, shorter hours, and better working conditions. Settled by negotiations; demands not granted but men promised better conditions and continual work for the ensuing year. Work resumed September 15.	250	1,750
CLOTHING:—			
Boot and shoe workers, Montreal, Que.	Commenced September 10. For recognition by the Company of the International Boot and Shoe Workers' Union. Men sent back to work by Union and Company were refused use of the Union label. Work resumed September 17.	75	450
Tailors, London, Ont.	Commenced September 22. For increased wages and day work instead of piece work. Unterminated.	40	320
TEXTILES:—			
Loom fixers, St. Stephen, N.B.	Commenced September 15. For increased wages. Demands granted. Work resumed September 22.	23	138
FOODS, LIQUORS AND TOBACCO:—			
Bakers, Toronto, Ont.	Commenced September 29. For day work instead of night work. Unterminated.	200	400
Confectioners, Montreal, Que.	Commenced September 2. For increased wages. Settled by negotiations; partial increase granted. Work resumed September 5.	36	108
Sugar refinery workers, St. John, N.B.	Commenced September 29. For increased wages and shorter hours. Unterminated.	488	976
MISCELLANEOUS:—			
Rubber workers, Montreal, Que.	Commenced September 29 (1 p.m.). Against discharge of certain employees. Unterminated.	1,342	2,013
Upholsterers, Kitchener and Waterloo, Ont.	Commenced September 25. For increased wages and shorter hours. Unterminated.	125	625

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING AUGUST, 1919

THE following details with regard to strikes and lockouts in the United Kingdom during August, 1919, based on returns from employers and workpeople, are taken from the September issue of the British *Labour Gazette*.

NUMBER AND MAGNITUDE.—The number of trade disputes beginning in August was 91, as compared with 126 in the previous month, and 84 in August, 1918. In these new disputes about 71,000 workpeople were directly and 4,000 indirectly involved; and these figures, when added to the number of workpeople involved in disputes which began before August and were still in progress at the beginning of the month, give a total of about 272,000 workpeople involved in disputes in August, 1919, as compared with 839,000 in July, 1919, and 228,000 in August, 1918. In the following table the new trade disputes for August are summarized by groups of trades:—

Groups of Trades	No. of disputes	No. of workpeople involved		
		Directly	Indirectly	Total
Building.....	13	815	133	948
Coal Mining.....	18	16,420	1,549	17,969
Engineering and Shipbuilding	8	2,553	122	2,675
Other Metal.....	3	373	.....	373
Textile.....	2	10,041	541	10,582
Clothing.....	4	213	.....	213
Transport.....	12	3,804	228	4,032
Paper, Printing, etc.....	1	381	.....	381
Woodworking & Furnishing	1	140	.....	140
Chemical, Brick, Glass, Pottery, etc.....	5	456	.....	456
Food, Drink and Tobacco...	4	20,178	.....	20,178
Other Trades.....	13	14,077	100	14,177
Local Authority Services....	7	1,648	1,800	3,448
Total, August, 1919....	91	71,099	4,473	75,572
Total, July, 1919.....	126	326,636	10,959	337,595
Total, August, 1918....	84	208,885	1,427	210,312

CAUSES.—Of the 91 new disputes, 41, directly involving 5,792 workpeople, arose on demands for advances in wages; 13, directly involving 27,785 workpeople, on other wages questions; 11, directly involving 26,970 workpeople, on questions respecting working hours; 4, directly involving 2,234 workpeople, on details of working arrangements; 15, directly involving 5,621 workpeople, on questions respecting the employment of particular classes or persons; and 7, directly involving 2,697 workpeople, on other questions.

RESULTS.—During the month settlements were effected in the case of 37 new disputes, directly involving 52,871 workpeople, and 31 old disputes, directly involving 158,662 workpeople. Of these new and old disputes, 14, directly involving 4,029 workpeople, were settled in favour of the workpeople; 15, directly involving 173,239 workpeople, in favour of the employers; and 39, directly involving 34,265 workpeople, were compromised. In the case of 29 other disputes, directly involving 10,620 workpeople, work was resumed pending negotiations.

AGGREGATE DURATION.—The number of working days lost in August by disputes which began or were settled in that month amounted to about 2,636,000. In addition, 657,000 working days were lost owing to disputes which began before August and were still in progress at the end of the month. Thus the total aggregate duration in August of all disputes, new and old, was 3,293,000 days, as compared with 8,018,000 days in July, 1919, and 708,000 days in August, 1918.

NATIONAL INDUSTRIAL CONFERENCE

Report of Proceedings and Discussions

THE National Industrial Conference between representatives of the Dominion and Provincial Governments, representative employers and labour men, and a third group comprising representatives of the Canadian municipalities, members of the Royal Commission on Industrial Relations, and others, to which reference was made in the August and September issues of the *LABOUR GAZETTE*, met in the Senate Chamber, Ottawa, on Monday, September 15, and continued in session until Saturday, September 20. The Conference was held on the invitation of the Government of Canada for the consideration of the subjects of industrial relations and labour laws, also for the consideration of the labour features of the Treaty of Peace. The proposal for the convening of this gathering emanated from the Royal Commission on Industrial Relations.*

There were present representatives of the Dominion Government and Provincial Governments, including three of the Provincial Premiers, the Honourable W. L. Mackenzie King (Leader of the Liberal party in Canada), and delegates in equal numbers representing the interests of employers and employees respectively in all branches of trade and industry throughout the entire country.

The Conference attracted also a number of distinguished visitors from different parts of Canada and the United States. Mr. H. B. Butler, C.B., of London, England, Secretary of the International Labour Conference, also attended the sessions of the National Industrial Conference on his way to Washington.

The delegates who attended on behalf of employers and employees were selected on the one hand by the national associa-

tions representative of the manufacturing interests, lumbering, building and construction, mining, fisheries, wholesalers, retailers, bankers, etc., of the country, and on the other hand by the Trades and Labour Congress of Canada and the Civil Service Federation. Railway transportation and telegraphs were represented by the members of the Canadian Railway Board of Adjustment No. 1, composed of representatives of the railway companies and of the railway brotherhoods who have had to do with the adjustment of various disputes affecting these industries during the past year.

Among the delegates selected by the Trades and Labour Congress of Canada were four women delegates representing various branches of employment.

A third group was also in attendance composed of the members of the Labour Sub-Committee of the Reconstruction and Development Committee of the Canadian Cabinet, the members of the Royal Commission on Industrial Relations, from whom the proposal emanated for convening an industrial conference, delegates appointed by the Union of Canadian Municipalities, representatives of Canadian agriculture, to which it had been found impossible to grant representation in the employers' and employees' groups on account of there being no body from which delegates on behalf of farm labour could be appointed; representatives of various engineering societies, of the returned soldiers, and a few others who attended neither as employers nor employees but rather on behalf of the interests of the public in general. The members of the employers' and employees' groups preferred to sit together rather than separately. Those composing the third group were accommodated separately. The employers' and employees' groups together

*See *LABOUR GAZETTE*, July, 1919, p. 754.

numbered 176. The third group numbered 34.

The Right Honourable Sir Robert Borden, Prime Minister of Canada, was to have presided over the Conference, but was unfortunately prevented by illness from doing so. In his absence the Honourable G. D. Robertson, Minister of Labour, served as chairman, being assisted by Mr. C. A. Magrath, of Ottawa, and by Sir John Willison, of Toronto, both members of the third group, as vice-chairmen.

Mr. Gerald H. Brown, Secretary of the Reconstruction Committee of the Dominion Cabinet, and of the Labour Subcommittee, who was for eight years Assistant Deputy Minister of Labour, acted as secretary of the Conference.

All of the arrangements for the meeting were approved before the assembling of the Conference by a Joint Committee of Employers and Employees, selected by the respective groups and presided over by Mr. C. A. Magrath.

The sessions were open to the press and public and attracted many visitors, including a number of the Senators and Members of Parliament and representatives of employers' and employees' organizations from the United States.

No Divisions Taken

It was agreed that, on ten delegates standing, a vote should be taken by ballot on any resolution presented; also, that voting should be confined to the duly accredited representatives of employers and employees respectively; further that the votes of the employers' and employees' groups of delegates should be taken separately. No division was, however, taken during the entire session of the Conference and in the case of most of the items of the agenda the resolutions adopted by the Conference were unanimous. In the cases of the other items relating respectively to (1) the eight-hour day; (2) employees' right to organize, recognition of labour unions and the right of employees to collective bargaining, and (3) the recommendations of the Royal Commission on Industrial

Relations that the findings of the Commission be put into effect in all work controlled by the Government where the principles of democratic management **can be applied**, the Committees to which these subjects were respectively referred for consideration were unable to agree on unanimous reports. Under these circumstances the Conference agreed that no division should be taken, but that reports should be laid on the table without division and be embodied in the proceedings of the Conference.

Mr. Tom Moore, President of the Trades and Labour Congress of Canada, acted as the leader of the employees' group, and Mr. John R. Shaw, of the Canada Furniture Manufacturers, Limited, Woodstock, Ontario, as leader of the employers' group.

Agenda of Conference

The agenda of the Conference was as follows:

1. Consideration of the question of the desirability of unifying and co-ordinating the existing labour laws of the Dominion Parliament and of the Provincial Legislatures, and the consideration of any new laws which are deemed necessary.
2. Consideration of the recommendations of the Royal Commission on Industrial Relations respecting hours of labour.
3. Consideration of minimum wage laws.
4. Consideration of:
 - (a) employees' right to organize;
 - (b) recognition of labour unions;
 - (c) the right of employees to collective bargaining.
5. Consideration of:
 - (a) the recommendations of the Royal Commission on Industrial Relations in favour of the establishment of a bureau to promote the establishment and development of Joint Industrial Councils;
 - (b) the further recommendations of the Royal Commission on Industrial Relations regarding the establishment of Joint Plant and Industrial Councils.
6. Consideration of the recommendations of the Royal Commission on Industrial Relations that the findings of the Commission be put into effect in all work controlled by the Government where the principles of democratic management can be applied.

7. Consideration of resolutions relating to any other features of the Report of the Royal Commission on Industrial Relations.
8. Consideration of the labour features of the Treaty of Peace.
9. Consideration of any other proposals which may be introduced bearing on the relations of employers and employees.

The foregoing agenda was distributed in printed form some weeks in advance of the meeting of the Conference, together with printed memoranda on the following subjects: (1) statistics of industrial disputes in Canada, classified by industries, by provinces and by causes and results covering a period from January 1, 1901, to June 30, 1919, compiled from the official returns published by the Dominion Department of Labour; (2) a summary of the industrial disputes legislation of the Dominion and of various provinces; (3) a memorandum on hours of labour in Canada showing the extent to which the eight-hour day has been adopted by law and by agreement respectively in various branches of employment; (4) a memorandum on the eight-hour day movement in other countries; (5) a summary of the minimum wage laws of certain of the Canadian provinces; (6) a memorandum on the minimum wage movement in other countries.

The Conference was opened and closed by the singing of the National Anthem.

Message from Sir Robert Borden

A message from the Right Honourable Sir Robert Borden in the terms following was read by the Minister of Labour at the opening of the Conference:

"To my great regret, I am prevented from addressing you in person; but it is my privilege, through this message, to bid you welcome and to express my earnest and confident hope that your labours will be crowned with such success as to justify most amply the summoning of this conference.

"In common with every nation in the world, the Canadian people are called upon to meet new and untried conditions surrounded with difficulties not less grave and complex than those which we encountered at the outbreak of war and during its continuance. Canada, in the extent and variety of her resources and in the

energy, persistence and initiative of her people, is more thoroughly equipped for meeting these difficulties than most nations. The first great essential is to keep constantly in our minds a thorough realization of actual conditions and of the needs by which they are attended. The second and not less vital essential is to bring to bear upon the problems of peace, the unity of purpose and of action, the persistence and determination, in short the national spirit, which maintained our effort throughout the war.

"For half a century or more Canada has been a great borrowing country. Enormous sums, chiefly borrowed in the London market, have been brought into this country not only by the Federal, Provincial and municipal authorities, but by industrial and commercial institutions. The interest on these borrowings constitutes a heavy charge upon our future which can only be met by constantly increasing production of all commodities for which we can find a profitable sale in the markets of the world.

"Five years ago the interest charge upon the Federal debt of Canada was less than \$13,000,000. During the coming fiscal year the interest payable on our federal debt will be at least \$115,000,000. In addition there will be for many years to come an annual charge of from thirty to forty million dollars to provide pensions for our gallant soldiers and for the dependents of those who have fallen. Owing to the largely increased cost of operation on this continent our extensive system of national railways will confront us with considerable deficits for an indefinite period; and, if our railways are to be maintained and developed in any reasonable proportion to the needs of the people, a heavy capital expenditure will be necessary within a very short time. One grave governmental problem is to find such means of raising the enormous sums annually required for meeting these charges and for carrying on the ordinary administration of public affairs as will not drive away capital, restrict industry or hinder development.

"For many years before the war there had been an adverse balance of trade against Canada. During the war this condition was absolutely reversed; but the change was due in no small measure to the enormous production and exportation of munitions of war and to the higher prices obtained for our grain, foodstuffs and other exports. Unless there is largely increased production accomplished under such conditions as will enable us to compete in the world's markets, there is serious danger of an unfortunate return to pre-war conditions. There should be no such outcome, for we have at hand, and in abundance, the raw materials upon which a great industrial development should be securely based.

"Here, as elsewhere, there has been conflict between capital and labour, with the inevitable consequence that production has been checked

and development hindered. In many cases the results of such conflict were inconclusive, and the struggle was merely postponed until one of the parties selected what it deemed a favourable opportunity for renewing it. The lockout and the strike have been in too frequent evidence and too often there has been reluctance or refusal to compose difficulties by more reasonable methods. The general subject has been examined with conspicuous zeal and ability by a Royal Commission established early in April last. An elaborate report of the majority of the commission, together with a minority report expressing the views of two of its members, will be submitted to this conference for discussion and consideration.

"Questions touching the welfare of the labouring populations of the world were under attentive consideration during the Peace Conference; and the Peace Treaty set forth conclusions and recommendations which have already been made public and which will be commended to your attention during this conference. The Peace Conference also affirmed that war is no longer to be regarded as a recognized method of settling international differences. In establishing a League of Nations the Conference addressed itself to the task of substituting for the horrors of war the peaceful determination of arbitral tribunals. Thirty-two nations consecrated their future endeavour to the maintenance of the eternal principle that right and not might shall reign in the world's body politic. If among nations so widely divergent in material, social and political development, so sharply divided by ancient antagonisms and divergent interests, it was possible to secure unanimity in the ideals embodied in the Covenant, surely it behooves every member of the League to find within its own body politic means of composing industrial differences otherwise than by industrial war. The nation that is able to solve for itself most thoroughly and satisfactorily the questions involved in this issue need not fear for its place in the industrial development of the world.

"It is perfectly idle to expect that grave and difficult questions will not arise between employer and employed in this country. Those questions must be solved in such reasonable manner and by such effective methods as will command the confidence of both capital and labour. On the one hand employers must realize that out of the horror and welter of this war new ideals have been evolved and new conditions established. Industrial development and supremacy have sometimes been purchased at a price greater than any people can afford to pay. I am speaking not of conditions in this country, but of those which, to my knowledge, have prevailed elsewhere. The physical degeneracy of a considerable portion of the population is too high a price to pay for domination of the world's markets. If in any lines of industrial development we cannot hold our own without so terrific a sacrifice, then such lines ought to be abandoned and our effort directed elsewhere

Labour is something more than a commodity. The physical well-being and the moral welfare of the people should go hand in hand. Standards of living which are regarded as satisfactory in some industrial communities of the world cannot be tolerated in this country. The employer, if he is wise, will concern himself with all the recommendations and suggestions laid down in the Peace Conference as to hours of labour, sanitary conditions, protection of women and children, and the general welfare of the labouring man. There can be no permanent or satisfactory industrial development which is not founded on the welfare of the labouring population which maintains it.

"On the other hand, there are considerations which the labour organizations of the country will do well to bear in remembrance. Full right of organization on the part of both employees and employers has become so well recognized a principle that those who do not accept it are in a small and short-sighted minority. The rights of both employees and employers are thus moulded and governed by agreements reached through negotiations between such organizations in the different trades. But there can be no hope of the co-operation and confidence which are not only desirable but vital unless obligations thus entered into are maintained inviolate and unbroken on both sides. If they are to be regarded as mere scraps of paper to be cast aside when convenience or advantage dictates, then there can be no faith and no security.

"One other consideration I should dwell upon. During the past five years the world has wasted more than it saved in half a century. That waste must be made up through increased production, and this cannot be accomplished during shorter working hours unless there is increased efficiency resulting in increased output. The relation of the output to the fixed or overhead charges directly and materially affects the cost. Moreover, the industries of Canada are not yet organized or developed upon the vast scale reached in some countries with which we are called upon to compete in the world's markets. In such countries an enormous output materially reduces the cost of the finished article. If we cannot sell to advantage the industries concerned must develop a lower cost of production or they must discontinue. Thus, increased relative efficiency is as important to labour as to capital and it is as essential in the office of the management as on the floor of the factory.

"We are grateful for the presence of so important and representative an assembly. To the representatives of the Provincial Governments we pledge our own co-operation in all matters of common concern. To employers and to employees we commend the ideal of such purpose and of such action founded thereon as will inspire a just confidence. That confidence will be born of a truer understanding but it must be nourished and kept alive by the quickening spirit of justice and fair dealing. Upon such

confidence must rest in the last analysis the honourable and unfettered co-operation so vital to our national development. The trust and fealty of comradeship can be won if men receive and give a fair deal. Untried in war, Canada stood high among the nations in the organization of her armies. I pray that in the organization of peace activities her effort will not be less worthy nor less outstanding."

Introductory Addresses

Following the reading of the Prime Minister's message, addresses were delivered by Honourable A. L. Sifton, Minister of Public Works, and Honourable N. W. Rowell, President of the Privy Council, on behalf of the Dominion Government of Canada.

The former dealt in the main with Canada's part in the International Labour Convention, in the framing of which he had taken an active part in Paris. Mr. Sifton also appealed to the Conference to work together in unity and harmony and endeavour to solve the questions on the agenda.

Honourable Mr. Rowell also appealed to those present to get together for the purpose of reconciling outstanding differences and avoiding the continuance of industrial strife. If, he said, we cannot make progress along the lines of civilization by war between nations, equally we cannot make progress along the higher lines of industrial life and civilization by industrial strife. Co-operation, therefore, should take the place of conflict.

Honourable W. L. MacKenzie King thanked the Chairman and the Government of Canada for inviting him to attend the Conference. The important thing in any attempted solution of industrial relations was, he observed, the spirit in which the subject was approached. The present gathering had been designated as a National Industrial Conference. Mr. King dwelt upon the special significance of each of these three terms. He emphasized also the importance of considering the interest of the community as a whole in all industrial relations and asked the Conference to keep before its mind the social service which industry was capable of render-

ing. There were, he declared, only two ways in which changes can be brought about; either by an appeal to reason or by an appeal to force. Industrial strife grew out of the same spirit as international warfare. On the other hand the appeal to reason is the method of the conference, the method which we have accepted in our Parliaments and adopted in our courts as a means of establishing right between contending parties.

Colonel David Carnegie, of London, England, one of the members of the Labour Sub-Committee of the Canadian Privy Council, addressed the Conference on the plan of Joint Industrial Councils of employers and workmen, known as Whitley Councils, which is being adopted in various branches of industry in the United Kingdom. Colonel Carnegie referred to the causes which had led to the formation of Joint Councils in British industries, to the methods employed in the application of this policy to industry, the attitude of employers and employees to Whitley Councils and the extent to which these Councils were being adopted in the Mother Country.

Mr. W. Jett Lauck, of Washington, D.C., former secretary of the United States National War Labour Board, addressed the Conference on the tendencies in thought and action in respect of industrial relations existing in the United States at the present time, the experience gained in the adjustment of labour disputes during the war through the National War Labour Board, and the suggestions which that experience offered for a peace-time programme.

Mr. Warren S. Stone, of Cleveland, Ohio, Grand Chief Engineer of the Brotherhood of Locomotive Engineers, also addressed the Conference briefly on the new conditions which have been brought about through the war. He expressed himself as a firm believer in the face-to-face conference and voiced the view that the problems of capital and labour would never be solved until we sit down around a table and talk it out man-fashion. The solution of these questions was to be found in the human touch.

He hoped that some day, some place—he did not care from whom it came, whether from the ranks of labour or from capital—some man would arise who would be big enough and broad enough to put back the word “brother” into the brotherhood of man.

On the conclusion of these introductory addresses, the Conference adopted the plan of procedure recommended by the Joint Committee on Arrangements, and proceeded at once to the consideration of the successive items on the agenda. Nine committees were appointed, composed in each case of three representatives of the employers' group, three members of the employees' group and two members of the third group, to draft resolutions respecting the various subjects on the agenda. It was also agreed that no resolution should be drafted by the committees until after the respective subjects had been fully discussed in the Conference. This course was followed in respect of the first five items on the agenda. Through pressure of time the remaining items were referred to the committees without preliminary discussion in order to permit of the Conference completing its work during the week.

Resolutions of National Industrial Conference

Following are the resolutions of the National Industrial Conference:

INDUSTRIAL LABOUR LAWS.

REPORT OF COMMITTEE—ADOPTED UNANIMOUSLY.

Resolved:

That the advantage of uniformity in the laws relating to the welfare of those engaged in industrial work in the several provinces of the Dominion of Canada be brought to the attention of the Government of Canada and of the Governments of the several provinces respectively; and, that this National Industrial Conference suggests the following as a means towards the end desired, namely:

The appointment of a Board composed as follows:

- (1) As respects the Dominion:
 - (a) A representative of the Government.
 - (b) A representative of the employers.
 - (c) A representative of the employees.

- (2) As respects each of the provinces:
 - (a) A representative of the Government.
 - (b) A representative of the employers.
 - (c) A representative of the employees.

And that the Dominion Government be requested to ask the Government of each of the provinces to select or have selected representatives in respect of the province as above set forth.

J. R. SHAW,
P. THOMSON,
A. MONRO GRIER,
For Employers.

JOSEPH GORMAN,
JAS. SOMERVILLE,
JAS. WINNING,
For Employees.

FRASER S. KEITH,
JOHN LOWE,
For Group Three.

PROPORTIONAL REPRESENTATION.

REPORT OF COMMITTEE.—ADOPTED UNANIMOUSLY.

Believing that there are defects in the system of Electoral Representation in Canada, which defects are stated by the Royal Commission on Industrial Relations to be a contributory cause of social and political unrest, this Conference welcomes the declaration of the Prime Minister, on behalf of the Government, that a Speaker's Conference will be called to investigate the merits of the Proportional System, and urges that such action be taken without delay.

J. S. WILLISON,
Chairman.

JOINT INDUSTRIAL COUNCILS.

REPORT OF COMMITTEE—ADOPTED UNANIMOUSLY.

Your Committee is of the opinion that there is urgent necessity for greater co-operation between employer and employee. We believe that this co-operation can be furthered by the establishment of Joint Industrial Councils. Your Committee does not believe it is wise or expedient to recommend any set plan for such Councils.

We therefore recommend that a Bureau should be established by the Department of Labour of the Federal Government to gather data and furnish information whenever requested by employers and employees or organizations of employers or employees that whenever it is desired to voluntarily establish such councils

the fullest assistance should be given by the Bureau.

F. W. WELSH,
D. A. CAREY,
OMER FLEURY,
D. STRACHAN,
WILLS MACLACHLAN,
F. J. GERNANDT,
F. P. JONES,
DAVID CARNEGIE.

STATE INSURANCE AGAINST UNEMPLOYMENT, SICKNESS, INVALIDITY AND OLD AGE.

REPORT OF COMMITTEE—ADOPTED
UNANIMOUSLY.

This Committee unanimously endorses the recommendations of the Royal Commission on Industrial Relations that a Board or Boards be appointed to inquire into the Subjects of State Insurance against Unemployment, Sickness, Invalidity and Old Age.

For the effective carrying out of the above this Committee recommends:

1st. That such Board or Boards shall be representative of the interests participating in this Conference, viz., the Government, the public, the employer and the employee, and shall include a representative of the women of Canada.

2nd. That in order to collect necessary data, the Government shall forthwith attach to the proper branches of the Labour or other departments concerned experienced investigators, who shall do the necessary research work and furnish to the Board at the earliest opportunity the results of their investigations.

3rd. That the Government shall set a time limit for the receipt of the report and recommendations as to the advisability of enacting legislation.

4th. While this Committee has been appointed to consider only the questions of State Insurance against Unemployment, Sickness, Invalidity and Old Age, it respectfully recommends that the subject of "widows' pensions" be added.

W. R. ROLLO,
HENRY BERTRAM,
W. E. SEGSWORTH,
KATHLEEN DERRY,
J. S. McLEAN,
R. C. McCUTCHEON,
F. H. WHITTON,
G. FRANK BEER.

MINIMUM WAGE LAWS.

REPORT OF COMMITTEE—ADOPTED
UNANIMOUSLY.

Whereas it is considered expedient that minimum rates of wage should be fixed throughout Canada for women and children, whether em-

ployed at a time rate or according to any other method of remuneration;

Whereas Minimum Wage Laws for women and children have been enacted in five and are now in operation in four of the provinces;

Therefore, be it resolved that this Industrial Conference recommend to the Governments of all those provinces, which have not adopted Minimum Wage Laws for Women and Children, the speedy investigation of the necessity for such laws, and, if so found, the enactment of such legislation.

It is further recommended that the various provinces throughout the Dominion adopt a uniform law and method of application, but that in all cases the minimum of wages for women and children is to be determined from time to time, due regard being given to local living conditions.

It is the opinion of this Conference that the Dominion Government should appoint a Royal Commission, composed equally of representatives of Labour, Employers, and the Public, to investigate wages to unskilled workers and issue a report.

Representation has been made to the Committee that the remuneration paid female school teachers in one of the larger provinces of the Dominion is so low as to discourage the employment of the talent necessary to the proper education of its citizens. Your Committee recommends that the various Provincial Governments be asked to investigate such conditions, in the respective provinces, to the end that the children of all provinces of the Dominion have equal educational opportunities.

JAMES B. THOMSON,
O. W. WALLER,
F. DANIELS,
For Employers' Group.

HELENA GUTTERIDGE,
E. W. A. O'DELL,
W. F. BUSH,
For Employees' Group.

THOS. CANTLEY,
R. B. MAXWELL,
For Third Group.

LAND SPECULATION AND HOUSING.

REPORT OF COMMITTEE—ADOPTED
UNANIMOUSLY.

Resolved:

That this Conference, recognizing that much industrial unrest, economic loss and social suffering has resulted from land speculation, poor and insufficient housing, and high rents, heartily commends the action of the Dominion and Provincial Governments in their united efforts to improve housing conditions and to provide facilities for the proper and satisfactory housing of our people, and recommends increased co-operation of, and investigation by, the Dominion and Provincial Governments to find a satisfactory solution of the problem.

EQUAL OPPORTUNITIES IN EDUCATION.

REPORT OF COMMITTEE—ADOPTED
UNANIMOUSLY.

Resolved:

1. That this Conference endorses the recommendation of the Royal Commission on Industrial Relations, as to the necessity of the extension of equal opportunities in education; and, in view of bringing about this reform;

That the Government of each province in Canada be asked to establish compulsory education for full time at least up to and including the fourteenth year, and for part time in cities and towns for the two ensuing years; and

That, in all provinces, education, in all grades should be made free, so that the child of the poorest paid worker be given the opportunity of reaching the highest educational institution.

FREEDOM OF SPEECH AND THE PRESS.

REPORT OF COMMITTEE—ADOPTED
UNANIMOUSLY.

Resolved:

That we unanimously endorse paragraph 70 of the Report of the Royal Commission, as follows:

“(70) The restrictions placed upon the freedom of speech and the liberty of the press, and the denial of the right to read such literature as any portion of the public demanded, was given as one of the principal causes of the present industrial unrest. We have no comment to make upon the policy of the Government in this respect. During the war it was necessary in the interest of the whole country and of the Empire that individual liberty should in many directions be restrained, but we believe that restrictions should not be imposed upon either the freedom of speech or the freedom of the press unless such restrictions are urgently demanded in the interest of the peace of the whole community. We recognize that no person has a right to do anything that is liable to incite the people to commit unlawful acts. A line must be drawn between liberty and license, but care must be taken to avoid creating the impression that the restraints imposed upon the freedom of speech or the liberty of the press, are intended to prevent criticism of legislative or governmental action.”

EMPLOYMENT AND UNEMPLOYMENT.

REPORT OF COMMITTEE—ADOPTED
UNANIMOUSLY.

Resolved:

(First) That in the opinion of this Conference adequate provision by public works or otherwise, should be made by the Federal, Provincial and Municipal Governments in connection with all interests represented at this Conference to avert any serious unemployment crisis which might occur during the ensuing eight months;

(Second) That the various interests represented at this Conference adhere strictly to the employment policy agreed upon by the Provincial Governments, which aims at the centralization of labour supply and demand in one agency.

(Third) That provision be made for immediate and continuous survey of available and prospective employment, and for adequate employment machinery to direct unemployed workers to employment available.

W. J. BULMAN,
E. G. HENDERSON,
E. J. DAVIS,
For Employers.

M. A. McINNES,
J. T. FOSTER,
GEO. SMITH,
For Employees.

T. LINSAY CROSSLEY,
For Third Group.

The following reports were received from Committees of the Conference and were ordered by the Conference to be laid on the table without division and to be embodied in the proceedings of the Conference:

COMMITTEE REPORTS RELATING TO
ITEM 2 OF THE AGENDA RE-
SPECTING HOURS OF
LABOUR.

(EMPLOYERS' REPORT.)

The members of your Committee, appointed to represent Employers, beg to submit the following resolution:

Resolved that appropriate Government Commission, composed of an equal representation of Employers and Employees of the various Industrial, Producing and Distributing Industries, should be appointed to undertake investigations as to the adaptability of the hours of labour principles of the Peace Treaty to the different industries of the country, and to report as early as possible.

MELVILLE P. WHITE,
FRED ARMSTRONG,
E. M. TROWERN,
Representing Employers' Section.

(EMPLOYEES' REPORT.)

That we agree with the recommendations and finding of the Royal Commission on Industrial Relations, and urge the adoption of an 8-hour day by law throughout the Dominion, with due regard and recognition of the Saturday half-holiday, where same prevails and its possible extension.

In industries subjected to seasonal and climatic conditions, such as "farming," "fishing," and "logging," if it can be established by investigation that the operation of such law is impracticable, then exemption shall be granted such industries from the operation of such law.

D. MEAKIN,
WM. B. HUNTER,
J. A. McCLELLAND,
Representing Employees'
Section.

(THIRD GROUP REPORT.)

We approve of the principle regarding employment and hours of labour set forth in the Treaty of Peace and in Paragraphs 50 to 53 inclusive, of the Report of the Royal Commission, and would recommend that the Governments of Canada enact legislation providing for such in all industries where it is now established by agreement, at the earliest opportunity, and after due investigation by a Commission, composed of representatives of Employers and Employees representing the various industries, legislation be enacted by the Governments of Canada providing for the same to be extended in all industries where it can be applied, having due regard to the curtailment of production and distribution.

CALVIN LAWRENCE,
R. P. ROGERS,
Representing Third
Group.

COMMITTEE REPORTS REGARDING ITEM 4 OF THE AGENDA RESPECTING THE RIGHT TO ORGANIZE, RECOGNITION OF LABOUR UNIONS, AND THE RIGHT TO COLLECTIVE BARGAINING.

(EMPLOYEES' REPORT.)

Your Joint Committee, to whom was referred item Number 4 of the revised agenda, viz.: consideration of: (a) employees' right to organize; (b) recognition of labour unions; and (c) the right to collective bargaining, respectfully submit the following report, with recommendations, for your favourable consideration:

1. With a view to effecting and maintaining harmonious relations between employers and employees, this Conference declares the following principles and policies, and urges their adoption by all employers, relative to their respective employees:

- (a) the right of employees to organize;
- (b) the recognition of labour unions;
- (c) the right of employees to collective bargaining.

2. In these recommendations, without changing the generality of their terms,—

(a) "the right of employees to organize" means the right of employees to organize or form themselves into associations for lawful purposes.

(b) "the recognition of labour unions" means the right of employees, or their duly accredited representative or representatives, to recognition of their employer or employers, for the purpose of mutually arranging rules and regulations governing wages and working conditions.

(c) "the right of employees to collective bargaining" means the negotiation of agreements between employers or groups of employers, and employees or groups of employees, through the representative or representatives chosen by the respective parties themselves. Entering into agreements and bargaining collectively with an association or union of employees does not mean recognition of the "Closed Shop" unless the agreement so provides.

(d) "employer" or "employers" as used in clauses 1 and 2, means any employer or employers of any industry and of Federal, Provincial and Municipal Governments.

3. That the Federal and Provincial Governments be urged to enact legislation applicable to industries within their respective jurisdiction, to make it unlawful for any employer who shall discharge or refuse to employ or in any manner discriminate against employees merely by reason of membership in labour unions or for legitimate labour union activities outside of working hours.

For the Employees' Section,

W. L. BEST,
A. C. HAY,
J. C. O'CONNOR.

(EMPLOYERS' REPORT.)

Your Committee recommend that:

(a) Employers admit the right of Employees to join any lawful organization.

(b) Employers should not be required to recognize unions or to establish "Closed Shops."

Employers insist on the right, when so desired, to maintain their plants as "Open Shops," by which they mean that no employer should discriminate against any Employee because of the latter's membership or non-membership in any organization, and no Employee should interfere with any other Employee, because of the latter's membership or non-membership in any organization.

(c) Employers should not be required to negotiate except directly, with their own Employees or groups of their own Employees.

For the Employers' Section,

J. P. ANGLIN,
D. H. McDougall,
A. B. WEEKS.

COMMITTEE REPORTS RELATING TO
ITEM 6 OF THE AGENDA RESPECT-
ING APPLICATION OF THE FIND-
INGS OF THE ROYAL COMMISSION
TO GOVERNMENT EMPLOYEES.

(EMPLOYEES' REPORT.)

We concur in the recommendations of the Royal Commission on Industrial Relations that the findings of the Commission should be put into effect in all works controlled by all Governmental Bodies where the principle of democratic management can be applied. We further recommend that employees of all Government bodies should be entitled to the right of appeal under the Industrial Disputes Act so long as that Act remains upon the statutes of Canada.

We further recommend that the wages and working conditions of employees of Governments should not be less favourable than those which now exist for similar workers in the employment of private individuals or corporations.

F. GRIERSON,
A. R. MOSHER,
A. H. GILLIS,
Representing Employees'
Section.

(EMPLOYERS' REPORT.)

The undersigned members of your Committee beg leave to report that the matter referred to them does not in their judgment come within their province, but that it is entirely a question

between the Governments and their employees concerned.

H. BLAIN,
ANGUS McLEAN,
T. R. DEACON,
Representing Employers'
Section.

(THIRD GROUP REPORT.)

The representatives of the Third Group on this Committee believe that, in so far as the findings of this Conference approve and such findings are to the benefit of the public weal, the suggestions of the Royal Commission be put into effect in all departments and works controlled by the Government of this country.

(Signed) T. D. BOUCHARD,
R. R. GRANT,
Representatives of
Third Group.

The complete report of the National Industrial Conference in printed form, containing the agenda papers, the verbatim report of proceedings and discussions, the text of all resolutions and the report of the Royal Commission on Industrial Relations was issued from the Department of Labour on Wednesday, September 24, four days following the closing of the Conference. A wide distribution is being made of this report both in English and in French.

LABOUR AND THE PEACE TREATY

Speech delivered before the Senate by the Minister of Labour

DURING the debate in the Senate, on September 4, on the resolutions of the Canadian parliament approving the Treaty of Peace, the Minister of Labour, the Honourable Gideon Robertson, spoke with reference to the Labour Convention incorporated in the League of Nations Covenant which constitutes a part of the Peace Treaty. The minister remarked that those who had drafted the Treaty had regarded the Labour Convention as one of the most important and potential provisions of that document. It had been recognized that peace could be

based only upon social justice, and measures which aimed at ensuring peace, so far as it was humanly possible, were accordingly embodied in the Peace Treaty.

"Prior to the outbreak of the war," the minister continued, "there existed a widespread feeling throughout what might be termed the civilized nations that the time had arrived or was approaching when universal peace would prevail, when nations would avoid resort to arms, and would settle disputes by agreement or by arbitration, and the workingmen belonging to the various labour organizations, national and inter-

national, had high hope that the desired goal would be reached, because history seemed to indicate to them that wars always brought greater suffering and sacrifice to the poor man than to the rich. Nevertheless, when this war broke upon the world the workmen of all nations did their part, and, as time went on and they realized, more fully than ever before, the truth that the hardships, the sufferings and the sacrifices bore more heavily upon them, they emerged from this war more than ever determined that steps should be taken, by themselves if necessary, if by no other means, to attempt to preserve international peace by agreement. Therefore, about the same time or a little prior to the convening of the Peace Conference there was held an International Labour Conference, and certain principles were drafted and submitted to the Peace Conference with an urgent request that they be favourably considered and adopted. That plan was followed. The result of their deliberations was submitted to the Peace Conference; but their recommendations were not adopted, and it appeared as though the Labour Convention was not likely to be included in the Peace Treaty or adopted by the League of Nations.

"It then became for a short time the all-absorbing topic among labour representatives here and in Europe, and received a great deal of attention from the peace plenipotentiaries themselves. Later, some five or six amended drafts of the Labour Convention were made by representatives of the various nations, and finally, in order to make a last effort to reach some conclusion that would be reasonably satisfactory to all, the Prime Minister of England requested the Prime Minister of Canada to take this matter in hand and see what could be done; and the result, due to the labour of Canada's representatives and peace plenipotentiaries, was the sections of the Peace Treaty as shown on page 193 and subsequent pages, known as the Labour Convention, which, perhaps more than any one other thing, assured the success of the League of Nations and the preserva-

tion of the peace of the world for future years.

"In future years history will reveal the fact that the magna charta of labour, which is to bring to labour throughout the civilized world greater liberty and freedom, and a fuller degree of justice than they have ever enjoyed in the past, was brought to them because of the insistence of the delegates from Canada at the Peace Conference. If you turn to the record I think you will find that the insistence went even to the length of indicating that if the Labour Conventions were not included in the Treaty, and the agreement entered into by the various nations, it was doubtful if the League of Nations itself could or would survive.

"It is hoped and confidently expected that the industrial life of the various nations of the world will be carried on more smoothly in the future than in the past. It is confidently expected that the spirit of co-operation between employer and employed, with the approval and sanction and support of Governments, will be more manifest than ever before, now that machinery has been provided whereby this spirit may be intelligently promoted and carried out."

The minister then referred to the principal articles of the Labour Convention:

"It is proposed in Article 387 of the Peace Treaty that a permanent organization should be established, and it was at that time established, for the promotion of the objects set forth in the preamble. The objects set forth in the preamble were, first, to establish a universal peace; and inasmuch as such a peace could be established only if based on social justice—

And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperilled; and an improvement of those conditions is urgently required; as, for example, by the regulation of the hours of work, including the establishment of a maximum working day and week, the regulation of the labour supply, the prevention of unemployment, the provision of an adequate living wage, the protection of the worker against sickness, disease and injury arising out of his

employment, the protection of children, young persons and women, provision for old age and injury, protection of the interests of workers when employed in countries other than their own, recognition of the principle of freedom of association, the organization of vocational and technical education, and other measures.

"Following on that preamble definite principles were laid down which it is the duty of the Permanent International Organization to undertake to promote and cause to be adopted in all the countries who participate in this agreement. Among these principles the following seem to the high contracting parties to be of special and urgent importance:

First.—The guiding principle above enunciated that labour should not be regarded merely as a commodity or article of commerce.

Second.—The right of association for all lawful purposes by the employed as well as by the employers.

"The adoption of these two principles, honourable gentlemen, even in Canada at this time, will eliminate very many of the disputes that are from day to day arising. The two things that have heretofore caused a very large proportion of the labour disputes in Canada have been, first, the failure of the employer to recognize the right of his employees to deal collectively with the employer, and, secondly, that the labourer was regarded as of value only to the extent of his earning power and not because he was a man.

"The third principle referred to is:

The payment to the employed of a wage adequate to maintain a reasonable standard of life as it is understood in their time and country.

"Necessarily that standard must vary in different countries.

"The fourth principle is:

The adoption of an eight-hour's day or a forty-eight hours' week as the standard to be aimed at where it has not already been attained.

Fifth.—The adoption of a weekly rest of at least twenty-four hours, which should include Sunday wherever practicable.

Sixth.—The abolition of child labour and the imposition of such limitations on the labour of young persons as shall permit the continuation of their education and assure their proper physical development.

Seventh.—The principle that men and women should receive equal remuneration for work of equal value.

"It is probably within the knowledge of all of us that that has not been the established practice in most countries.

Eighth.—The standard set by law in each country with respect to the conditions of labour should have due regard to the equitable economic treatment of all workers lawfully resident therein.

"That is the particular clause, I think, which caused a great deal of the trouble, and was the rock upon which the whole Labour Convention was almost wrecked, owing to the difficulty of agreeing upon what treatment should be accorded to foreign citizens in various countries.

Ninth.—Each state should make provision for a system of inspection in which women should take part, in order to ensure the enforcement of the laws and regulations for the protection of the unemployed.

"I submit, honourable gentlemen, that if the thirty-two nations who I think are subscribing to the Peace Treaty, and some thirteen more who probably will subscribe to it, all honestly endorse and adopt and attempt to carry out these principles as laid down, that will be a greater contribution to human happiness throughout the world than anybody ever contemplated as possible of accomplishment at one time."

In reply to a question as to whether there was any difference between the resolution adopted by the Labour Convention and the resolutions which are contained in the Peace Treaty, the minister said:

"The amendments or changes are very few. I think in clause 8 of the original proposal provision was made whereby workmen in any country, no matter what their nationality or origin might be, should be treated as on a par with workmen who were citizens of that country, regardless of their ability, qualification, standard of life, or anything of that sort. That was a very contentious matter. We in this country, where there are so many working people who are drawn from

probably thirty or forty different countries, and speaking as many different languages, can see the difficulty if a Chinaman, if you please, or an Austrian, or you might name a dozen other nationalities—were to receive all the benefits accorded to a Canadian citizen. It would be going a very long way, further,

probably, than the working people of this or any other country would approve of. Therefore it was necessary to effect some sort of compromise that would ensure justice and at the same time not raise those difficulties. I think practically the only important change appears in Article 8."

RECENT REDUCTIONS IN HOURS OF LABOUR IN THE UNITED KINGDOM AND FOREIGN COUNTRIES

ONE of the most prominent features of the industrial situation in the United Kingdom, and in lesser degree in other countries, since the signing of the Armistice has been the widespread movement toward a shorter working week. The following information with respect to reductions in hours of labour that have recently been put into effect in the United Kingdom and various foreign countries is taken from the *British Labour Gazette*, August, 1919.

United Kingdom

"The movement for shorter hours began with the engineering and ship-building trades, in which, shortly after the Armistice, negotiations were opened which resulted in an agreement between the Employers' Associations and the Trades Unions concerned to substitute a working week of 47 hours as from January 1, 1919, for that previously worked (usually 53 or 54 hours) without any reduction in the weekly wages of time-workers. Similar arrangements were subsequently adopted in a number of other metal-working trades. In the railway service a 48-hour week was put into operation as from February 1, and an 8-hour shift has been generally adopted for shift workers in iron and steel smelting furnaces and rolling mills and in electrical and gas undertakings. A 48-hour week has also been introduced in a number of other industries, including the cotton, woollen and worsted, silk,

hosiery, carpet, textile bleaching, dyeing, finishing, etc., boot and shoe, carting, tramway and omnibus, printing and bookbinding, cement, brewing and leather trades. For building operatives in Scotland, the hours have been reduced to 44 weekly. In the coal-mining industry the maximum working time of underground workers was reduced in July by one hour per day as a result of the recommendations of the Coal Industry Commission, while that of surface workers, which was reduced to 49 hours per week from January 1, has been further reduced to 46½. As the result of all these changes, the hours in an ordinary working week in the principal industries of the United Kingdom are now generally 44 to 48, as compared with 48 to 60 previously.

"In almost every case the reduction in hours has been subject to the condition that weekly time wages should not be reduced. For workers paid by the hour the rates have either been enhanced in the proportion by which the weekly hours have been reduced, or increases in hourly rates have been given which have resulted in a net increase in weekly wages. Those paid at weekly, daily or shift rates have generally received the same amounts as before the change. As regards piece-workers, in some cases no general change has been made in the recognized piece lists. In other cases the piece rates have been enhanced in proportion to the reduction in hours; while in others again a certain percentage increase has been

given, not, however, equivalent to the reduction in hours.

"The following table shows the approximate numbers of workpeople affected by reductions in recognized working hours during the present year in different groups of trades, and the average amount of reduction per head. The particulars given include estimates of the numbers of workpeople affected in railway service and Government employment for which precise numbers have not been ascertained, but are exclusive of changes affecting agricultural labourers, police, clerks, shop assistants and salaried employees, for whom information as to the numbers affected is not available.

Groups of Trades	No. of workpeople whose hours were reduced	Aggregate reduction in weekly hours	Average reduction in hours per head for the workpeople affected.
Building.....	142,000	596,000	4.2
Mining and Quarrying..	1,024,000	5,080,000	5.0
Metal, Engineering and Shipbuilding.....	1,891,000	13,317,000	7.0
Textile.....	877,000	6,339,000	7.2
Clothing.....	171,000	832,000	4.9
Transport.....	800,000	7,176,000	9.0
Printing, Paper, etc....	167,000	507,000	3.0
Furniture & Woodworking.....	56,000	289,000	5.2
Glass, Brick, Pottery, Chemicals, etc.....	220,000	1,403,000	6.4
Food, Drink and Tobacco	119,000	785,000	6.6
Public Utility Services...	120,000	949,000	7.9
Other Miscellaneous....	168,000	969,000	5.7
Total.....	5,755,000	38,242,000	6.6

"In considering the variations in the numbers affected, and in the average reduction per head in different trades and groups of trades, it should be remembered that these variations are partly due to the differences in the weekly hours recognized before the changes occurred. . . It should also be noted that the averages apply only to those workpeople whose hours have actually been reduced and not necessarily to the total number of workpeople employed in the respective groups of trades, no account being taken in the Table of any workpeople, *e.g.*, in the iron and steel trades, who were already working the reduced number of hours.

Foreign Countries

"The movement for reduced hours of labour which set in after the signing of the Armistice has not been confined to the United Kingdom. Either by way of legislation or by agreement between representatives of employers and workpeople, the length of the working day formerly in operation has been curtailed in many foreign countries. In Germany one of the first enactments of the Provisional Government was a law fixing an 8-hour day for all industrial workers, special arrangements being made to meet the case of transport workers and of those employed in establishments in continuous operation. A later measure fixed a limit for the hours of labour of agricultural workers—in four months of the year the average hours were not to exceed 8 per diem, in four months 10, and in four months 11. The hours of labour of miners in the Ruhr district were subsequently reduced to 7½ bank to bank.

"In the case of France a general 8-hour day law was passed on April 23, and at a subsequent date the existing legislation as to the length of the working day in the mining industry was amended by extending the 8-hour day to all classes of workpeople, whether employed underground or on the surface. On August 2, a similar limit was specified for all persons employed in French vessels, subject to certain regulations.

"Laws or decrees have also been passed fixing 8 hours per day (or alternatively 48 hours per week) as the normal working time in Spain, Portugal, Denmark (operative in establishments with continuous working as from January 1, 1920), Switzerland, Finland, Tcheko-Slovakia, Poland, and Soviet Russia. In Holland, according to reports in the daily press, a bill has been adopted by the Second Chamber of the States General which proposes to establish a legal limit of 45 hours per week, that is to say, an 8-hour day for five days of the week and a half-holiday on Saturdays. Bills with the object of fixing a general legal working day have also been pre-

pared in Norway, Sweden, Denmark, Poland, Hungary, and Austria.

"In several countries a shorter working day has been introduced by agreement between employers and work-people, thus anticipating or supplementing legislation on this point. This method has been largely adopted in Italy, where the 8-hour day or 48-hour week has been agreed upon in important industries such as the metal and ship-building, textile trades, and agriculture. In Switzerland again there are many

instances of the limitation of working hours by agreement, in addition to the legislative provisions mentioned above.

"In the United States, where early this year a week of more than 48 hours was rather the exception than the rule in most of the skilled trades in which male labour predominates, the principal reduction in hours since January has been that resulting from the award of the War Labour Board of Chicago of a 42½-hour week of five days to textile workers."

CANADA'S COAL DEMAND — AN INTERNATIONAL PROBLEM

THE Canadian Gas Association has published in pamphlet form an address recently delivered before the Twelfth Annual Convention of that body, by Mr. Arthur V. White, consulting engineer for the Commission of Conservation, upon the national and international aspects of Canada's local demand.

Mr. White considers the coal situation in Canada as one of grave concern since, although as yet the great mass of the people have not been seriously harmed by the coal shortage, this may not always be the case. "Through failure to deal adequately in a broad, statesmanlike manner with her national coal problem," he states, "Canada courts trouble and may yet experience such a 'pinch' with respect to her fuel supplies as will seriously affect her economic welfare, involving, of course, her financial institutions".

Mr. White gave information with respect to the desperate coal shortage in France, Italy, Germany and other European countries, and suggests that European civilization is actually faced with disaster during the coming year unless greater supplies can be obtained through importation. As a result, "the governments and peoples of Europe are looking for a maximum of relief through coal shipments from the United States."

Mr. White goes on to remark:—

"The United States' export coal is a phase of the world coal problem in which Canada is deeply interested, because she yearly imports from 15,000,000 to 20,000,000 tons of coal—anthracite and bituminous—from the States.

"Now, in the statement I am about to make I wish to emphasize that it is in no sense my intention to suggest that it is, or that it would become, the arbitrary desire of the United States to deprive Canada of the coal which at present is so necessary to life in this country. Of course with their co-operation, we have in measure become dependent upon their coal fields, and it will be expected that the United States, in all fairness, will facilitate any necessary future readjustment connected with Canada's fuel supply. It is important, however, to take cognizance of the fact that a nation, pressed by the demands of its own people, may be compelled, under certain conditions, to deprive other nations—in part at least—of even the necessities of life until the needs of its own citizens are met. No country can be expected to send out of its confines that which is essential to the very existence of its own people...

"Let us next note what in general are the conditions in the great Republic across our border. Coal production in the United States has dropped substantially behind what it was during the war years. If the present rate of production of bituminous coal is maintained for the remaining 21 weeks of the coal year, the production will about equal the output of 1913. The production of anthracite is increasing over what it was a few weeks ago, but is still short of the demand. The coal stocks of the United States have been depleted. There is great demand for transportation. Car shortage will accentuate itself with the demand for cars to move the grain crop. The exit of miners back to Europe, serious strikes, and other factors, have contributed to curtail coal production and distribution in that country. If more serious strikes should occur in

the States, it will tend to make the supplying of coal to other countries, including Canada, still more precarious. Canada cannot afford to overlook how her own interests may at any time become involved by serious coal strikes in the States. These strikes are an ever present menace."

Mr. White states that little has been done in this country towards the permanent solution of this problem. He commends the action of the Honorary Advisory Council for Scientific and Industrial Research in constructing the carbonized lignite briquetting plant with a capacity of 30,000 tons of briquettes per annum, but states that it would take over 600 such plants to replace our present coal importation from the United States.

Referring to water power, he states that although Canada has more than sixteen million 24-hour low-water horsepower still undeveloped, yet he has no hope that hydro-electric energy as a heating agent will become an adequate substitute for coal. As to a Dominion policy, Mr. White remarks:—

"In a word, we must develop our own coal reserves. Considering the country as a whole,

Canada in respect of quantity, quality and accessibility for mining purposes, possesses coal deposits which compare favourably with those of the greatest coal mining countries of the world. Speaking in round numbers, she has nearly 1,000,000,000 tons of semi-anthracite coal, 315,000,000,000 tons of bituminous coal, and 10,000,000,000,000 tons of sub-bituminous coal and lignite.

"I shall not dwell on these enormous reserves. It seems out of place to emphasize how much we have latent when alongside of it we are not able to show how beneficially these assets are being used both for our own support and for the assistance of other needy nations. When the population of the Prairie provinces are insured against yearly fuel shortage, we shall be more interested in hearing emphasis laid upon the enormous fuel reserves of these provinces; and when Canada produces more than her present amount of 2 per cent of her total annual oil consumption we shall be more interested in hearing emphasis placed upon the statement that we have the biggest oil fields in the world.

"Canada's only sane policy is to develop, and that as rapidly as possible, both her own fuel and power resources, and by co-ordination of transportation and other cognate agencies to provide for the distribution and storage of fuel in all communities of the Dominion. In some respects it is more important to move coal and have it adequately stored and distributed throughout Canada than it is to remove the grain out of the country."

NATIONAL CONTROL OF COAL MINES IN NEW ZEALAND

THE New Zealand Board of Trade has issued a report on the coal industry of the Dominion embodying the results of an enquiry which it was authorized to make last year. The industry is not a large one, the greatest output in one year having been 2,275,614 tons in 1914, when not more than 4,734 men were employed. During the war there was a decrease in the number of miners and in the total production, although the output per head advanced, averaging 720 tons per man per annum in the four years of the war, and 654 tons for the previous four years. The report states that there has been no exploitation of the public by the coal mining industry, but it is one of very uncertain return and of varying cost, and one in which the conditions of labour do not appeal strongly to the average worker. Among the chief disabilities from which the

coal mines have suffered are stoppages due to industrial unrest, the lack of markets for small sized coal, and the difficulty of providing a social environment that would attract a good class of workers.

The Board believes that some form of nationalization of the coal industry is urgently needed, but that it should not take the form of state purchase and direct management of the mines, a step which, in the opinion of the Board, would not foster enterprise and efficiency. Instead of this, a recommendation is made for the immediate institution of a Dominion Coal Board for the purpose of development and conservation. It is recommended that this Board comprise five members, two appointed by the existing coal mining companies, two by their employees, and one by the Crown. The Coal Board should

be in a position to achieve the following objects: (1) The introduction of economies in the cost of producing coal. (2) The conservation of the coal resources of the Dominion with due regard to the most equitable distribution of the available supplies. (3) The concentration of the industry at any given time in the most profitable fields. (4) The removal of causes of labour unrest. (5) The inauguration of an efficient system of distribution. (6) The regulation of coal prices in the interests of consumers. To accomplish these ends the Board should be empowered to take over the existing coal companies at a valuation and to issue stock to the existing shareholders in exchange for the shares held by them at the average market value of such shares for the three years immediately preceding such exchange. Shareholders should be guaranteed a pure interest rate of four per cent on their paid up capital. After payment of this rate, and after deducting working and maintenance expenses, and making provision for renewals and depreciation and

reasonable development, there should be paid from the balance left: (1) a risk rate to shareholders; (2) bonuses to shareholders and employees in the proportions respectively of the amount of dividend calculated at the pure interest and risk rates combined and the total amount of the pay-roll of the Board. It is recommended also that the Board take over, administer and develop the existing coal mines of the State. The Board strongly recommend that the Coal Board be empowered to impose a tax of 3d. per ton on all coal raised in New Zealand and a duty of 3d. per ton on all imported coal for the purpose of providing interest and sinking-fund charges for loans to build houses and provide suitable means of recreation for mine workers upon recognized town planning lines. In order to secure the general advantages that result from large scale distributing businesses, the Board recommend that the Dominion Coal Board be empowered to undertake the business of distributing coal, including its carriage by sea.

NIGHT WORK IN BAKERIES IN THE UNITED KINGDOM

THE question of night work in bakeries has recently been the subject of an inquiry by a committee appointed by the British Minister of Labour. From the report of the committee it appears that night work in the large bakeries was the rule before the war in the large industrial centres in England and Ireland, where the prevailing custom was to begin work about 10 p.m. In Scotland, however, the general starting time was 4 a.m. and there has been practically no night baking of bread. During the war an order forbidding the sale of bread less than twelve hours old resulted in the abolishing of night work in many districts and a modification of the hours elsewhere. Labour organizations have for many years been agitating for the abolition of night work in bakeries and in England and Ireland a number of agreements containing this provision

have been made between master bakers and workers. The conclusions of the committee were that the health of operative bakers would be improved by a general system of day work, that continuous night work as found in the bakery trade is objectionable from a social point of view and that the needs of the community do not afford justification for night work. The committee therefore recommended the passing of a bill abolishing night work in bakeries except in the case of doughmakers and firemen, or in the case of emergencies that may involve a shortage in the supply of bread. The bill should become operative two years after it has become law, or earlier if a recommendation is made by a Joint Council or other representative joint body, or if an agreement to that effect is reached between organizations representing employers and workers.

INDUSTRIAL UNREST IN JAPAN

INFORMATION received from reliable sources indicates that Japan is by no means escaping its share of the industrial unrest so widespread in Europe, America and Australia.

Prior to the outbreak of the war there was generally speaking, no labour problem in Japan, though industrial conditions were marked by long hours and low wages. There were no trades unions or similar organizations. The situation has, however, undergone a radical change. There are now, it is reported, unmistakable signs of the development of a labour movement in Japan on organized lines. During the latter half of July and the early part of August, 1919, an unprecedented series of strikes took place in various parts of the country, particularly in Tokio and its neighborhood. Considerable unrest has been occasioned by the great advance in the cost of living generally, and particularly in such important staples as rice and sugar. This advance was believed by the people to be largely due to profiteering on the part of certain large dealers. A contributory cause was the resentment widely felt among the working classes at the enormous profits received by certain other classes of society during the war period of unprecedented prosperity, and at the extravagant style of living adopted by them, in sharp contrast to the suffering of the workers themselves whose wage increases were entirely absorbed by the enhanced cost of living.

Reports show that the claims of the strikers in nearly all cases were for increases in wages of from 30 per cent to 50 per cent, though in some instances as much as 100 per cent was demanded. Other questions such as shorter hours, improved working conditions, a share in profits, etc., are being urged in a lesser degree. In practically all cases a speedy settlement was obtained through partial compliance with the demands of the strikers, and many threatening move-

ments have been anticipated by voluntary concessions on the part of the employers. The employees of the Tokio municipal electric railway were granted an increase of 60 per cent, but otherwise the rates of increase granted do not appear to have exceeded 35 per cent, while in most cases the concessions amounted to from 10 to 20 per cent.

The printing industry was perhaps the one most widely affected by the general unrest. In Tokio a strike of some 1,500 newspaper employees took place to enforce demands for a 30 per cent increase of wages, for a twelve-hour day with overtime to be paid at double rates, for a holiday on Sunday with wages, and for an improvement in working conditions generally. It is noteworthy that the claim for a shorter working day was limited to a maximum of twelve hours, tending to show the excessive hours normally prevailing. A settlement was reached after the strike had lasted one week, many of the demands of the strikers being conceded. With respect to overtime a compromise was reached, it being granted that overtime exceeding four hours in the case of male workers and two hours in the case of females and minors should be paid at the rate of time and one-half, and that bonuses should be granted for regular attendance. It is not stated whether the Sunday holiday, with or without wages, was granted.

Viewing industrial conditions in Japan in their relation to those in British countries, it is intimated that "the ratio of Japanese and British labour efficiency is at the best not higher than 2 to 3, so that if the general demands for an eight-hour day and an increase of about 40 per cent in wages be conceded, as will perhaps happen, the danger of Japanese competition in the world's markets should be appreciably lessened."

It is reported that there has been formed in Japan an "official" organization under the name of "Kyochokwai"—So-

ciety for Co-operative and Harmonious Working—for the purpose of adjusting difficulties between capital and labour. The avowed object of this Society is the settlement of labour disputes in an ami-

cable and peaceful manner, but it is alleged that its real purpose is to protect the existing form of government and to suppress the growing spirit of Bolshevism within the country.

OPINION IN THE UNITED STATES ON STATE HEALTH INSURANCE

RECENT issues of the LABOUR GAZETTE have recorded the findings with respect to State health insurance of commissions appointed by the States of California, Wisconsin, and Connecticut to study the matter. Reference has also been made to the opinion of organized labour upon the subject. The present article discusses briefly the reports of two other commissions, appointed by the State of Illinois and the State of Pennsylvania respectively. Mention is made also of the New York State Health Insurance Bill.

The Health Insurance Commission of the State of Illinois was appointed in June 1917 and consisted of one representative each of male and female labour in the State, one representative of the employers, a physician, a farmer, a social economist, a social worker and two other members appointed by the State. The commission in its final report finds against compulsory health insurance. "There is no evidence that compulsory insurance has resulted in an improvement in health", states the report. "The death rates and morbidity statistics of the countries which have no compulsory health insurance show a decline fully equal to that of the countries which have such systems. The explanation is probably found in the facts that compensation for wage losses caused by sickness has a very minor effect on health; that because of the freedom of choice of physician for treatment (which freedom exists even under the compulsory system), the quality of medical service is not improved, and that the advance in medical science, public health control, educational movements for better personal hygiene, and the many factors which have entered into the prevention

of disease have operated with equal, if not greater vigour in those countries which do not have compulsory health insurance. It seems clear that compulsory health insurance is not an important factor in the prevention of disease or in the conservation of health.

"Our investigations in Chicago show... that a large percentage of the cases of poverty caused or accompanied by sickness would not be avoided by compulsory health insurance of the kind that has been proposed. They show also that it would not prevent as much as a fourth of the cases of dependency on charitable agencies for material relief."

The report of the Health Insurance Commission of Pennsylvania, which consists of 317 typewritten pages, is reviewed in the July issue of the United States *Monthly Labour Review* from which the following is derived.

Although the commission found the problem of sickness among wage workers a serious one, no definite health insurance measures were recommended in the report. Instead it was suggested that a new commission be appointed to further study the matter with a view to formulating remedial legislation. The commission, however, expressed the belief that "the best way to close this sickness high road to poverty and dependency is to make available immediate and adequate medical care for sickness cases from falling entirely on the person least able to bear it—the sick wage worker. In some way this burden should be distributed among all wage workers, or shared by industry and by the community as a whole". Industry, stated the report, is "clearly responsible for a large proportion of the illness among the employees of Pennsylvania. Seventy-nine per cent of

all deaths of persons of working age in 1916 were from diseases whose connection with important Pennsylvania industries has been established." The commission found that insurance protection against sickness had been taken by about 30 per cent of the workers, but seemingly least often among those who needed it most. Illness being a thing of chance, the great majority of workers take a chance of escaping it. The lower the wage group the less likely the insurance protection. With respect to the existing insurance opportunities available to the workers, the commission found that, in most cases, they did not meet the real need. Commercial health insurance is costly and subject to many restrictions, while the policy of labour organizations is to subordinate sickness insurance to life insurance. As a rule no medical benefits are given and the cost benefits are inadequate. Establishment funds, the report states, usually afford better protection, but are relatively few in number and exist only among the most progressive employers, in whose establishments health hazards are usually reduced to a minimum.

In 1915 the Social Health Insurance Committee of the American Association for Labour Legislation published a tentative draft for a health insurance bill.

Two other tentative drafts followed shortly after, and, in 1916, a bill based on the third draft was introduced in the New York Senate. This bill was subsequently amended and re-introduced, first by Senator Mills and later by Senator Nicoll. Eventually, in April last, it was introduced again, this time by Senator Davenport, and passed the Senate by a vote of 30 to 20. It was, however, rejected later by the Rules Committee. It is now stated that it will be introduced again in 1920. The text of the bill, which is entitled "An Act to Conserve the Human Resources of the State by Establishing for Employees a System of Mutual Health Insurance Funds under the Supervision of the Industrial Commission," is printed in full in the June, 1919, issue of the *American Labour Legislation Review*.

The New York State Federation of Labour, at its recent annual convention, adopted a resolution with respect to compulsory workmen's health insurance, as follows: "Labour must now have insurance protection against sickness, with particular consideration for adequate medical care and prevention, to be followed by the extension of the principle to the other insurable risks of unemployment; invalidity, premature death, and old age."

OUT-OF-WORK DONATION INQUIRY IN THE UNITED KINGDOM

THE parliamentary committee appointed to enquire into the scheme of out-of-work donation in the United Kingdom have presented two reports on the subject, which have been published as parliamentary papers.* Details of the out-of-work donation have been printed in previous issues of the LABOUR GAZETTE. It came into force on November 25, 1918, for a period of six months, but was later amended to provide that donations at a reduced rate might be paid during a further six months.

With respect to abuses of the scheme, the committee state that there was no evidence of extensive fraudulent abuse, although greater importance should be attached to the checking, by prosecution of such cases of fraud as do occur. It was the opinion of the committee that an important and necessary safeguard against abuse, both of fraudulent and non-fraudulent nature, lay in the scrutiny of the local employment committees. The rules laid down for the guidance of these committees in dealing with applications were generally well-conceived, and appear to have been carried out in an efficient manner. The

*Interim Report, June 6, 1919, cmd. 196; Final Report, Aug. 1919, cmd. 305.

committee recommends that employers be more strongly urged to co-operate in preventing abuses by furnishing replies to enquiries from the employment exchanges as to the circumstances under which applicants for donations left their last employment. It further recommends that in the absence of a reply from the last employer the applicant for donation should produce some evidence with regard to the circumstances in which he left his last employment. The committee remarks upon the comparatively limited use made by employers of the employment offices as a means of securing workers, one of the results of

which was that employment offices were unable to determine with any degree of accuracy the amount of employment actually available.

Other matters to which attention is directed in the reports are the rules under which payment of donation is made to workpeople on short time; the concurrent payments of out-of-work donations and disability pensions; offers of "suitable" employment; the desirability of increasing the disqualification for donation in cases in which an applicant loses employment through misconduct or voluntarily leaving his employment without just cause.

TRADES AND LABOUR CONGRESS OF CANADA

Synopsis of the Proceedings of the Thirty-fifth Annual Convention held in Hamilton, Ont.

THE thirty-fifth annual convention of the Trades and Labour Congress of Canada was held in Hamilton, Ont., from September 22 to 27, the sessions being held in the assembly hall of the Royal Connaught Hotel. The address of welcome on behalf of organized labour was delivered by Alderman Thomas O'Heir, president of the Hamilton District Trades and Labour Council. The civic welcome was extended by His Worship Mayor Charles G. Booker and Alderman J. A. McIntosh, of the civic reception committee. Sir William Hearst, Premier of Ontario, welcomed the delegates on behalf of the province, and the Hon. G. D. Robertson, Minister of Labour, spoke on behalf of the Dominion Government. Miss Pauline Newman, of Philadelphia, Pa., fraternal delegate from the National Women's Trade Union League, and Mr. Samuel Griggs, of Indianapolis, Ind., fraternal delegate from the American Federation of Labour, also contributed to the opening proceedings. Upon the conclusion of the addresses, the delegates stood in silence for one minute as a mark of respect for the late Allan Studholme, labour

member for East Hamilton in the Ontario Legislature. Mr. Tom Moore, president of the Congress, replied briefly to the addresses.

The first order of business was the presentation of the report of the Credential Committee which showed that credentials had been received for 901 delegates, the largest number in the history of the Congress. This number was added to during the week, the final report showing that there were 929 delegates, including three fraternal delegates, entitled to seats, the representation being divided as follows: Forty international organizations which have affiliated all of their Canadian membership were represented by one delegate each; three provincial federations of labour, one delegate each; thirty-one trades and labour councils were represented by seventy-one delegates; and 489 local branch unions had elected 812 delegates, all of whom, however, were not present. The total daily attendance of delegates was estimated at 800. A protest was made by delegates from the International Brotherhood of Railway Clerks against the seating of the delegates from the Cana-

dian Brotherhood of Railroad Employees, on the ground of its being a dual organization. The secretary explained that the executive council two years ago had granted a charter to the Canadian Brotherhood of Railroad Employees, and this action was approved of by the 1918 convention, making the Canadian Brotherhood a part of the Congress. Efforts had been made to effect an amalgamation of the two organizations, upon which a report was made later by the executive council. The matter was laid over until the reports of officers were to be considered. The final decision was that the executive council should continue its efforts to bring about amalgamation of the two bodies. Mr. R. A. Rigg, of Winnipeg, Man., was elected as associate secretary, and Mr. Gustave Francq, of Montreal, Que., as translator.

Report of the President

Mr. Tom Moore, president of the Congress, in submitting a report of the matters which had engaged his attention since the previous convention, referred to the following subjects: 1. Orders in Council; 2. Criminal Code Amendments; 3. Labour Sub-Committee; 4. Canada Registration Board; 5. Repatriation Committee and Co-operation with Returned Soldiers' Organizations; 6. Declaration of Armistice; 7. Representative on Government Peace Mission; 8. Shorter Workday; 9. Registration of Union Labels; 10. Deputation Protesting Against Prohibition; 11. Bulletins; 12. Housing Scheme; 13. Joint Industrial Councils; 14. Organization Work; 15. Rural Mail Carriers; 16. Organization of Police; 17. Affiliations; 18. Public Meetings; 19. Departmental Matters; 20. Ontario Government; 21. Mothers' Pensions; 22. Conference of Shipyard Workers; 23. Labour and Socialist international Secretariat at Lucerne, Switzerland; 24. Western Strike Situation; 25. Emigration (Representative in England); 26. Opening of Parliament; 27. Immigration; 28. Prevention of Fire; 29. Technical Education; 30. Pensions

Act Amendments; 31. Federal Compensation Laws; 32. Increase in Permanent Military Forces; 33. An Act Providing for the Control and Operation of Railways Purchased or Owned by the Government; 34. An Act Referring to Naturalization; 35. Federal Health Department; 36. Cost of Living Committee and Court of Commerce; 37. Royal North-West Mounted Police; 38. Titles; 39. Bills Introduced but not Passed; 40. List of Acts of the Parliament of Canada, Second Session, Thirteenth Parliament, 9-10 George V, 1919.

Report of the Executive Council

The executive council, which is composed of the president, three vice-presidents and the secretary-treasurer, presented a review of the work performed during the past year and made a number of recommendations deemed necessary for the welfare of the Congress. The following is a synopsis of the report, the various subjects being numbered as in the original: (1) References from Quebec convention—The executive reported on what action had been taken in the various matters referred to them by the 1918 convention; (2) Annual Interview with Dominion Government—Under this caption the executive recited the subjects which had been presented to the Government on November 27, 1918, for consideration; (3) Joint Conference—Reference was made to the joint conference held in November, 1918, of representatives of the Canadian Manufacturers' Association, the Joint Committee on Technical Organizations and the Trades and Labour Congress, at which certain resolutions were adopted and subsequently presented to the Government; (4) Consolidation of the Canadian Brotherhood of Railroad Employees and the International Union of Railway Clerks—Report was made of the efforts which had been made to effect an amalgamation of these two organizations and of a tentative agreement which had been prepared, but which had not been accepted by the International Brotherhood, it being claimed by the president

of the latter organization that the representative signing the agreement had no authority to do so; (5) International Peace Conference—Under this heading the executive reported that it had sent Mr. Gustave Francq, of Montreal, Que., to the International Peace Conference, and also that it had later requested Mr. P. M. Draper, who was in London, Eng., as labour advisor to Sir Robert Borden, to act as co-delegate with Mr. Francq to represent Canadian organized labour; (6) Victory Loan—With a view to assisting in making the Victory Loan of 1918 a success, the executive had subscribed for bonds to the value of \$5,000; (7) Reconstruction Programme—A statement was presented informing the convention that, owing to the executive being equally divided as to the language which should be used in the declaration of principles, and to the secretary being absent in England, the executive had been unable to reach an agreement on the subject; (8) Federated Association of Letter Carriers and the Amalgamated Postal Workers—This section referred to the secession of a number of letter carriers in the western provinces from the Federated Association of Letter Carriers who joined with other government employees and formed a new organization under the name of the Amalgamated Postal Workers. This organization had made application for affiliation with the Congress, but, owing to the confliction with the jurisdiction of the letter carriers, the application had been refused; (9) Labour Representation on Government Commissions—Under this heading were reported the names of members of organized labour who had upon nomination of the executive been appointed on government commissions or boards; (10) Labour Conference in Washington, D.C.—Reference was made to the conference to be held in Washington, on October 29, 1919, pursuant to the labour section of the Treaty of Peace. The Minister of Labour, on behalf of the Dominion Government, had extended an invitation to the Congress to nominate one delegate and five advisors. Accordingly Mr. P. M. Draper

had been named as delegate, and the four other board members, with Mrs. K. Derry, had been selected as advisors; (11) Liberal Convention—The Congress was invited to send five representatives to the Liberal convention held in Ottawa in August, 1919, to present their views prior to the drafting of the Liberal platform. The president had acknowledged the invitation, a copy of the letter being included in the executive council's report; (12) Industrial Relations Commission—Reference was made to the appointment by the government of the commission, on which two representatives of employees had been selected, to consider and make suggestions for securing a permanent improvement in the relations between employers and employees. The recommendations of the majority report, in which the employee representatives concurred, were included in the report; (13) National Conference—Under this caption the executive reported that it had been invited by the Government to nominate approximately 65 representatives of organized labour to take part in the National Industrial Conference held in Ottawa, September 15-20, 1919, and that, accordingly, selections had been made of labour representatives from different parts of the Dominion qualified to represent the various labour organizations; (14) Misuse of the Strike Weapon Causes Workers to Lose in the End—The declaration of the executive on this question is published in full, and was as follows:

"A number of leaders of labour and those who follow them have been repeatedly warned of the economic danger of too frequent or too wide a use of the strike weapon. They have been told that it is inimical to production and to the best interests of the nation, and so will ultimately rebound upon themselves. They have not, however, been sufficiently warned of the danger they run of spoiling their final and best weapon of defence by its too great use and by attempts to force by its means decisions that such a weapon ought never to be used to obtain.

"The strikes that are proposed to-day by some of the wilder spirits are very different things from the legitimate trade union strike—the cutting-off of the supply of labour until the price goes up. They are intended for political purposes: to force the country, by the cutting-

off of supplies, to agree to political policies which the country does not want and will only accept under compulsion.

"A little analysis will show that the effects of a political strike of this character are very different from the ordinary wages or conditions strike. In the case of the ordinary strike, the matter at issue is between employer and employed, each of whom is determined to fight for his share in the produced commodity. The public are affected in a merely secondary manner, as consumers, who have the misfortune to receive some of the ripples from the larger pool of discord. This is a thing that cannot be helped, and the public do not grumble at it.

"The political strike, however, is in its essentials a strike against the public at large. It is the attempt by one section—and that, very frequently, a minority—to force on the legislators appointed by the general public ideas that they do not wish to entertain; it is an attempt to do by economic force what their constitutional force was not strong enough to do at the polling booth.

"This is where the danger to the striker who is acting on such methods comes in. Just as the employer, in an ordinary strike, is the one against whom it is directed, and so becomes an avowed antagonist, so the public, in the other case, is made a similar antagonist. The strike is directed against the public at large, and those who are conducting it have the whole of the general public up against them.

"Whatever may be the immediate measure of success attending such methods, there can be no such thing as ultimate success for them. The Canadian public have from time immemorial been dead set against any class of autocracy, and they will not tolerate it from any section of labour any more than from any other section of the community.

"Such a strike may succeed for the moment; but in a democratic country like ours nothing can last for long that is done by force and against the mass of opinion in the country. Those who use such methods are merely laying up in store for themselves a great deal of trouble coupled with the complete loss of public sympathy with anything they may subsequently do."

(15) One Big Union—The following is the statement of the executive on this question:

"Since 1914 the trade union movement has been the subject of attack from many quarters. All its old enemies, and some new ones have been in the field. There have been the usual crop of foolish employers who thought to crush it. There has been gallons of editorial ink spilled in efforts to reform it. Governments have passed laws and Orders in Council to control it and backed these up with all the powers of the State at times. We merged into the

days of peace on November 11th stronger and better for the tests we had passed through, and it remained for a section of the organized workers themselves to do what Governments and employers had failed to do, and the nearest approach to disaster came when ten thousand workers were swept off their feet by alluring promises of the advocates of the One Big Union.

"The futility of the One Big Union methods should have been apparent from the beginning, founded as it was on force and intolerance of the chosen leaders of the labour movement, repudiating the organizations from which they drew their financial and numerical strength, preaching class hatred throughout the country and gambling their whole future on the success of sympathetic and national strikes. Prompt measures were taken to check the inroads of this disruptive movement, though not before many labour unions had suffered financial and other losses. The position of these unions had been achieved by years of patient effort, and much arduous work and sacrifice will now be needed to recover their position. We are able to report, however, that the storm seems to have passed, the workers are again recovering their equilibrium and the International Trade Union movement seems to be established once more in the centres where the One Big Union advocates made their strongest attacks."

(16) Cost of Living—The executive, in referring to this matter among other things, stated that wage increases are required by the workers primarily to improve the standard of living, but this cannot be when every increase is discounted in advance by higher costs of the commodities needed; (17) The Late Allan Studholme — Referring to the death of the late Allan Studholme, who was labour member for East Hamilton in the Ontario Legislature, the executive paid tribute to his sterling qualities as a labour representative; (18) Western Representative—Report was made of the placing of a deputy to the president in Winnipeg to look after the interests of the Congress west of the Great Lakes, and it was recommended that the policy be continued, at an estimated cost of \$4,000 per annum; (19) Congress Headquarters—An earlier convention having approved of the establishment of centrally located headquarters, the executive recommended that authority be given for the purchase of suitable property. In concluding the report, the executive referred to the co-operation

required of the delegates in dealing with the problems which confronted them.

Reports of Provincial Executive Committees

There are four provincial executive committees operating as adjuncts of the Congress, each of which presented a review of their activities for the past year.

ONTARIO.—The committee had on December 16, 1918, met the Cabinet and presented thirty-two resolutions which had been referred by the 1918 convention. A further report gave particulars as to how far legislation had been adopted to meet the requests which had been submitted.

QUEBEC.—The committee on January 31, 1919, submitted to the Cabinet the thirteen resolutions which had been committed for presentation, and gave a report of the changes which had been made in existing laws and new legislation which had been enacted. Reference was made to the increase in the ranks of organized labour in the province and it was stated that two labour candidates had been elected to the Legislature. The One Big Union propaganda in Quebec had not been successful, the unions almost unanimously declaring against the proposal.

MANITOBA.—Early in the year an interview had been held with the Provincial Government and a number of demands were presented. The first half of the year had been a successful period in the organization of the workers, but owing to a division in the ranks and the general sympathetic strike of the early summer the movement had had a temporary setback.

SASKATCHEWAN. — On December 13, 1918, the committee reported having met the members of the Provincial Government and presented a number of requests for consideration, and gave a synopsis of the legislation in the interests of wage-earners, which had been enacted at the last session of the Legislature.

Reports of Provincial Federations

Four provincial federations are operating under charters from the Congress. The following is a brief synopsis of the reports presented:

NEW BRUNSWICK.—The annual convention had been held in Fredericton in March, 1919, at which some thirty resolutions had been adopted. A number of requests for legislation on behalf of the wage-earners had been submitted to the Government. Success was reported in having (1) the Workmen's Compensation Act amended so as to apply to woodsmen, (2) electoral franchise extended to women, and (3) amendments to the Motor Vehicles Act. The federation had decided to form an independent labour party, and the movement was now under way in St. John and Moncton.

NOVA SCOTIA.—The annual convention had been held in Halifax in February, 1919, at which a number of requests for legislation had been dealt with and subsequently presented to the Government.

ALBERTA.—At the annual convention held in Medicine Hat in January, 1919, many resolutions in favour of new legislation and amendments to existing laws were adopted. The various requests were presented to the Government on January 30, 1919, and report was made of the legislation which had been secured. Reference was made to the unrest among the workers of the province and to the general strikes which had occurred in sympathy with the strikers in Winnipeg, as a result of which the postal workers in Calgary who participated had been permanently dismissed by the Federal Government. The suggestion was made that no effort be spared to persuade the Government to reinstate the dismissed employees.

BRITISH COLUMBIA.—The annual convention of the federation had been held in Calgary, Alta., in March, 1919, in order that the delegates could attend the western conference of labour representatives which had been called to meet in that city. The report stated that, "Tired

of the methods previously adopted, begging for legislation, the workers as represented by the delegates decided to devote their activities towards industrial action, and the following resolution dealing with the future of the federation was adopted:

"Whereas, great and drastic changes have taken place in the industrial world, and whereas, in the past, the policy of the British Columbia Federation of Labour (in sending its Executive Committee to Victoria pleading for the passage of legislation which is never passed, and would be futile if it were), is now obsolete, if it ever were useful;

"Therefore, be it resolved, that this convention lay down as its future policy the building up of organizations of workers on industrial lines for the purpose of enforcing by virtue of their industrial strength, such demands as such organizations may at any time consider necessary for their maintenance and well being, and shall not be, as heretofore, for the purpose of attempting to persuade legislative assemblies to amend, add to or take from existing statutes allegedly called labour laws."

Subsequently a resolution on the question of industrial organization was introduced as a substitute for the many resolutions that were presented for an industrial instead of a craft form of organization. This resolution was as follows:

"Resolved that this convention recommend to its affiliated membership that they sever affiliation with their international organization, and that steps be taken to form an industrial organization of all workers; and,

"Be it further resolved, that a circular outlining a proposed plan of organization be sent out to the various organizations and that a referendum on the question be taken at the same time."

Following the adoption of this resolution by the federation a vote of the affiliated unions, as well as of those in the province not affiliated, was taken, the vote being overwhelmingly in favour of the new form of organization.

Complaint was made by the executive officers of the Federation that the Provincial Government had not investigated two mining disasters which had occurred in British Columbia, and which it was stated the miners of the province had endeavoured to have the Government inquire into. The report further stated

that it was for the reason that no action could be secured by begging the Government to pass legislation or even to enforce their own laws, that the workers decided that industrial organization was of more importance to them than humbly praying and begging from year to year for legislation that was never enacted, and would never be enacted unless the workers were able to force it by their industrial strength. Another matter referred to was what was termed the ever-decreasing liberty of the worker so far as political privileges are concerned. Reference was also made to the raiding of the offices of the British Columbia Federation of Labour and other places by the Royal Northwest Mounted Police, the documents obtained still being in the hands of the authorities.

Reports of Fraternal Delegates

Mr. J. M. Walsh, of Quebec, Que., who was fraternal delegate to the 1919 convention of the American Federation of Labour, presented a statement of the proceedings held in Atlantic City, N.J., during the month of June.

Mr. J. C. Watters, fraternal delegate to the British Trade Union Congress, who returned during the course of the convention, gave an account of the questions which had been before the British Congress held in Glasgow, Scotland, for consideration, and also reported on the meeting of the Parliamentary Committee.

Mr. T. A. Stevenson, representative of the Congress with the Department of Soldiers' Civil Re-Establishment, reported on the activities of the department and gave a statement showing the number of discharged soldiers who had been placed in positions through the various employment offices operating under governmental control.

Reports of Representatives to Labour and Peace Conferences

Mr. Gustave Franco, of Montreal, Que., delegate to the International Trades Union Conference and the Labour and Socialist Conference, presented

a report of his activities at the various meetings he had attended in London, Paris and Berne, and submitted the resolutions which had been adopted by the Trade Union Conference and the International Labour and Socialist Conference held in Berne, Switzerland, in February, 1919.

Mr. P. M. Draper, of Ottawa, Ont., who had accompanied Sir Robert Borden to the Peace Conference, as labour advisor, also presented a report of the matters which had engaged his attention, and submitted a report of the Commission on International Labour Legislation, which had been established by the Peace Conference. A copy of a draft convention creating a permanent organization for the promotion of international regulation of labour conditions was included, also the resolutions which had been adopted by the commission.

Report of Committee on Officers' Reports

The committee to which the above reports were referred for consideration concurred in the report of the president and made the following recommendations in connection therewith: (1) that efforts to secure protection for union labels be continued, (2) that bulletins reporting the work of the Congress be issued more frequently, (3) that the executive council urge the repeal of the criminal code amendments relating to sedition and seditious propaganda. On the latter recommendation a debate arose, several delegates demanding its immediate repeal, an amendment to the recommendation of the committee being moved that unless the law was repealed and freedom of the press and speech restored by October 1, 1919, a general strike be ordered. This proposal was voted down and the recommendation of the committee adopted. The committee also recommended that the executive council press for the appointment of a labour representative on the Ontario Hydro-Electric Commission and the Workmen's Compensation Board as well as in the Federal Health Department, on the board of directors of the Cana-

dian National Railways and on the Board of Commerce. Other recommendations of the committee were (1) that the Congress take up the question of Canadian organized labour affiliating with the International Federation of Trade Unions, (2) that both the Federal and Provincial Governments should spend more money on technical education, (3) that the local unions take notice of the Government's action in increasing the permanent military forces from 5,000 to 10,000 men. The committee expressed the opinion that Canada could ill afford to maintain a large military force. The committee also disapproved of the increase of the force of the Royal Northwest Mounted Police and urged the executive council to ask for the repeal of the law. As an outcome of the report of the committee on officers' reports and recommendations therewith, two special committees were appointed to report on the organization of police and on housing problems. These reports were subsequently presented and will be found in this review of the proceedings. During the discussion on the western strike situation, to which the president had referred in his report, the press was severely criticized by several of the delegates for the reports which had been published in reference to the Winnipeg and other strikes in the west. At a subsequent session of the convention a protest was lodged by the press representatives present against what were termed insults to those who were reporting the proceedings, and a demand was made for fair treatment.

With only two exceptions the committee on officers' reports recommended unanimous concurrence in the report of the executive council and also in the recommendations made, one of the exceptions being in reference to the action of the council in substituting Mr. P. M. Draper for Mr. J. C. Watters as delegate to the Peace Conference. A minority of the committee desired that consideration of the matter should be deferred until Mr. Watters had returned from the British Trade Union Congress.

The majority report of the committee was adopted. The other exception was on the question of the reconstruction programme, the committee regretting that further efforts had not been made on Mr. Draper's return to agree on a programme. A definite statement was asked for by a delegate as to why the instructions of the previous convention had not been carried out. A statement was made by Vice-President Rees that he had submitted a draft programme, but the president had stated that the language was unsuitable and that the president had been authorized to make a report. President Moore, after making an explanation in reply, proceeded to read what Mr. Rees had submitted, which, he claimed, was too revolutionary. Mr. Rees claimed it was a private document, and if it was read it would be over his protest. Mr. Moore read a portion of the proposed programme on which the executive council were divided, President Moore and Vice-President Martel on one side and Vice-Presidents Rees and Baxter on the other. Mr. Moore then read a selection from his proposed programme which referred to the victory which had been won, but Rees and Baxter objected, saying that the workers had not won anything as a result of the war. Mr. Moore stated that he believed the platforms which had been prepared by the convention at Lucerne and the Peace Conference contained sufficient reconstruction material for the workers of Canada. After further statements by Mr. Moore and Mr. Rees as to the reason why the fifth member of the council (Mr. Draper) had not been communicated with in connection with the reconstruction programme, the report of the committee on officers' reports was adopted.

On clause 15—"One Big Union"—the committee recommended that the statement of the executive council be accepted. During a lengthy discussion on the matter, the promoters of the One Big Union idea were denounced, and one delegate stated that the scheme was born in deceit and had carried on through

fraud and intolerance. Some delegates undertook to defend the One Big Union adherents, but the report of the committee was adopted, and a further motion that the question of the One Big Union should not again be introduced in the convention was approved with only one dissenting voice.

The recommendation of the committee that a letter of condolence be sent to the family of the late Allan Studholme and that a memorial tablet be erected was also approved.

The reports of the provincial executive committees, the fraternal delegates, the delegates to the International Peace Conference, the report of representative on Department of Soldiers' Civil Re-Establishment and the report of the provincial federations, with the exception of that from the British Columbia federation, were all recommended for adoption by the committee. The British Columbia report was recommended for reference to the Committee on Constitution and Law, as it undertook to change the form of organization. The whole report of the Committee on Officers' Reports was approved.

Report of the Secretary-Treasurer

Mr. P. M. Draper, secretary-treasurer, submitted a report of the finances of the Congress. The receipts for the past fiscal year, including a balance of \$11,362.16, were \$41,786.86. The expenditure for the same period, including \$5,000 invested in Victory Bonds, was \$27,187.41, leaving a balance in hand of \$14,599.45, in addition to the sum of \$10,000 in the reserve fund. The affiliations include the Canadian membership of sixty national and international organizations, an increase of five over the previous year. Four provincial federations of labour, fifty trades and labour councils, and sixty-nine federal labour unions are under charter from the Congress. The total membership was reported at 160,605, an increase for the year of 43,107. The Audit Committee, to which the report was re-

ferred, reported having found the accounts correct and recommended adoption. This was carried.

Committee on Constitution and Law

Several resolutions seeking to change the present plan of labour organization in Canada were referred to the Committee on Constitution and Law, who subsequently referred them to the Resolutions Committee. Of the remaining resolutions only two were approved by the committee and adopted by the convention. One of these, an amendment to Article I, section 2, of the constitution, was designed to give the executive council wider powers in dealing with recalcitrant organizations. This amendment was as follows:

"The Congress Executive Council shall have power by a majority vote of its members to suspend or revoke the charter of any Provincial Federation of Labour, Trades and Labour Council or Federal Union chartered by the Congress where the officers have encouraged or advocated secession from International unions or assisted in forming independent or dual organizations, and the books, papers, funds and property shall be surrendered by the organization against which action is taken to the Executive Council, to be held in trust pending the restoration of the charter suspended or revoked or the granting of a charter in the place of the one suspended or revoked, when it shall be restored to the original or the new organization. Provided that where the interests of the movement can be better served, the Executive Council shall have power, for the same reasons as required by the preceding paragraph, to suspend the officers of any chartered organization, and appoint a commission of not more than three members, who shall take charge of the affairs, funds and property for a period not to exceed six months, or, in the case of Provincial Federation of Labour, until a regular convention can be held. With the discharge of the commission, the funds and other property shall be returned to the organization affected, or if the charter has been suspended or revoked then it shall be turned over to the Executive Council of the Congress to be held and disposed of as already provided."

The other recommendation which was accepted was to increase the salary of the president to \$3,600 per annum.

The portion of the report of the British Columbia Federation of Labour, which had adopted an industrial form of

organization, was on recommendation of the committee referred to the executive council, the amendment to the constitution referred to above giving the council authority to deal with the matter.

Another matter on which the committee reported was in regard to the appointment of two organizers, the recommendation to refer the subjects to the executive council for favourable consideration being adopted.

One of the defeated amendments to the constitution aimed at having the secretary-treasurer of the Congress devote his whole time to the work and provided for a salary of \$2,500 per annum.

The representatives of the Cobalt Miners' Union, No. 146, which body complained of the treatment received from organized labour during their recent strike, asked if, in the event of the union withdrawing from the international organization, the president of the Congress would have power to revoke the charter as a local of the Congress. The reply of the committee, which was accepted by the convention, was to the effect that as no charter had been issued by the Congress there was no charter to cancel.

Ways and Means

The Committee on Ways and Means recommended the payment of the following amounts, the recommendation being adopted: To the delegate to the British Trade Union Congress, \$800; delegate to American Federation of Labour, \$300; secretary-treasurer, \$1,500; associate secretary, \$100; translator, \$80; messenger, \$50; two sergeants-at-arms, \$50 each; caretaker of the hall, \$50; and that the salary of the stenographer be \$150 per month; also that the hotel expenses of the three fraternal delegates be paid.

Union Label Committee

The report of the Union Label Committee, which was adopted, recommended a more insistent demand for all union label goods and urged support for the union shop card of the journeymen

barbers. The committee also submitted a form of credential for delegates to the Congress bearing a certificate that each delegate had at least three union labels on his person. On the question of the registration of union labels the executive was instructed to take immediate action to secure the necessary legislation. The committee submitted the following resolution on the matter of union label leagues and directories of firms producing union label goods, the same being adopted:

"Whereas, many of the International Unions have adopted the use of Union Cards and Labels in order to clearly distinguish Union from Non-Union services and commodities.

"And, whereas, a more general patronage of the union label by trade unionists and their friends would give powerful assistance to those who are seeking to extend the benefits of organization.

"Therefore, be it resolved, that the time has arrived for the formation of Union Label Leagues affiliated with the Union Label Department of the American Federation of Labour to which should be entrusted the task of popularizing union products and the preparation of directories of union firms for the guidance of trade unionists.

"Be it further resolved, that the Executive be requested to use its utmost endeavour to encourage and support the Union Label League Movement."

Under a resolution adopted, the executive council was instructed to forward to all unions in Canada a circular urging the purchase of none but cigars bearing the blue label of the Cigar-makers' Union.

At the Tuesday afternoon session of the convention addresses were delivered by Mr. J. W. Hays and Mr. Matthew Woll, president and fourth vice-president respectively of the Union Label Trades Department of the American Federation of Labour, which body was then holding a meeting in Hamilton. Both of these representatives dealt on the importance of the union label and the power it could be made if proper support was given by purchasing only such products as bear the label of the various trade union organizations. Incidentally reference was made to the

division in the ranks of labour in western Canada, and it was pointed out that at this time it was essential that the forces of labour should be solidified. The other officers of the Union Label Trades Department present were John J. Manning (secretary), G. W. Perkins, Anthony McAndrew, and Joseph Proebstle, vice-presidents.

Report of Immigration Representative

Mr. W. R. Trotter, of Vancouver, B.C., immigration representative, presented a report dealing with immigration matters, which together with certain sections of the officers' reports and several resolutions on immigration, was referred to a committee. This committee recommended (1) endorsement of that portion of section 25 of the president's report dealing with the establishment of central empire authority on emigration, as well as the second part of the same section expressing opposition of the Congress to bonusing schemes for the introduction into the country of industrial workers, with the further provision that the Executive of the Trades Congress press more strongly than ever for the abolition of bonuses to booking agents which it was understood the Dominion Government had decided to continue. The committee stated that bonuses have been a continuous source of evil, and with a prospective huge influx of people with free passages provided by the Imperial Government, there can be no argument left for the survival of this system.

The committee also recommended the adoption of the report of the immigration representative in its entirety, which included the proposed substitute for the head-tax on Orientals which has already been adopted by the Congress and confirmed at previous conventions.

In connection with the free passages which are to be granted to women who have been employed in war work, the committee stated that there had been organization in the Dominion a council, to be known as the Canadian Council of Immigration of Women for Household

Service, for the purpose of co-ordinating the work of receiving and distributing such immigrants. This co-operative effort on the part of certain voluntary organizations the Dominion Government, it was reported, was prepared to finance. The Government had also apparently decided to cease bonusing private efforts and to direct all this work into one channel, which the Committee trusted would in future include all efforts put forward in this connection by the Salvation Army. As this is peculiarly women's work, the new Council of Immigration would consist of members from ten national women's organizations in addition to a representative of each provincial government where work is carried on, a representative of the Great War Veterans' Association and a representative of the Trades and Labour Congress of Canada. The object of the latter two provisions is with a view to obtaining advice from and protecting the interests of both returned men and labour. A representative of the Council, who was authorized to organize this scheme, appeared before the Committee and explained in detail what was proposed and requested that the Convention appoint the Congress's representative on the Council. The committee recommended that the request of this organization be complied with and that the matter of choice of a representative be left in the hands of the Executive Council. The committee also stated that from evidence submitted, bigger emigration schemes than ever were being planned, and that vigilance would be more than ever necessary in this direction. So long as the Imperial and Dominion Governments undertook the direct responsibility for such schemes some regulation would be possible, but care should be taken to prevent a return to the indiscriminate methods of the pre-war period which caused so much suffering in this country. The report of the committee, with the recommendations submitted, was adopted.

Report of Committee on Housing

The special committee on housing presented the following report, which, together with the suggestions for making easier the term on which loans can be secured for building purposes, was adopted:

The problem of satisfactorily housing the workers at the present time is of supreme importance because of the growing demand arising out of the desire of workers for a better system of housing. The many claims of labour should not be regarded as voices of protest and discontent, but an earnest desire for a place to live that can in reality be called a home where the development and enrichment of human life shall be ideal and the establishment of standards of life aiming for the common good.

Good homes are essential to our welfare, and it is our duty to try and meet the situation. Private enterprise in trying to meet our needs has absolutely failed to provide sufficient or suitable houses on conditions that the workers can readily take advantage of. If this condition is to be satisfactorily adjusted it is apparent that the Government of this Dominion and the various provinces should accept responsibility and make adequate provision to assist those who desire to have homes of their own.

When we survey the housing conditions of our industrial population the need of immediate action is very pronounced. In the large industrial centres we have thousands living under conditions which are destructive to the highest ideals of our much boasted civilization. In the coal mining camps where the companies own and house the workers the conditions demand consideration. Some of the types of houses in these districts and the habitation known as bunk houses warrant our condemnation. In a number of company owned or closed towns no opportunity presents itself for the workers to have real homes, and in some of the lumber camps the conditions are such that it is a disgrace to call them places of abode, and at the present time the conditions are such that in a number of cases in British Columbia the workers are on strike against these deplorable conditions.

To overcome these conditions we believe that it is necessary to adopt a vigorous policy of adjusting all of these conditions, and while the Federal Government has attempted in a measure to meet the situation these attempts are not sufficient to meet the requirements of the workers, and the conditions surrounding the application and allotment are such that workers generally are not going to gain the advantages sought.

The genuine demand being made for assistance indicates the real need and desire of the worker to take advantage of such opportunity

that has been presented by the present Government system of housing loans. But the many restrictions and guarantees demanded by the Federal Government and the many varying requirements of Provincial Governments and municipalities are such that it is working a serious injustice on a number of workers who no matter how desirous are prevented from acquiring a loan. We believe that greater benefit will accrue to the workers and bring the relief we are all seeking by the full consideration of the following matters:

First. That the Federal Government establish a system of loans to those desiring to build homes through the chartered banks at a low rate of interest under conditions that are possible for the workers to avail themselves of.

Second. That where it is desirable that a Commission be established to operate in the building of homes, same shall have equal representation of workers.

Third. Grants should be made to groups of workers who desire to co-operate for the purpose of building homes.

Fourth. That for the successful operations of these loans and to bring immediate relief, a system should be adopted that will expedite the placing of loans for land or buildings without delay or friction.

Fifth. That measures should be taken to correct the evils of the rising unearned increments on urban and rural properties and prevention of speculation in land for housing purposes.

Sixth. Where housing commissions are established they should have power to build and sell houses at cost with power to make advances to individuals or groups of workers to apply their own labour in the construction of same.

Seventh. Where the situation warrants it the Government should erect homes and sell to the workers on terms and conditions similar to those conditions contained in the making of loans.

Eighth. The Labour Movement, standing as it does for measures of democratic control, should not forget the efforts and results of the centralization distributing and purchasing of war supplies, and believe that the same system should now be applied to the acquiring of land supplies and labour so as to prevent waste and allow of the advantages to be gained by the safeguarding of the interests of the workers and establishing conditions by which we should reap advantages for the common good.

If the above matters are not possible of attainment, then we further recommend that efforts be made to secure some amendments to the present Federal Housing Act. Where provinces refuse to take advantage of the provisions of the act, that the municipalities be allowed to make application for an allotment; such allotment to be made without holding it against the borrowing power of such municipality. And if provinces or municipalities also refuse to take advantage of the provisions of

the act, then any responsible group desiring to avail themselves of the provisions of such act should be allowed to do so upon giving satisfactory guarantees.

Organization of Police

The special committee to whom was referred the question of the organization of police submitted two resolutions on the subject. The resolutions, which were approved, were as follows:

Resolution No. 1.—Whereas, a meeting of police chiefs in the city of Calgary has adopted a resolution urging legislative restriction of the right of police to organize and affiliate with the Trades and Labour Congress, and whereas, such legislative action would be an intolerable infringement of the inherent right of every man to associate himself with his fellows for mutual protection and advancement,

Therefore, be it resolved, that the Trades and Labour Congress hereby emphatically protests against any such legislation, and pledges its full support to the police forces of the Dominion in the maintenance of their rights;

Resolution No. 2.—Whereas, there are a number of police unions in the Dominion organized for the better protection of their interests, and whereas, many of these unions have expressed a desire to form a national federation of policemen, jailers and prison workers,

Therefore, be it resolved, that the executive council be authorized to issue a national charter to such a federation, and that every assistance be given to the preservers of law and order in their efforts to attain desirable economic conditions.

Report of Deputy to the President

Mr. R. A. Rigg, of Winnipeg, Man., who since July 1, 1919, had acted as deputy to the president in western Canada, presented a report of the operations of the One Big Union advocates and the care which had to be exercised in handling the situation on behalf of the Congress. He had visited several cities for the purpose of investigation, and stated that in his opinion there is great reason to be satisfied with the failure of the scheme to establish the One Big Union in western Canada. The concluding statement was as follows:

“Nevertheless this whole territory is a volcanic crater and rumblings of internal disturbance are generally audible, and it behooves those charged with

the responsibilities of office in trade union circles to pay close attention to the possibilities of the situation. Discontent of a very deep-seated character is widespread and the demands for a more aggressive effort to promote the interests of the toilers as against the rapacious greed of privilege, call for the closest attention and the exercise of all legitimate and constitutional activity."

Fraternal Messages

Mr. Samuel Griggs, of Indianapolis, Ind., president of the Journeymen Stonecutters' Association, fraternal delegate from the American Federation of Labour, in extending fraternal greetings referred to the progress which the labour movement of the continent had made. Attention was called to the reconstruction programme of the Federation which had been prepared for the guidance of labour after the close of the war. In explaining the action of the Federation in prohibiting affiliated central labour bodies from taking strike votes or ordering strikes, Mr. Griggs stated that the purpose was to prevent just such abortive general strikes as had recently been called without the consent of the international organizations. Reference was also made to the plan which had been evolved by the Building Trades Department of the American Federation of Labour for the settlement of jurisdictional disputes without any cessation of work.

Miss Pauline Newman, of Philadelphia, Pa., fraternal delegate from the Women's National Trade Union League, in conveying greetings to the Congress, reported on the progress which the league had made since last year and gave a list of the various classes of workers which were affiliated. Out of 12,000,000 women in industry in the United States, only six or seven hundred thousand are organized. This lack of organization of women was only a reflex of the general labour movement, and Miss Newman made a plea for more thorough organization and unity in the ranks of labour generally. An invitation was extended

to the Congress to send a fraternal delegate to the annual convention of the Women's National Trade Union League and also to the Women's International Trades Congress, which was to meet in Washington, D.C., preliminary to the International Labour Conference.

Mr. Ben Tillett, M.P., secretary of the Dock, Wharf and General Workers' Union in Great Britain, fraternal delegate from the British Trade Union Congress, representing 5,000,000 trade unionists of Great Britain, which included the workers in all of the organic trades, in opening his fraternal address made reference to the growth of the unskilled workers, who now had a federation composed of more than 1,000,000 members, and paid a tribute to the British Trade Union Congress, the mother of labour parliaments. Mr. Tillett referred to the British political labour movement as a vigorous organization and also to the improvements which had been secured for the dockers through the power of their organization and the British Congress. Complete organization was the great factor in securing for labour the advantages for which they had been striving for years. In referring to the close of the war, Mr. Tillett stated that the sooner the aftermath and the memories of the war can be obliterated the better it will be for the great working class who made up the fighting forces. Reference was made to the formation of the new International Federation of Trade Unions which it was hoped would be the means of creating a better brotherhood throughout the world. In concluding his message, Mr. Tillett referred to the great possibilities of Canada, and stated that the democracy of the trade union movement had the power to give the workers opportunity for greater achievement. On motion it was decided that the address of the fraternal delegate from the British Trade Union Congress be printed in pamphlet form for distribution to all labour bodies in Canada.

On Saturday afternoon the delegates from the British Congress and from the

American Federation were each presented with a diamond ring, the delegate from the Women's National Trade Union League receiving a gold watch. The chairman, secretary and treasurer of the local reception committee were each presented with a travelling bag. Mr. Ben Palmer, of Hamilton, for forty-one years a member of the International Moulders' Union, was presented with a pair of gold cuff links.

In response to a letter from the Independent Labour Party of Ontario, Mr. Joseph T. Marks, the secretary, was accorded the privilege of addressing the convention on the work of the party. He asked for speakers to address some meetings in nearby constituencies on behalf of labour candidates in the forthcoming provincial elections. Controller H. J. Halford, of Hamilton, Ont., and Mr. James Simpson, of Toronto, Ont., also addressed the convention, both of whom strongly urged the importance of working class representation in the legislative halls of the Dominion.

The 1919 Victory Loan

Sir Henry Drayton, Minister of Finance, addressed the convention on Thursday morning on behalf of the forthcoming Victory Loan, and solicited the co-operation of the delegates in their respective localities to make the loan a success. The money was required for the purpose of assisting the wounded soldiers and their dependants. In addition the loan was necessary for the purpose of promoting production, so essential for the well-being of the community as a whole, and to assist Canada in meeting her financial obligations.

Telegram from the Prime Minister

At the closing session of the convention the following telegram from Sir Robert Borden was read to the convention:

"Ottawa, Ont., September 27.

"My colleagues and I have watched with much interest and appreciation the deliberations and conclusions of the Trades Congress at its Hamilton convention. We are glad to inform

you that P.C. 2786, of November 13, 1918, respecting unlawful associations, is being repealed, leaving such matters to be dealt with under the criminal code as amended at the last session."

Want Copyright Law Amended

The following resolution in the interests of Canadian printers, authors and composers was adopted:

"Whereas, by the provisions of the Canadian Copyright Act, the printers in Canada do not have the advantages of printers in the United States in printing books for their home market; that almost all copyright books offered for sale in Canada are printed either in the United States or in Great Britain, the Canadian printer thus being deprived of that class of work; therefore, be it resolved, that the Trades and Labour Congress of Canada be requested to urge the Dominion Government to have a clause inserted in the Copyright Act giving to Canadian printers equal protection to that afforded the United States printers by their legislation, and at the same time safeguarding the interests of Canadian authors and composers."

Favours Home Rule for Ireland

A resolution asking that the Congress go on record as in favour of a full measure of home rule for Ireland, and asking that a copy of the resolution be forwarded to Edward De Valera, was sent to the Resolutions Committee, who reported in favour of home rule for Ireland to the same extent as Canada, Australia, New Zealand and South Africa, and that a copy of the resolution be sent to the leader of the labour party in the British House of Commons. It was moved in amendment that the words "home rule" be stricken out and the word "independence" substituted. After a brief debate, the amendment was defeated and the report of the committee adopted.

Against Clemency for Defaulters

A resolution asking that the Prince of Wales be requested to use his influence on behalf of defaulters under the Military Service Act was presented as follows:

"That this Convention endorse a motion that the Heir Apparent be asked to use his influence

by letter for Royal clemency towards the defaulters and deserters of the Military Service Act."

The Resolutions Committee recommended non-concurrence, which was opposed by several delegates, while other delegates spoke strongly in favour of clemency, the statement being made that Great Britain, France and other countries had dealt generously with defaulters. The recommendation of the committee was adopted.

A resolution asking for amnesty for all political prisoners, except those found guilty of assisting the enemy during the war, was presented. As the resolution was not in the hands of the secretary the prescribed ten days previous to the convention, it required 404 $\frac{2}{3}$ votes of the delegates present to accept the resolution. As only 364 voted in favour of receiving the resolution, the proposal was not entertained.

Organization of Asiatics

A proposal that the Trades and Labour Congress adopt means of organizing Asiatic workers, principally in the railway shops and among the culinary workers, was re-drafted by the Resolutions Committee to the effect that the executive council of the Congress co-operate with international unions who desire to organize Asiatics. The re-drafted resolution was approved.

In Favour of I. D. I. Act Being Extended to Civic Employees

The following resolution from the Policemen's Union of Montreal asked for the extension of the provisions of the Industrial Disputes Investigation Act, 1907, so as to include civic employees:

"Whereas, the Industrial Disputes Act does not apply to municipal employees, leaving that important class of workers without the protection of the said Act; whereas, whenever a dispute arises between a municipality and its employees, and the municipality refuses to submit the dispute to arbitration, the employees are left without any other means of obtaining justice than going out on strike, thereby causing a grave prejudice to the public; whereas, the chief aim of Organized Labour should be

to obtain legislation regarding working conditions, under which strikes would be unnecessary; whereas, the fact of amending the Industrial Disputes Act so as to include the municipal employees in the same category as the employees of public utility companies would insure the benefits of that Act to both the municipalities and their employees, and would be a means of preventing the occurrence of strikes amongst firemen, policemen and other municipal workers; be it resolved, that this Congress instructs its Executive to place before the legislative bodies, both Federal and Provincial, the urgent necessity of amending the Industrial Disputes Act in the way herebefore stated, and authorizes it to engage or obtain all legal or other advice to that end."

The preamble of a resolution from the Federated Association of Letter Carriers briefly described the difficulties under which the letter carriers had laboured, and stated that they had been denied a board to adjust their grievances. The resolution asked that the Congress call upon the Government to place itself on record as conceding to its employees a Board of Investigation and Conciliation to determine the question of an adjustment of wages, which course the Government itself had so frequently and persistently urged outside employers of labour to adopt.

A third resolution from the Street Railway Employees' Union of Ottawa asked that the Congress re-affirm its opposition to the Industrial Disputes Investigation Act and that the executive council again seek its repeal.

The Resolutions Committee to whom the resolutions were referred, recommended the following as a substitute for the three:

"This Congress has insistently asked for the repeal of this act, which still remains. There are many organizations which wish to come under its provisions, and such being the case, we believe the executive council should be empowered so long as the statute is in force to obtain amendments which will bring within its provisions civic employees, including policemen and firemen and the letters carriers of the Dominion."

The question was asked if, in view of previous conventions asking for the repeal of the act, the committee was justified in combining the resolutions and recommending a substitute to extend the

law to other classes. To this it was argued that if the act was going to remain, the civic employees of the country should have the opportunity of taking advantage of it if they desired to do so. After an explanation by the chairman of the committee the substitute resolution was adopted.

In Favour of Fair Trial for Winnipeg Defendants

The following resolution asking for support for the eight men charged with seditious conspiracy was presented:

"Whereas, eight men were arrested in Winnipeg during the recent strike and have been charged with seditious conspiracy; and, whereas, during the preliminary hearing there has been a continuous campaign of misrepresentation by the daily press, presumably with the intention of prejudicing public opinion against them; therefore, be it resolved, that the Trades and Labour Congress of Canada go on record as pledging itself to use every effort to support these men in getting a fair and impartial trial, and urges upon every organization affiliated with this Congress to use their utmost endeavours in the defence of these men."

The committee, whose report was adopted, approved of a fair trial, but did not suggest the pledging of any funds from the Congress.

Present Organization Sufficient

A resolution from the Ottawa Street Railway Employees' Association had for its object the forming of a national council of labour with mandatory powers to take action on behalf of Canadian organized labour. The full text of the preamble and resolution was as follows:

"Whereas, the present industrial unrest that is now spreading over the Dominion of Canada resulting in strikes both ordered and sympathetic is revealing to us in a manner both plain and unmistakable that there is grave need of vital changes in our present methods of administration, if the solidarity of labour is to be maintained and made effective and the great body of organized workers are to be kept as a well-ordered and disciplined force; that, whereas, there are only two ways of giving expression to working class aspirations, namely, by our ballot or by industrial action and the right to strike; realizing also, that the general strike is the most potent weapon at the disposal of the toilers, and when effectively used will be

productive of speedy and beneficial results to them; realizing also, that the weakness of the Canadian labour movement arises largely because of the fact that there is no machinery that can make operative the full power of the labour movement in Canada; therefore, be it resolved, that the Ottawa Railway Employees' Union, being Division 279 of the A. A. of S. & E. R. E. of A., desire the Trades and Labour Congress of Canada to take immediately whatever steps may be necessary to bring into line the various interests involved, viz., the A. F. of L., International Unions, and Canadian organizations, the object being to form a National Council of Labour that shall have mandatory power to take concerted action on behalf of Canadian labour, when the course of events may justify the taking of concerted action, so that in all matters affecting Canadian labour the full and united strength of Canadian labour may be applied."

Another resolution from the Ottawa branch of the Stonecutters' Association asked the Congress to go on record as opposed to the recent prohibition by the American Federation of Labour of allowing local central bodies from taking strike votes. The Moosejaw Trades and Labour Council sent a resolution which voiced the opinion that it was desirable that the integrity of the international unions should be maintained, and suggested that more labour representatives from that part of Canada west of the Great Lakes should be appointed by the international unions.

The Resolutions Committee submitted the following substitute for the three resolutions:

"That the logical development of united action in the use of economic power is within the international trade union movement where ample scope is provided for the united action of various trades with common interests and with the strength of international unions behind them."

Some opposition was offered to the substitute of the committee, but it was adopted.

Want Freedom of Speech, etc.

The Moosejaw Trades and Labour Council presented a resolution in favour of freedom of speech, freedom of the press and freedom of assembly for the discussion of matters of public importance.

The Resolutions Committee, whose report was adopted, recommended that the Congress record its emphatic opinion that free speech, free assembly and a free press are absolutely necessary in Canada in the best interests of the workers, and instructed the executive council to use every effort to preserve the same and to endeavour to eliminate all obstacles to this freedom.

In Favour of Gratuity to Soldiers

A resolution was submitted asking the Congress to approve of the demand of the returned soldiers for a \$2,000 gratuity, and also that the Canadians who enlisted in the Imperial army receive the same consideration as the veterans of the Canadian Expeditionary Force. The Resolutions Committee recommended in favour of the graded scale as adopted at the Great War Veterans' Association's convention in Calgary, which provided that a sum of \$2,000 should be given to men who served in France, \$1,500 to those who served in England, and \$1,000 to men with the Canadian force only. The report of the committee was approved.

Want Immigration Act Amended

The following resolution asking for amendment to the Immigration Act was adopted:

"Be it resolved that, in the opinion of this Council the practice of deporting men who have become citizens of Canada by immigration authorities is not in harmony with the spirit of freedom, and that the Convention of the Trades and Labour Congress of Canada at its annual meeting be requested to communicate with the Department of Immigration at Ottawa, a memorial asking for such amendment of the Immigration Act as will make it necessary before deportation takes place that the accused or person to be deported be formally charged before a court of competent jurisdiction in the Province of the Dominion where he or she may be apprehended, and in the proper tribunal according to the laws of such Province be allowed a fair trial with or without jury, as he or she may elect."

Two other resolutions on the same matter were also approved.

Minimum Wages and Hours of Labour

The first resolution to be submitted was one asking for the endorsement of a minimum wage of \$5.00 per day of eight hours. Ten other resolutions on the question of the shorter work-day were also presented, two of which asked for a Dominion-wide six-hour day and a five-day week to become operative on May 1, 1920, but in the main the demand was for an eight-hour day and a 44-hour week.

The Resolutions Committee submitted the following as a substitute for the whole:

"That the Congress instruct the executive council, the provincial executive committees and the provincial federations to urge on the Federal Government and the Provincial Legislatures to adopt legislation for a maximum 44-hour week for all workers and a wage that will allow of a reasonable standard of living."

Cost of Living

Eight resolutions were introduced on the question of the cost of living, the first of which demanded that the Federal Government reduce the cost of all the necessities of life and fix a maximum profit on same not exceeding 15 per cent. Another asked that the Government take possession of the cold storage houses and food producing factories and operate them. The remaining resolutions were along similar lines. The Resolutions Committee made a recommendation, which was adopted, that the executive council make a complete investigation of the whole subject and take the matter before the Board of Commerce.

Approve of Co-operative Societies

Two resolutions approving of the application of the co-operative principles to commerce and industry were adopted, one of which urged organized labour to promote and extend the movement by full support, while the other sought legislation to facilitate the incorporation of co-operative societies. The text of the latter resolution was as follows:

"Resolved, that representations be made to the Federal Government urging that legislative facilities be provided for the incorporation of co-operative societies, organized for public service, equal to those which have long existed for the incorporation of joint stock companies, organized to make private profit for shareholders out of the general public; and further, with the view of enabling the consuming public of Canada to take immediate steps, by voluntary associated action, to reduce the high cost of living, a bill be introduced by the Federal Government in the ensuing session of Parliament; and further, that the Ontario Government be, for similar reasons, urged to introduce a suitable co-operative bill in the next session of the Legislature."

Want Labour Representatives Elected

Five resolutions dealing with the question of Government appointments on boards and commissions were presented. The purport of the resolutions were: (1) objection to the president of the Congress being on a Government Commission, (2) the prohibition of any officer of the Congress from serving on any commission appointed by the Government, (3) disapproval of the method of selection of the labour representatives to the National Industrial Conference. The recommendation of the Resolutions Committee that members of organized labour serving on boards be elected as far as possible by organized labour, was adopted.

In Favour of Collective Bargaining

Two resolutions in favour of collective bargaining were approved. The text of both resolutions was:

"Resolved, that this Congress go on record as being in favour of the right of collective bargaining; our interpretation of same being on the lines of Metal Trades and Building Trades Councils, with strict organized labour representation."

Want Order-in-Council Repealed

A resolution declaring in favour of restoration of the liberty of the subject by the cancellation of the Order-in-Council which put a ban on certain literature, etc., was adopted, as was also a request for the release of certain persons

who had been convicted of having banned literature in their possession.

Support Self-Determination of Nations

The two following resolutions, both declaring in favour of self-determination of nations, and one asking also for endorsement of Soviet form of government, were sent to the Resolutions Committee:

(1) "Resolved, that the Canadian Trades and Labour Congress go on record as protesting against all interventions and especially against military interventions in such countries, and which, after the termination of the world conflict have found it necessary for the welfare of their people to change the form of their social structure; and be it further resolved, that this Congress protests against the boycott and blockades used against such nations, with the purpose of breaking their determination and spirit of freedom; and be it also resolved, that in accord with all International labour bodies the world over, this Congress favours the self-determination of every nation *re* its destiny."

(2) "Resolved, that owing to the stand of the Governments of the Entente *re* self-determination of nations, that this Congress record itself by demanding the immediate withdrawal of troops from Russia and to desist giving financial or other aid to reactionary elements attempting to establish monarchical or other Bourgeois forms of Governments; and that we go on record endorsing the Soviets as administering affairs to the best interests of the working class."

The committee offered the following substitute which was adopted:

"That the Congress go on record as against military intervention in countries which after the termination of the world conflict changed the form of their social structure, and further expresses itself in favour of the self-determination of nations."

Miscellaneous Resolutions

Some one hundred and fifteen resolutions were submitted to the convention

and referred to the appropriate committee, the great bulk going to the Resolutions Committee, whose recommendations in each case were approved with amendment. In addition to those which have been previously reported upon, resolutions on the following subjects were adopted, no account being taken of those which were not favourably considered:

In favour of legislation abolishing the practice of making clothes in the homes of the operators.

Against property qualification for municipal office.

In favour of the appointment of practical metal polishers as blower inspectors in factories employing the use of abrasives.

In favour of the appointment of an organizer for the textile trades.

In favour of the removal of old wall paper before re-decorating.

In favour of the denaturing of wood alcohol used by painters, varnishers and others.

In favour of amendments to the Merchant Shipping Act to improve the law in the interests of the masters, mates and pilots.

In favour of alteration in the customs tariff regulations in regard to patterns coming into Canada so as to clearly specify that import duty must be paid on same.

Urging that cooks and waiters be considered as skilled workers in all labour legislation arising out of the Labour clauses in the Peace Treaty.

In favour of the Government distributing bonus to men and women in the civil service on the principle of equal pay for equal work.

In favour of direct Canadian representation on the executives of all international unions.

In favour of legislation forbidding the operation of any passenger-carrying vehicle carrying twelve or more passen-

gers unless at least two men are in charge.

In favour of legislation to place all street and electric railways operating in one province under the jurisdiction of the provincial railway laws of that province.

In favour of the Congress re-affirming support to the labour press.

In favour of making it compulsory for all children to attend school until they reach the age of sixteen years.

In favour of pensions for needy mothers, and instructing the executive council and the provincial bodies to do their utmost to secure this legislation.

In favour of better protection for moving picture machine operators when on duty.

In favour of experienced operators of not less than twenty-one years of age being employed in electrical developing stations on an eight-hour basis where there is continuous service and that there be allowed one day's rest in seven.

In favour of all printing for Canadian churches being performed in Canada and bearing the label of the allied printing trades.

In favour of a sanitary shop law, and laws to regulate the fitness of barbers to follow their trade.

In favour of re-instatement of postal workers and Government railway employees who participated in the sympathetic strikes in the west.

In favour of 8-hour day and 44-hour week for Welland Canal employees who are on strike for shorter work-day, and urging a resumption of work on the 8-hour basis.

In favour of expressing sympathy with the striking railway employees in Great Britain.

In favour of more pay to the mail drivers of Montreal.

In favour of restitution to Halifax explosion sufferers on the present basis of cost of re-construction.

In favour of more co-operation on the part of the Congress with the Dominion Labour Party.

Against yearly leases of property and in favour of monthly tenure.

In favour of extending the hours of voting in elections to 8 p.m.

In favour of the abolition of night work in bakeries for boys under eighteen years of age.

Disapproving of military intervention in industrial disputes.

MATTERS REFERRED TO EXECUTIVE COUNCIL.

Resolutions on the following subjects were, on recommendation of the Resolutions Committee, referred to the Executive Council for attention:

Asking that sheds be provided by the railroad companies for men engaged in the repair of railway cars and trucks.

Asking for the abolition of the age limit and blacklist in all Canadian railway shops in Canada, if the executive council upon investigation finds that such a practice is maintained.

Complaint of Canadian theatrical mechanics travelling with theatrical productions at being refused admission to the United States.

Asking that fire fighters be placed on equal footing with other workmen as regards compensation laws and for the two-platoon system for firemen.

Asking that the Congress become affiliated with the International Federation of Trade Unions.

Against any bonus to steel ship builders, who, it was reported to the convention, were asking for a bounty of

\$10 per ton on ships built in Canada on the ground of the inefficiency of Canadian workmen.

In favour of amendment to the pensions act for railway employees so that the minimum pension shall be not less than \$50 per month.

Asking that the state undertake the work of medical attendance and support of every citizen during illness.

Asking that old age pensions and sick benefit funds now conducted by employers be taken over and controlled by the Government on the same principles as the Workmen's Compensation Acts.

Asking for investigation of the conditions of employment of rural mail carriers.

Three resolutions from the Grain Buyers' Union asking (1) for abolition of the shortage bond, (2) for the forwarding direct to the buyer of a certificate of weight, and (3) for protection against grain shrinkage, were referred to the executive council for attention, as were also all resolutions on which the Resolutions Committee failed to report.

REFERRED TO EXECUTIVE COUNCIL AND PROVINCIAL EXECUTIVES AND FEDERATIONS.

Resolutions on the following subjects were on recommendation of the Resolutions Committee referred to the executive council, provincial executives, and provincial federations, for their attention:

Protesting against the use of the air or electric hammer in the fabrication of cut stone.

In favour of reform in prison conditions for women.

REFERRED TO ONTARIO PROVINCIAL
EXECUTIVE.

Three resolutions on the following provincial matters were sent to the Ontario Provincial Executive:

Asking for the re-establishment of a reception hospital in Toronto.

Asking that the scope of the Ontario Workmen's Compensation Act be extended to include moving picture machine operators and stage employees.

Asking that the regulations of the Ontario Compensation Act be amended so as to prevent doctors from ordering injured employees to return to work.

REFERRED TO QUEBEC PROVINCIAL
EXECUTIVE.

Two resolutions as follows were referred to the Quebec executive:

Asking for investigation of the Quebec Compensation Act with a view to having needed amendments made thereto.

Asking for amendment to the Quebec Act respecting child labour so as to raise the working age of boys to eighteen years and of girls or women to twenty-one years, and that the working hours for children be not more than eight per day and forty-eight per week.

Election of Officers

The election of officers, which was presided over in turn by the fraternal delegates from the American Federation of Labour and the British Trade Union Congress, resulted as follows:

President — Tom Moore. Organizer, United Brotherhood of Carpenters and Joiners. Ottawa. Ont.

Vice-Presidents — Arthur Martel, member of Executive Board, United Brotherhood of Carpenters and Joiners, Montreal, Que.; H. J. Halford, 4th Vice-President, Journeymen Barbers' International Union, Hamilton. Ont.; A. J. McAndrew, member of the United Brotherhood of Maintenance-of-Way Employees and Railway Shop Labourers, Moose Jaw, Sask.

Secretary-Treasurer—P. M. Draper, member International Typographical Union, Ottawa, Ont.

Provincial Executives—Quebec: vice-president, Gus Francq, Montreal; committee, J. T. Foster and Alp. Mathieu. Montreal: Hector Monette, St. Hyacinthe.

Ontario: vice-president, Jas. Ralph, Toronto; committee, Joseph Gorman, Cobalt; R. R. Marcell, Ottawa; R. H. Hessel, London. Manitoba: vice-president, H. F. Strange, Winnipeg; committee, E. Robinson, H. Carr and Arthur Broster, all of Winnipeg. Saskatchewan: vice-president, Jas. Somerville, Moose Jaw; committee, J. Regan, Regina; A. McKinnon, Moose Jaw; J. J. McGrath, Saskatoon.

The provinces of Nova Scotia, New Brunswick, Alberta and British Columbia have their own organization; hence the Congress does not elect an executive committee.

Fraternal delegate to American Federation of Labour—J. A. McClland, vice-president of the International Association of Machinists, Montreal, Que.

Fraternal delegate to British Trade Union Congress—E. W. A. O'Dell, organizer of the Boot and Shoe Workers' Union, Hamilton, Ont.

Windsor, Ont., was selected as the convention city for 1920.

TENTH CONVENTION OF CANADIAN BROTHERHOOD OF RAILROAD EMPLOYEES

THE Tenth Convention of the Canadian Brotherhood of Railroad Employees was held at Ottawa, September 29 to October 3. The Grand President, Mr. A. R. Mosher, presided. There were present 145 delegates and Grand Officers.

In his report the Grand President referred to the recent sympathetic strike in Winnipeg and elsewhere in Western Canada. He expressed regret that a clear statement of the points at issue had not been submitted to the entire membership of the organization before those who were involved took action, and pointed to the need of a better knowledge of the constitution and laws of the Brotherhood on the part of the rank and file of the membership in order to avoid future misunderstandings and confusion. Strikes to improve the conditions of workers did not, he stated, get at the root of the trouble. While, in some cases, strikes were successful in obtaining temporary relief for a few, this relief was very often obtained at the expense of others, as increases of wages were invariably followed by advances in the cost of the necessities of life. Improvement in industrial conditions should, in his judgment, be sought through political action rather than through the weapon of the strike. With reference to the movement for One Big Union the Grand President expressed the opinion that it was simply the I.W.W. operating under another name. The Grand President, while not believing that all classes of labour in this country should be in one organization, thought all railway and express workers should be organized as

one body. It was recommended in the Grand President's report that the Brotherhood should retain its present affiliations and should not approve of the One Big Union.

The report of the Grand Secretary-Treasurer showed an increase in revenue for the fiscal year of approximately \$35,000 with a surplus of \$10,000. Thirty-two new divisions were formed during the year and three old ones were re-organized. At the end of August there were 95 divisions in good standing. During the period covered by the report, 5,357 new members were initiated while 2,516 were dropped, transferred or deceased.

A resolution was unanimously adopted to the effect that the membership of the organization would be allowed to participate in sympathetic strikes only after a two-thirds majority vote of the entire membership had been obtained, and then only with the approval of the Grand President.

A discussion took place on a proposal for affiliation or amalgamation with the International Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. A committee of the convention, appointed to consider this proposition, recommended that a memorandum of agreement made between the Grand President and Mr. J. M. Cauchon, a director of the international organization, should be made a basis for any further negotiations. This tentative agreement had been submitted to the Grand President of the International Brotherhood in August and rejected by him. It was proposed in the agreement that mem-

bers of the Canadian Brotherhood of Railroad Employees should amalgamate with the International Brotherhood providing the members in Canada were permitted to carry on their own affairs, elect their own officers, and have full control of the work of the organization in Canada. After considerable discussion the report of the committee was adopted.

The constitution was amended to provide for the admission of coloured railroad employees to full membership, and to hold the convention of the Brotherhood every two years instead of annually.

It was decided to hold the next convention of the brotherhood at Winnipeg in September 1921.

ANNUAL CONVENTION OF NATIONAL AND CATHOLIC UNIONS

THE Annual Convention of the "Unions Nationales et Catholiques" was held at Three Rivers, Que., during September 20-22. There were 123 accredited delegates present, representing 63 locals from twelve cities and towns of the province of Quebec, the total membership being placed by the officers at 31,000. The trades and occupations represented included bricklayers, shoemakers, shipbuilding trades, carpenters, wagon-makers, tinsmiths, labourers, miners, retail clerks and office clerks. There were also delegates from the Association de la Jeunesse Catholique. Discussions took place and resolutions were passed on a number of subjects of labour interest. With regard to the high cost of living the conviction was expressed that the increasing demand for higher wages was not a practical solution. It was urged that the federal government should limit, or in some instances prohibit, the exportation of food products and should establish cold storage plants; and the formation of co-operative societies among working men was recommended. In a discussion on the eight-hour day the opinion was expressed that legislation fixing an eight-hour working day for all indus-

tries would be arbitrary, unwise and inopportune.

The convention urged that the national and catholic unions should receive a proportionate representation on federal commissions where organized labour is entitled to representation.

The employment of women and girls in tanneries was condemned, and it was decided to request the provincial government to enact a law forbidding such employment. The convention declared itself opposed to sympathetic strikes. It was urged that the provincial government be requested to enforce the law forbidding work on Sundays. A resolution was passed in favour of a federal law for the incorporation of Co-operative Savings and Loan Societies throughout Canada. A recommendation was made that a committee composed of two business men, one lawyer and two representatives of labour be appointed to prepare amendments to the Workmen's Compensation Act of Quebec and to submit the same to the provincial government.

Mr. G. Hebert, Quebec, was elected president for the coming term and Mr. J. E. A. Pin was re-elected secretary.

Chicoutimi was selected as the place for the next annual convention.

THE BRITISH TRADES UNION CONGRESS

THE fifty-first annual Trades Union Congress of the United Kingdom was held at Glasgow on September 8-13. There were 847 delegates representing 5,248,330 members of about 300 trade unions. The chairman of the Congress was Mr. G. H. Stuart Bunting, chairman of the parliamentary committee. In the opening address the chairman said that the Congress, while sympathizing with the miners and determined to help them in their demands for better pay, must not lose sight of the greater aim, which was to bring about the election of a labour government. He declared himself against industrial strikes on political questions, stating that there was no political reform which the working people could not obtain through the ballot and that direct action was a confession of failure.

The Parliamentary Committee was instructed by the Congress to draft a policy for the control of industry along more democratic lines. A resolution was passed rejecting the government's policy with regard to the coal industry,

and affirming the resolve of the Congress to co-operate with the Miners' Federation in its endeavour to secure the adoption of the scheme of nationalization and joint control of coal mining recommended by the majority of the Coal Industry Commission, of which Mr. Justice Sankey was chairman. It was decided to hold a special congress should the government refuse to adopt the majority report. A motion declaring against the principle of industrial action in purely political matters was discussed at length but no decision was reached. Discussions took place on various other subjects including the 44-hour week; amalgamation of all unions; the formation of a "real industrial parliament of labour;" mothers' pensions; abolition of the poor-law system; the raising of the old age pension to £1 per week; the nationalization of the land, railways, shipping, shipbuilding and banks; shop hours; soldiers' and sailors' pay; food control; and electoral reform.

Next year's Congress will be held under the presidency of Mr. J. H. Thomas, M.P.

REPORT OF THE EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS' PERIOD FROM AUGUST 16 TO SEPTEMBER 13, 1919

REPORTS from employment offices to the Dominion Headquarters of the Employment Service of Canada, Department of Labour, show that for the four weeks' period from August 16 to September 13 the number of placements was 38,955 as compared with 36,014

placements for the four weeks' period ending August 16, an increase of 2,941. This is the best four weeks' period since the beginning of the record.

The following table summarizes the work of the Service week by week from March 1 to September 13, 1919. Placements are recorded only when the Ser-

vice has been notified by the employer or employee that the worker has been accepted for the employment to which he was referred. Placements are recorded as "casual" when the employment secured is likely to be of less than one week's duration. The table shows that since the beginning of March 160,886 regular placements and 17,380 casual placements have been effected by the Service. The total of 38,955 regular placements during the four weeks' period under review were distributed by

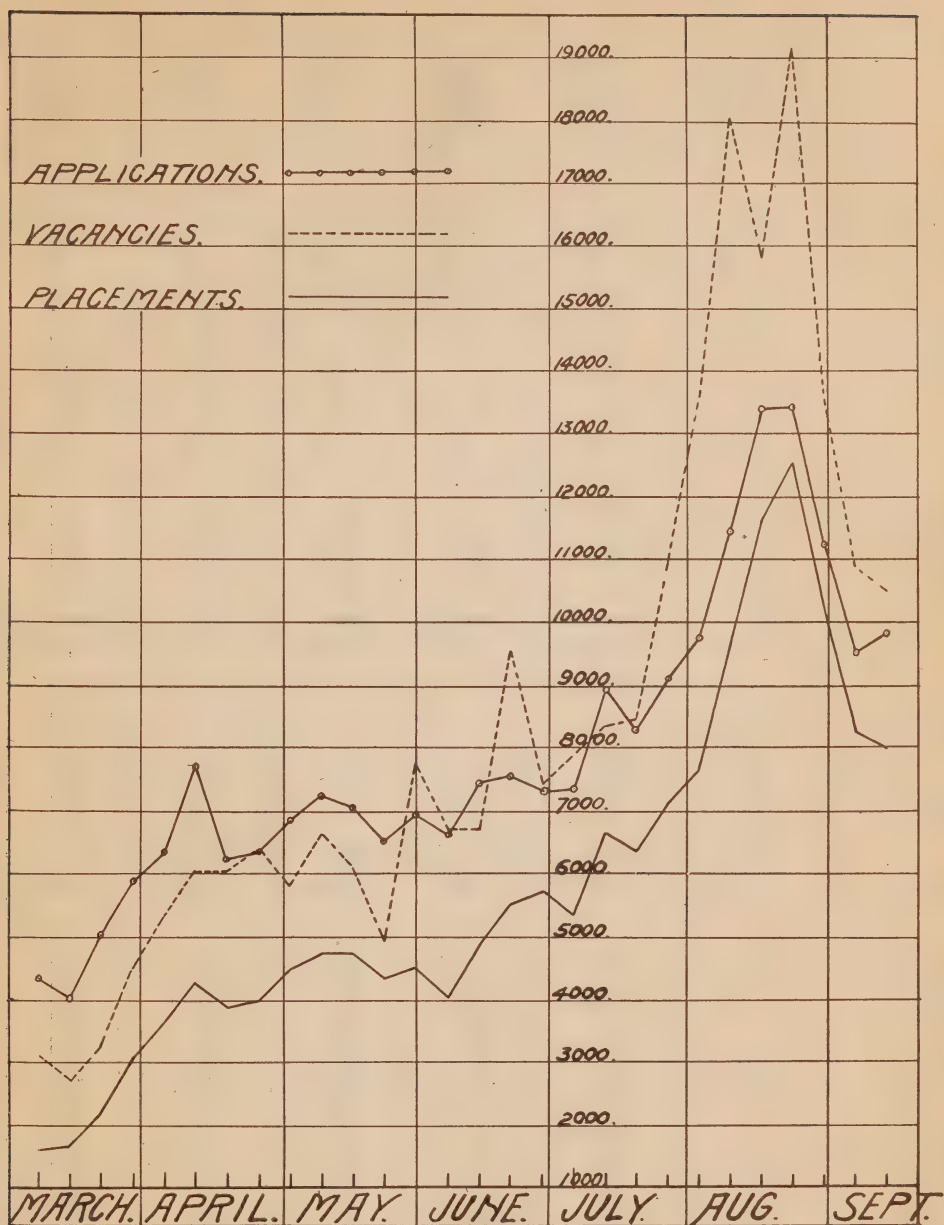
weeks as follows: Week ending August 23, 12,561; week ending August 30, 10,164; week ending September 6, 8,260; week ending September 13, 7,970. The weekly average for the period was 9,739, as compared with a weekly average of 9,003 during the preceding four weeks' period. The first two weeks reflect the heavy demand for harvest labour, and the decline in placements during the last two weeks of the period indicates the inevitable reaction from this heavy demand.

HISTORICAL SUMMARY OF PLACEMENTS.

Week ended	REGULAR PLACEMENTS									Casual place- ments Canada	
	Maritime provinces	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia	CANADA			
								Men	Women	Total	
March 8.....	13	94	670	88	236	271	231	1,330	273	1,603	210
" 15.....	33	101	647	96	285	196	303	1,380	281	1,661	249
" 22.....	52	106	1,016	85	260	327	348	1,900	294	2,194	242
" 29.....	105	79	1,169	295	448	532	443	2,666	405	3,071	327
April 5.....	145	128	1,332	371	559	493	621	3,315	334	3,649	277
" 12.....	226	101	1,467	357	587	719	754	3,896	415	4,311	370
" 19.....	282	108	1,290	440	542	620	626	3,571	337	3,908	320
" 26.....	228	164	1,474	456	530	596	561	3,712	297	4,009	447
May 3.....	280	319	1,661	406	478	715	639	4,193	305	4,498	546
" 10.....	360	410	1,833	360	505	776	549	4,413	380	4,793	591
" 17.....	445	436	1,735	326	510	813	514	4,438	341	4,779	407
" 24.....	372	407	1,581	235	538	792	431	4,086	270	4,356	409
" 31.....	353	386	2,159	245	416	463	500	4,221	301	4,522	463
June 7.....	371	321	1,715	214	578	507	359	3,791	274	4,065	374
" 14.....	381	499	1,875	385	695	570	495	4,578	322	4,900	406
" 21.....	516	477	2,293	425	638	546	610	5,055	450	5,505	473
" 28.....	493	401	2,062	791	740	565	662	5,181	533	5,714	539
July 5.....	556	391	1,674	861	673	535	646	4,882	454	5,336	551
" 12.....	503	438	2,211	1,150	699	640	1,025	6,025	461	6,666	959
" 19.....	485	436	2,250	1,150	670	613	773	5,754	623	6,377	515
" 26.....	564	478	2,507	1,253	824	636	836	6,608	490	7,098	933
Aug. 2.....	454	490	2,417	1,791	944	735	787	7,196	422	7,618	879
" 9.....	380	619	2,102	3,274	1,522	789	963	9,216	433	9,649	771
" 16.....	416	669	2,415	4,340	2,051	875	883	11,129	520	11,649	1,124
" 23.....	434	747	2,387	4,527	2,359	1,027	1,080	12,030	531	12,561	1,322
" 30.....	496	717	2,618	2,652	1,425	1,319	937	9,710	454	10,164	1,261
Sept. 6.....	396	542	2,144	1,971	1,693	784	730	7,913	347	8,260	1,141
" 13.....	425	633	2,071	1,806	1,247	784	1,004	7,647	323	7,970	1,274
Total.....	9,764	10,697	50,775	30,450	22,652	18,238	18,310	150,016	10,870	160,886	17,380

The chart below shows graphically applications, vacancies and placements week by week since the beginning of the record. The chart indicates that during the week ending August 23 over 19,000 vacancies were listed, about

14,000 applicants were registered, and 12,561 placements were made. In the following three weeks there was a steady falling off in vacancies, applications and placements.



The following table presents in detail the work of the various offices for the four weeks' period ending September 13. At the beginning of the period there were 19,223 registered applicants unplaced as compared with 10,173 appli-

cants unplaced at the beginning of the preceding four weeks' period. At the same time there were 23,539 unfilled vacancies as compared with 10,288 unfilled vacancies at the beginning of the preceding period. Thus, at the beginning of the period in question there

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR FOUR WEEK PERIOD ENDING SEPTEMBER 13, 1919

Office	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Regular placements reported during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Charlottetown.....	104		125		7		109		135		103	
Prince Edward Island.....	104		125		7		109		135		103	
	104		125		7		109		135		103	
Amherst.....	42	2	49	1	0	0	27	0	25	0	17	0
Halifax.....	415	36	463	61	141	88	217	120	298	72	187	33
New Glasgow.....	51	3	137	9	14	2	95	71	129	6	43	0
Sydney.....	31	0	255	1	57	0	89	0	422	0	59	0
Sydney Mines.....	32	0	19	0	5	0	12	0	41	0	7	0
Yarmouth.....	21	0	61	0	12	5	50	0	49	0	50	0
	592	41	984	72	229	95	490	191	964	78	393	33
Nova Scotia.....	633		1,056		324		681		1,042		426	
Bathurst.....	36	0	212	0	31	0	191	0	207	0	190	0
Campbellton.....	25	0	118	1	95	0	160	0	147	0	135	0
Fredericton.....	28	5	212	3	104	32	195	9	196	4	164	1
Moncton.....	154	7	467	12	102	3	511	19	438	9	430	8
Newcastle.....	19	0	97	0	1	0	97	0	97	0	95	0
St. John.....	119	3	427	4	11	0	234	3	228	3	196	3
	381	15	1,533	20	344	35	1,388	31	1,313	16	1,210	12
New Brunswick..	396		1,553		379		1,419		1,329		1,222	
Hull.....	78	0	225	0	1,304	0	332	10	173	0	190	0
Lachine.....	26	0	113	0		0		0	93	0	73	0
Montreal.....	681	49	733	18	1,989	109	1,385	156	475	15	235	13
(St. James)	1,523	0	1,806	0				0	1,614	0	1,423	0
(Windsor)...	326	0	617	0	105	0	331	0	634	0	427	0
Quebec.....	105	15	190	20	102	40	132	20	193	20	186	20
Sherbrooke.....	138	5	90	15	27	5	77	5	75	11	65	7
Three Rivers.....												
	2,877	69	3,774	53	3,527	154	2,257	191	3,257	46	2,589	40
Quebec.....	2,946		3,827		3,681		2,448		3,303		2,639	
Belleville.....	0	0	97	2	9	0	165	5	97	2	97	2
Brantford.....	25	4	142	14	10	0	148	19	145	17	143	17
Brockville.....	6	0	106	0	31	0	250	0	109	0	108	0
Chatham.....	0	0	181	0	0	0	181	0	181	0	181	0
Cobalt.....	4	0	144	4	111	3	234	2	130	4	130	2
Fort William.....	42	0	344	4	182	3	1,175	21	309	3	237	3
Galt.....	1	0	62	0	30	0	55	6	63	0	63	0
Guelph.....	150	0	214	3	197	0	187	3	198	3	143	3
Hamilton.....	112	86	571	84	251	112	564	93	578	94	533	51
Kingston.....	31	0	250	0	3	0	504	0	233	0	207	0
Kitchener.....	0	0	104	0	0	0	104	0	104	0	104	0
Lindsay.....	4	0	46	0	20	0	41	0	48	0	47	0
London.....	2	21	156	118	51	175	289	145	157	90	154	76
Niagara Falls.....	0	0	66	1	22	0	102	1	66	1	63	1
North Bay.....	18	0	339	1	336	0	256	2	251	1	251	1
Orillia.....	14	0	49	0	8	6	51	0	51	0	51	0
Oshawa.....	2	0	83	7	6	0	119	7	83	7	83	7
Ottawa.....	65	28	1,753	42	1,584	108	871	60	1,789	25	1,694	18
Owen Sound.....	4	0	51	3	10	4	113	7	49	3	49	3
Pembroke.....	9	1	161	3	852	5	91	3	161	3	160	3
Perth.....	2	0	15	0	1	0	17	0	14	0	14	0
Peterborough.....	108	4	273	4	3	2	187	3	242	11	178	2
Port Arthur.....	32	0	556	6	417	16	522	13	550	3	522	3
St. Catharines.....	13	0	358	2	25	0	392	5	350	2	339	2
St. Thomas.....	26	0	137	0	18	0	145	0	141	0	137	0
Sarnia.....	5	0	88	0	6	0	85	3	85	0	85	0
Sault Ste. Marie.....	5	0	305	2	96	3	264	1	305	2	300	1
Stratford.....	7	0	72	0	68	8	107	0	76	0	72	0
Sudbury.....	34	1	372	5	489	6	1,607	2	346	2	331	1
Timmins.....	0	0	129	0	0	0	131	0	131	0	129	0

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR FOUR WEEK PERIOD ENDED SEPTEMBER 13, 1919—*Concluded.*

Office	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Regular placements reported during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Toronto:—												
45 King St. W.	1,027	255	1,800	645	606	312	2,618	1,234	1,354	424	996	278
1254 Bloor St. W.	72	0	316	0	0	0	326	0	314	0	282	0
172 Front St. W.	0	0	402	0	1,777	0	1,750	0	402	0	347	0
Welland.	24	0	81	2	11	2	116	4	98	2	91	2
Windsor.	23	9	507	14	55	10	862	17	438	13	410	13
	1,867	409	10,330	966	7,285	775	14,633	1,656	9,648	712	8,731	489
Ontario.	2,276		11,296		8,060		16,289		10,360		9,220	
Brandon.	29	0	531	20	196	37	595	35	191	16	524	16
Dauphin.	11	0	227	1	7	0	226	1	205	1	225	1
Deloraine.	0	0	105	1	53	0	70	1	105	1	105	1
Portage la Prairie.	4	0	1,621	47	132	12	1,607	58	1,875	79	1,620	41
Winnipeg: 4 offices.	627	201	8,238	412	4,083	1,061	10,924	721	8,657	369	8,122	301
	871	201	10,722	481	4,471	1,110	13,422	816	11,033	466	10,596	360
Manitoba.	872		11,203		5,581		14,238		11,499		10,956	
Estevan.	0	0	208	0	68	0	179	0	207	0	207	0
North Battleford.	14	0	30	0	28	0	71	0	36	0	34	0
Moose Jaw.	88	11	1,176	24	200	14	1,257	48	1,150	24	1,126	21
Prince Albert.	8	0	177	1	54	1	234	4	182	2	176	1
Regina.	8	0	1,838	107	385	46	2,361	119	1,799	106	1,797	97
Saskatoon.	143	8	1,561	78	1,821	158	4,181	169	1,573	80	1,496	78
Swift Current.	0	0	378	28	26	0	452	22	357	25	303	21
Weyburn.	5	0	90	0	38	14	178	5	85	0	85	0
Yorkton.	0	0	635	0	66	0	631	0	659	0	635	0
Temporary Offices.	0	0	647	0			647	0	647	0	647	0
	266	19	6,740	238	2,686	233	10,191	367	6,695	237	6,506	218
Saskatchewan.	285		6,978		2,919		10,558		6,932		6,724	
Calgary.	125	12	1,797	72	46	37	1,493	119	1,640	81	1,561	30
Drumheller.	0	0	95	0	0	0	124	0	95	0	94	0
Edmonton.	68	39	1,558	198	497	3	1,846	266	1,503	174	1,509	162
Lethbridge.	16	2	415	16	22	1	610	9	406	9	388	9
Medicine Hat.	33	0	112	20	0	0	120	9	118	9	118	9
Red Deer.	0	0	35	0	95	0	53	1	35	0	34	0
	236	53	4,012	307	660	41	3,746	404	3,887	273	3,704	210
Alberta.	289		4,319		701		4,150		4,160		3,914	
Cranbrook.	3	0	82	5	119	2	160	4	77	3	64	3
Fernie.	24	0	71	0	0	0	117	0	90	0	90	0
Kamloops.	23	0	203	4	961	0	367	11	211	3	154	2
Kelowna.	0	0	5	7	0	0	6	7	6	7	6	7
Nanaimo.	36	0	74	1	0	0	48	1	48	1	44	1
Nelson.	39	1	32	2	46	1	84	4	22	1	21	1
New Westminster.	76	0	186	0	0	0	147	0	147	0	147	0
Prince Rupert.	82	0	226	0	22	0	314	0	218	0	217	0
Vancouver—Dunsmuir.	803	39	1,603	285	3	8	855	259	1,162	233	834	225
Vancouver—Cordova.	158	0	1,695	0	637	0	1,529	0	1,624	0	1,500	0
Vernon.	3	0	92	0	36	0	70	0	92	0	92	0
Victoria.	120	15	395	81	23	19	348	126	324	57	289	54
	1,367	55	4,664	385	1,847	30	4,045	412	4,021	305	3,458	293
British Columbia.	1,422		5,049		1,877		4,457		4,326		3,751	
Total for Canada.	8,361	862	42,884	2,522	21,056	2,473	50,281	4,068	40,953	2,133	37,300	1,655
Grand Total.	9,223		45,406		23,539		54,349		43,086		38,955	

were 950 fewer unplaced applicants and 13,257 more unfilled vacancies than there were at the beginning of the preceding period. During the period, August 16 to September 20, 45,406 applicants were registered as compared with 54,349 vacancies notified, an excess of vacancies over applicants of 8,944; while during the preceding period, July 19 to August 16, 43,744 applicants were

registered and 58,491 vacancies notified, an excess of vacancies over applicants of 14,745. The excess of vacancies over applicants was more marked during the period July 19 to August 16, because of the large number of orders for harvest help filed with the Service during that period, many of which orders were carried over to the present period for filling.

EMPLOYMENT CONDITIONS IN CANADA FROM AUGUST 23 TO SEPTEMBER 20 AS REPORTED BY EMPLOYERS

REPORTS from employers to the Dominion Headquarters of the Employment Service of Canada, Department of Labour, indicate that further improvement in the employment situation has taken place since the last report in the LABOUR GAZETTE, covering the period from March 30 to August 23. The nature of the returns received by the Department was outlined at that time, and it was indicated that the number of reports received weekly was sufficient to make the returns fairly representative of actual conditions in the country at large. Since that report the Service has been receiving returns from a larger number of firms, so that the present report should be more indicative of actual conditions than the last.

During the four weeks' period under review the number of firms reporting has increased from 3,623 for the week ending August 23 to over 4,000, the number of returns tabulated for the week ending September 13 having been 4,057, and for the week ending September 20, 4,313. The number of persons on the payroll of the firms reporting has in-

creased from 504,176 on the earlier date to 636,305 for the week ending September 20.

The following chart shows week by week the percentage increase or decrease in the volume of employment afforded by the firms reporting. As stated in the last issue of the LABOUR GAZETTE, the chart does not show a cumulative record of the trend of employment, as the number of firms forwarding reports varies from week to week. It presents, however, a series of percentages showing the additions or reductions in personnel in a given number of firms as compared with reports from the same establishments for the previous week. The chart shows that a decrease in the volume of employment as compared with the previous week was reported each week from the beginning of the record until the middle of April. From that time until August 23, decreases were registered during only three weeks. Since then employment has on the whole shown a substantial gain. The week ending August 30 showed a slight decrease in the volume of employment, considering the country as a whole, but



this decrease was only nominal. Analysis of the returns by provinces show that the decrease was due to declines in the Maritime Provinces and Quebec. Ontario registered a slight increase during the week in question, while all of the Western Provinces made substantial gains. Examination of the returns by industrial groups shows that Vehicles registered a considerable decrease, accounting largely for the decline in the whole country. Railway Construction and Railway Operation, however, showed considerable reduction in staffs as well.

The three weeks in September covered by the report show a steady increase in the volume of employment, the first week registering an increase of .9 per cent, the second week .5 per cent, and the third week .6 per cent. By provinces, Ontario and Quebec show the strongest

tendencies, registering gains in each of the three weeks. The Maritime Provinces registered decreases in the volume of employment for the first two weeks in September, and a slight increase during the third week. The Western Provinces showed irregular tendencies, having registered an increase during the first week, a decrease during the second week, and an increase during the third week. All Provinces, it will be observed, registered increases during the third week. By industrial groups, Textiles; Vehicles; Metals; Quarrying and Mining; Food, Drink, and Tobacco; Commercial and Mercantile; and Clay, Glass and Stone Products maintained their gains during the whole three weeks; Pulp, Paper and Printing and Miscellaneous have shown decreases over the whole period, while other groups have shown more irregular tendencies.

**EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES,
SEPTEMBER, 1919**

REPORTS from fifteen cities, showing the number of workers temporarily engaged and the wages paid these employees during the first two weeks in September, showed an increase of less than 1 per cent in the number of workers, and a decline of over 3 per cent in the wages paid, as compared with the preceding month. In September, 10,428 persons were temporarily

employed in the two weeks, and the pay-rolls amounted to \$415,707.01, as compared with 10,375 employees and an aggregate pay-roll of \$429,770.11 in August. In comparison with the same period in 1918, increases of over 38 per cent in the number of workers, and of nearly 50 per cent in the wages paid, are indicated, there having been 7,533 employees with a total pay-roll of \$277,373.60 in the first two weeks in September, 1918.

St. John, Ottawa, Toronto, Hamilton, London, Winnipeg, and Edmonton all reported increases in the number of employees both as compared with August, 1919, and with

September, 1918; Brandon, Regina, Moose Jaw, Saskatoon, Calgary and Vancouver recorded declines as compared with August, 1919, and increases as compared with September, 1918, while Montreal and Victoria reported decreases in both comparisons.

As to wages, St. John, Toronto, London and Winnipeg showed increases both as compared with August and with September of last year; Ottawa, Hamilton, Brandon, Regina, Moose Jaw, Saskatoon, Calgary, Edmonton, Vancouver and Victoria all recorded declines in comparison with August and increases as compared with September, 1918, while Montreal reported decreases in both cases.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORK PEOPLE TEMPORARILY EMPLOYED BY CITY CORPORATIONS SEPTEMBER, 1919, COMPARED WITH AUGUST, 1919, AND WITH SEPTEMBER 1918.

City.	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	August 1919	September 1919	September 1918	August 1919	September 1919	September 1918
St. John*	338	596	260	\$ 10,850.94	\$ 12,799.23	\$ 8,563.76
Montreal	2,811	2,500	2,700	98,565.65	84,293.28	87,352.00
Ottawa	593	699	359	26,263.61	24,805.69	14,893.29
Toronto	2,090	2,130	1,087	84,059.06	90,917.06	41,059.64
Hamilton	753	761	412	32,142.70	31,613.86	17,038.67
London	343	378	220	15,364.84	18,727.16	7,225.06
Winnipeg	839	1,042	560	36,985.28	45,281.00	23,208.12
Brandon	102	65	49	4,112.87	2,681.02	1,576.78
Regina	366	310	306	20,310.20	15,944.39	13,105.69
Moose Jaw	120	110	83	6,130.45	5,558.20	3,953.85
Saskatoon	319	275	209	16,021.54	14,352.54	9,044.17
Calgary	425	372	327	21,927.80	18,627.95	12,497.20
Edmonton	408	425	294	17,752.81	17,334.60	11,890.95
Vancouver	†555	542	441	†24,586.40	22,728.20	16,486.74
Victoria	249	223	226	12,547.53	10,042.83	9,477.68
Total	†10,375	10,428	7,533	\$†429,770.11	\$ 415,707.01	\$ 277,373.60

*Not including contractors' reports.

†Revised figures.

UNEMPLOYMENT IN TRADE UNIONS AT THE CLOSE OF AUGUST, 1919

THE present article on unemployment among the members of local trade unions, which is the twentieth report on the subject, deals with unemployment as at the end of August, 1919, and is based on returns received from 1,389 labour organizations with a total membership of 190,751. For all occupations represented, 2.33 per cent of the members were unemployed, as compared with 2.40 per cent in July, 1919. Figures for comparison with August of previous years are not available. The slight improvement over the preceding month is due to a greater volume of employment in the building and construction and miscellaneous groups. The transportation group, and the mining, quarrying, and refining of ores group were also more active, though the improvement was very slight, while the manufacturing and mechanical industries were duller.

Employment in the manufacturing and mechanical industries, as reported by 358 unions having a combined membership of 54,960, was not as brisk as in the preceding month, 3.33 per cent of the members being idle in August as compared with 2.95 per cent in July. There was slightly greater activity in the printing, publishing and paper goods group, but all the other groups reported further slackness. This is particularly true of metals, machinery and conveyances, and of food, tobacco and liquors, in both of which groups there was considerable short time as well as unemployment among organized workers. Glass bottle blowers reported a very large percentage of their members out of work, partly due to seasonal slackness and partly to one large glass works having been closed for repairs at this time.

Reports from 573 organizations of transportation workers, having a total membership of 74,319, indicate that 2.02 per cent were unemployed as compared with 2.05 in July. Employment among steam railway employees, whose returns constitute almost 66 per cent of the entire group membership reporting, was somewhat brisker than in the preceding month, though there was some short time among the trainmen, engineers and firemen. Street and electric railway men, navigation workers and teamsters and chauffeurs were on the other hand less fully engaged than during the preceding month. A number of street and electric railway employees, in addition to those entirely idle, were not working full time.

In the mining, quarrying and refining of ores group, returns were received from 34 unions with an aggregate membership of 11,708, and show that .45 per cent were unemployed as compared with .47 per cent in July. Miners were less well employed than in the preceding month, while quarrymen remained active.

The percentage out of work in the building and construction group, as reported by 227 unions having a combined membership of 28,762, was 2.86, as compared with 3.88 in July. Bricklayers, masons and plasterers, carpenters and joiners, granite and stone cutters, plumbers and steamfitters, tile layers, lathers and roofers, bridge and structural iron workers, steam shovel and dredgemen and hod carriers and building labourers were more fully engaged, while the percentages of unemployed among the electrical workers and painters, decorators and paperhangers were larger. Considerable short time was also reported by several of the trades in this group.

In the public employment group, as reported by 65 unions having a total membership of 7,002, the percentage

out of work was .17, as compared with no unemployment in July.

Employment in the group of miscellaneous trades, as indicated by returns received from 130 unions with 13,759 members, was considerably brisker than in July, 1.58 per cent of the members being idle as compared with 2.79 in the preceding month. Retail clerks, hotel and restaurant employees, musicians and theatre employees, stationary engi-

neers and firemen and unclassified workers were more fully employed. There was, however, some short time reported among the hotel and restaurant employees and musicians and theatre employees. Barbers were slightly slacker than in July and they also showed some of their members working on part time.

The percentages reported idle in the different groups of occupations are indicated in the following table:

TABLE I

Occupation.	Aug., 1919.	July, 1919.	June, 1919.	May, 1919.	April, 1919.	Mar., 1919.	Feb., 1919.	Jan., 1919.	Dec., 1918.	Sept., 1918.	June, 1918.	Mar., 1918.	Dec., 1917.	Sept., 1917.	June, 1917.	Mar., 1917.	Dec., 1916.	Sept., 1916.	June, 1916.	Dec., 1915.
Manufacturing & Mechanical Industries.....	3.33	2.95	3.18	4.05	3.17	4.18	4.29	3.32	2.89	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	1.3	1.1	3.1
Metals, machinery and conveyances.	5.39	4.84	4.69	7.27	4.26	5.51	5.54	3.21	3.53	1.24	.14	.28	.76	1.5	.11	.29	.71	0	0	0
Food, tobacco and liquors.....	5.42	1.83	1.90	3.82	4.06	6.79	8.90	8.24	8.63	1.47	1.7	.85	3.29	2.12	1.53	1.75	1.2	.5	4.9	.8
Textiles, carpets and cordage.....	.87	.60	1.54	.32	2.04	3.99	12.99	11.50	1.41	0	.05	.05	0	0	0	0	0	.5	0	0
Clothing.....	.55	0	.32	.73	0	2.27	.26	3.22	3.42	0	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6	3.3
Pulp, paper & fibre. Printing, publishing and paper goods..	1.07	.34	1.61	1.17	.76	3.29	.96	2.23	.43	1.75	0	0	.34	0	0	0	0	0	0	0
Woodwork & furniture.....	1.45	1.86	1.64	.46	.59	.59	.70	.69	.86	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8	3.7
Leather, boots, shoes and rubbers.....	.59	0	4.08	0	1.07	2.21	2.78	10.57	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0	5.9	3.7
Glass bottle blowing.	.37	.06	.19	.13	8.63	4.22	4.00	1.19	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.3	1.0	0	0
Jewelry workers....	64.33	0	9.89	5.96	7.93	10.03	9.44	0	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0	0
Oil refiners.....	0	0	0	0	0	.48	.74	.27	0	0	0	0	0	0	0	0	0	0	0	0
Transportation..	2.02	2.05	1.84	2.21	3.48	4.75	.56	2.02	1.48	.38	.42	1.22	.70	.55	.51	1.26	1.6	.6	.5	3.00
Steam railways....	1.42	1.83	1.98	1.62	2.40	2.87	2.74	1.78	.35	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5	2.4
Street and electric railways.....	1.39	.14	.53	.15	.20	.38	3.42	.33	.06	0	0	.38	.17	.44	.18	1.09	.2	0	.3	2.3
Navigation.....	5.05	3.99	2.93	10.29	9.60	17.73	18.17	6.73	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3	12.2
Teaming & driving.	2.26	1.25	2.28	.82	4.66	2.63	3.69	2.98	2.57	.27	.05	.08	0	0	0	0	0	0	0	0
Mining, quarrying, & refining of ores.....	.45	.47	.58	2.84	2.69	1.87	3.78	1.42	1.24	.35	.18	.40	2.09	.22	.32	.80	.65	.7	1.2	5.9
Building & construction.....	2.86	3.88	4.71	8.68	12.05	16.45	16.44	16.29	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6	28.3
Public employment.....	.17	0	0	0	.01	.07	.48	.33	.47	1.00	.02	0	.17	.04	.04	.47	.1	.1	0	0
Fishing.....	0	0	0	4.10	0	0	17.54	50.50	0	0	0	.....	0	0	0	0	0	0	0	23.0
Miscellaneous...	1.58	2.79	3.99	7.28	4.80	4.74	4.07	2.84	2.29	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1	8.4
All occupations..	2.33	2.40	2.57	3.83	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.4	2.1	8.7

The following table summarizes the returns by provinces. Ontario, Manitoba, Saskatchewan and Alberta showed improvement over July; Nova Scotia and Prince Edward Island and New

Brunswick reported larger percentages out of work, while in Quebec and British Columbia the alteration was very considerable.

TABLE II

Province	Aug. 1919	July 1919	June 1919	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Nova Scotia & Prince Edward Island....	5.44	4.11	2.68	4.66	2.41	2.41	5.68	1.25	2.01	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49	.36
New Brun- swick....	1.69	1.15	2.43	3.38	2.46	2.93	2.58	.84	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8	.7
Quebec....	2.52	2.51	3.79	5.15	4.21	6.93	6.70	4.07	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8	9.9
Ontario....	1.25	1.52	1.87	2.60	4.25	6.65	5.48	4.64	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7	8.1
Manitoba..	.81	.92	1.19	1.47	1.65	1.20	2.82	3.62	1.31	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83	1.2	3.2
Saskatche- wan.....	1.95	2.77	2.51	2.86	3.95	5.31	4.47	5.73	2.15	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19	2.6	7.0
Alberta....	1.09	1.90	1.68	1.43	2.26	3.56	4.16	1.97	2.07	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92	3.03	4.3
British Columbia	5.81	5.82	3.32	6.52	9.65	8.05	7.97	5.20	3.81	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37	5.3	14.3
Canada..	2.33	2.40	2.67	3.83	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47	2.1	8.7

The percentages reported idle in some of the larger industrial centres are indicated in the table which follows:

TABLE III.

City	Aug. 1919	July 1919	June 1919	May 1919	April 1919	Mar. 1919	Feb. 1919	Jan. 1919	Dec. 1918	Sept. 1918	June 1918	Mar. 1918	Dec. 1917	Sept. 1917	June 1917	Mar. 1917	Dec. 1916	Sept. 1916	June 1916	Dec. 1915
Halifax....	1.12	6.13	3.56	1.90	2.69	7.36	4.10	4.40	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0	4.03	0
St. John...	2.14	.80	4.95	6.48	2.01	2.04	2.62	1.94	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09	2.92
Montreal...	1.93	2.97	3.10	6.30	4.95	6.77	10.31	6.21	2.77	.58	.60	6.35	3.73	4.48	2.75	4.17	4.61	.50	2.6	10.6
Toronto....	.84	1.78	1.61	1.88	6.34	8.96	6.74	6.36	4.61	.11	.13	.81	3.81	1.63	1.74	1.06	1.32	.63	1.8	10.6
Winnipeg...	1.09	.17	1.35	.95	1.75	1.08	2.32	3.55	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9	2.6
Regina.....	2.76	2.79	.93	3.17	5.28	11.13	5.41	8.66	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38	14.31
Edmonton..	.56	.97	1.90	2.80	3.20	4.99	5.20	2.57	1.54	.67	.23	.51	.41	.55	1.68	1.11	3.32	4.27	1.78	8.43
Vancouver..	5.30	5.54	3.35	4.65	6.01	8.73	6.31	5.59	3.65	1.42	1.05	1.94	3.23	2.99	2.67	4.75	4.95	4.56	8.1	18.0

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON AUGUST 30, 1919,

OCCUPATIONS	Nova Scotia & Prince Ed. Island				New Brunswick				Quebec				Ontario			
	No. reporting		Unem- ployed		No. reporting		Unem- ployed		No. reporting		Unem- ployed		No. reporting		Unem- ployed	
	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent
1-Manufacturing and Mechanical Industries	14	3661	712	19.45	13	1217	22	1.81	56	16191	520	3.21	190	23245	293	1.26
2-(a) METALS, MACHINERY & CONVEYANCES.	8	3167	712	22.48	7	794	2	.25	20	4457	278	6.24	94	11093	135	1.22
3 Moulders.	2	92	5		2	66	0		1	756	20		18	2045	12	
4 Blacksmiths.					2	189	0		4	513	7		10	587	2	
5 Boilermakers & iron shipbuilders.					1	28	0		2	446	185		11	1770	5	
6 Pattern makers.									1	190	7		7	250	0	
7 Metal polishers, buffers and platers.													6	231	0	
8 Machinists.	4	388	10		2	511	2		10	2305	59		36	5426	101	
9 Sheet metal workers and tinsmiths.	2	2687	697						2	247	0		6	784	11	
10-(b) FOOD, TOBACCO AND LIQUORS.					1	16	0		5	736	34	4.62	16	2002	9	.45
11 Flour, and cereal mill employees.													2	294	0	
12 Meat cutters and butchers.									3	630	34		6	869	7	
13 Bakers and confectioners.					1	16	0		2	106	0		6	623	2	
14 Cigar and tobacco makers.													2	216	0	
15 Brewery workers.													2	355	10	2.82
16-(c) TEXTILES, CARPETS AND CORDAGE.	1	298	0						3	5339	42	.79	2	1098	3	.27
17-(d) CLOTHING AND LAUNDERING.	1	38	0						2	213	7	3.29	7	193	3	
18 Tailors.	1	38	0										11	905	0	
19 Garment workers.									1	150	0					
20 Hat, glove and fur workers.					2	277	15	5.42	1	63	7		10	2356	0	0
21-(e) PULP, PAPER AND FIBRE.					3	130	5	3.85	4	899	29	3.23	31	4340	27	.62
22-(f) PRINTING, PUBLISHING & PAPER GOODS	4	158	0		2	102	5		12	1915	47	2.45	12	1794	9	
23 Compositors.	4	158	0		1	28	0		5	986	30		8	1175	14	
24 Pressmen and assistants.									3	428	15		2	831	0	
25 Bookbinders.									1	43	2		4	121	0	
26 Stereotypers and electrotypers.									2	137	0		5	419	4	
27 Engravers and lithographers.																
28 Others.									1	19	2	10.53	5	277	0	
29-(g) WOODWORK AND FURNITURE.									8	2535	10	.39	11	1187	3	.25
30-(h) LEATHER, BOOTS, SHOES & RUBBERS.									1	78	71	91.03	2	192	106	55.21
31-(i) GLASS BOTTLE BLOWING.													1	345	0	0
32-(j) JEWELRY WORKERS																
33-(k) OIL REFINING																
34-Transportation	42	2934	16	.55	36	4458	84	1.88	74	20631	414	2.01	238	25974	346	1.33
35-(a) STEAM RAILWAYS.	39	2796	14	.50	31	3381	58	1.72	63	9248	300	3.24	212	20267	202	.99
36 Conductors.	1	40	0		2	123	0		4	232	1		25	1036	32	
37 Locomotive engineers.	7	209	0		3	251	3		10	606	2		31	1987	0	
38 Locomotive firemen.	4	286	3		1	72	10		9	742	8		31	2758	71	
39 Carmen.	3	155	0		2	575	0		7	3839	248		29	3182	19	
40 Trainmen.	6	703	0		7	908	40		9	1578	22		27	4625	68	
41 Telegraphers (local unions).	2	103	3						1	21	0		2	106	0	
42 Telegraphers.	6	570	0		10	608	0		14	1714	17		33	4106	0	
43 Road maintenance men.																
44 Shop employees.																
45 Railway employees (N.E.S.).	10	730	8		6	844	5		9	496	2		34	2467	12	
46-(b) STREET & ELECTRIC RY. EMPLOYEES.					1	211	0	0	3	3875	0	0	12	4205	135	3.21
47-(c) NAVIGATION.	2	118	2	1.69	3	716	23	3.21	6	5733	53	.92	14	902	9	1.00
48 Marine engineers.	2	118	2		1	78	3		2	153	3		7	311	9	
49 Longshoremen.					2	638	20		4	5580	50		6	538	0	
50 Others.													1	53	0	
51-(d) TEAMSTERS AND CHAUFFEURS.	1	20	0		1	150	3	2.00	2	1775	61	3.44	1	600	0	0
52-Mining, Quarrying & Refining of Ores	16	6206	6	.10					2	975	0		4	1940	32	1.65
53 Miners.	15	5931	6						2	975	0		4	1940	32	
54 Quarry workers.	1	275	0													
55 Mill and smeltermen.																
56-Building and Construction	9	1334	19	1.42	9	469	0	0	32	4933	285	5.78	127	1757	183	1.04
57 Bricklayers, masons and plasterers.	3	364	0		1	52	0		3	627	3		29	2510	7	
58 Carpenters and joiners.	1	255	0		2	263	0		17	2794	111		46	8559	33	
59 Electrical workers.	1	122	0		1	22	0		2	703	142		10	1143	13	
60 Granite and stone cutters.									4	195	10		7	484	3	
61 Painters, decorators and paper hangers.	2	307	5		1	36	0		5	352	15		11	1144	75	
62 Plumbers and steamfitters.	2	286	14		4	106	0		1	262	4		15	978	13	
63 Tile layers, lathers and roofers.													3	100	2	
64 Bridge and structural iron workers.													2	81	7	
65 Steam shovel and dregmen.													1	190	0	
66 Hod carriers, and building labourers.													3	2390	25	
67-Public Employment	3	77	0		3	101	0		9	2439	0		29	2807	0	0
68 Civic employment.					1	54	0		5	1972	0		8	2200	0	
69 Letter carriers and postal employees.	3	77	0		2	47	0		4	467	0		21	607	0	
70-Fishing					1	14	0		18	3879	15	.39	72	6442	125	1.94
71-Miscellaneous.									3	630	0					
72 Retail clerks.									1	63	3		3	588	12	
73 Hotel and restaurant employees.									3	359	0		16	556	0	
74 Barbers.									2	68	7		25	2550	40	
75 Musicians and theatre employees.					1	14	0		4	634	5		18	1264	53	
76 Stationary engineers and firemen.									5	2125	0		10	1484	20	
77 Others.																
All occupations	84	14212	753	5.44	62	6259	106	1.69	191	49048	1234	2.52	662	78028	979	1.25

*Commercial and railway—organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed	
Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent
July, 1919	Aug., 1919	July, 1919	Aug., 1919	July, 1919	Aug., 1919	July, 1919	Aug., 1919	July, 1919	Aug., 1919	July, 1919	Aug., 1919	July, 1919	Aug., 1919	July, 1919	Aug., 1919	July, 1919	Aug., 1919	July, 1919	Aug., 1919
14	4072	36	.88	15	797	4	.50	19	1100	37	3.36	37	4677	206	4.40	358	54960	1830	2.95
4	1996	13	.65	5	231	0		5	396	10	2.53	16	2782	193	6.94	159	24916	1343	4.84
1	90	1						1	27			2	115	26		27	2191	68	5.16
1	1750	12		2	116	0		1	120	0		3	135	2		19	1424	11	1.46
2	156	0		3	115	0		3	249	6		3	1519	105		21	5749	307	.78
2	902	0		1	231	0	0	4	159	0		1	40	7		9	480	18	3.12
1	392	0		1	231	0		1	159	0		6	952	53		6	231	0	2.34
1	510	0		1				1				3	120	0	0	11	3739	709	10.20
																32	4166	43	1.83
																2	623	0	0
																3	804	0	0
																10	1532	41	.77
																12	865	2	1.21
																5	342	0	0
																6	5992	52	.60
																27	1809	10	0
																10	359	3	0
																16	1387	0	0
																1	63	7	0
																18	4095	44	.34
																81	8888	129	1.88
																37	4445	72	1.11
																20	2080	43	2.73
																7	1558	5	.61
																9	209	2	0
																8	596	7	7.29
																7	338	2	.17
																20	3825	14	.06
																5	300	193	0
																2	462	0	0
																1	168	0	0
																		</	

EMPLOYMENT IN THE BUILDING TRADES DURING AUGUST, 1919, AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in thirty-five cities, showed an increase during August as compared with the preceding month, the total value of building permits rising from \$8,174,869 in July to \$9,622,887, in August, an increase of \$1,448,018 or 17.7 per cent. All the provinces except Alberta and British Columbia

reported increases in this comparison. As compared with the corresponding month in 1918, there was an increase of 91.8 per cent, the value for August, 1918, being \$5,016,096. In this comparison, Nova Scotia and British Columbia were the only provinces to record declines, while substantial increases were reported in New Brunswick, Ontario and Saskatchewan.

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City.	July, 1919	August, 1919	August, 1918	August, 1919, compared with July, 1919.		August, 1919, compared with August, 1918.					
				Increase +	Decrease —	Increase +	Decrease —				
				Amount	Per cent	Amount	Per cent				
Nova Scotia.....	\$350,283	\$598,725	\$604,210	+	\$248,442	+	70.92	—	\$ 5,485	—	.90
Halifax.....	291,422	480,075	560,767	+	188,653	+	64.73	—	80,692	—	14.38
Sydney.....	58,861	118,650	43,443	+	59,789	+	101.57	+	75,207	+	173.11
New Brunswick.....	359,845	477,750	4,500	+	117,905	+	32.76	+	473,250	+	10,516.61
Moncton.....	311,345	420,750	4,500	+	109,405	+	35.13	+	416,250	+	9,250.00
St. John.....	48,500	57,000	—	+	8,500	+	17.52	+	57,000	—	—
Quebec.....	1,802,597	2,068,020	1,253,366	+	265,423	+	14.72	+	814,654	+	65.00
Montreal-Maisonneuve.....	1,484,999	1,541,245	1,058,268	+	56,246	+	3.78	+	482,977	+	45.63
Quebec.....	107,361	162,245	85,873	+	54,884	+	51.12	+	76,372	+	88.93
Sherbrooke.....	—	97,560	42,000	+	97,560	—	—	+	55,560	+	132.28
Three Rivers.....	121,615	84,870	52,750	—	36,745	—	30.21	+	32,120	+	60.89
Westmount.....	88,622	182,100	14,475	+	93,478	+	105.47	+	167,625	+	1,158.03
Ontario.....	4,102,239	4,316,482	2,044,134	+	214,243	+	5.22	+	2,272,348	+	111.16
Brantford.....	73,375	61,890	202,290	—	11,485	—	15.65	—	140,400	—	69.40
Fort William.....	37,105	29,875	7,400	—	7,230	—	19.48	—	22,475	—	303.71
Guelph.....	23,903	11,950	2,480	—	11,953	—	50.00	—	9,470	—	381.85
Hamilton.....	500,537	505,745	396,244	+	5,208	+	1.04	+	109,501	+	27.63
Kingston.....	35,619	45,272	34,542	+	9,653	+	27.10	+	10,730	+	31.06
Kitchener.....	218,945	39,930	76,480	—	179,015	—	81.76	—	36,550	—	47.79
London.....	171,200	867,420	55,760	+	696,220	+	406.67	+	811,660	+	1,455.63
Ottawa.....	252,420	168,490	191,810	—	83,930	—	33.25	—	23,320	—	12.15
Peterborough.....	8,705	9,875	11,116	+	1,170	+	13.44	—	1,241	—	11.16
Port Arthur.....	140,230	411,572	3,638	+	271,342	+	193.49	+	407,934	+	11,213.13
Stratford.....	22,180	12,150	23,524	—	10,030	—	45.22	—	11,374	—	48.35
St. Catharines.....	81,830	57,905	62,580	—	23,925	—	29.23	—	4,675	—	7.47
St. Thomas.....	20,640	8,290	9,975	—	12,350	—	59.83	—	1,685	—	16.89
Toronto.....	2,155,250	1,844,303	937,405	—	310,947	—	14.42	+	906,898	+	96.74
Windsor.....	360,300	241,815	28,890	—	118,485	—	32.88	+	212,925	+	737.01
Manitoba.....	290,175	718,300	413,185	+	428,125	+	147.54	+	305,115	+	73.84
Brandon.....	8,275	7,400	30,835	—	875	—	10.57	—	23,435	—	76.00
Winnipeg.....	281,900	710,900	382,350	+	429,000	+	152.18	+	328,550	+	85.92
Saskatchewan.....	248,800	1,010,570	285,570	+	761,770	+	306.17	+	725,000	+	253.87
Moose Jaw.....	36,275	110,685	14,570	+	74,410	+	205.12	+	96,115	+	659.67
Regina.....	152,050	338,635	237,100	+	186,585	+	122.71	+	101,535	+	42.82
Saskatoon.....	60,475	561,250	33,900	+	500,775	+	828.06	+	527,350	+	1,555.60
Alberta.....	479,160	216,255	134,400	—	262,905	—	54.86	—	81,855	—	80.90
Calgary.....	280,000	121,500	127,200	—	158,500	—	56.60	—	5,700	—	4.48
Edmonton.....	199,160	94,755	7,200	—	104,405	—	52.42	+	87,555	+	1,216.04
British Columbia.....	541,770	216,785	276,731	—	324,985	—	59.98	—	59,946	—	21.66
New Westminster.....	29,000	20,957	39,650	—	8,043	—	27.73	—	18,693	—	47.14
Vancouver.....	488,855	173,345	216,845	—	315,510	—	64.54	—	43,500	—	20.06
Victoria.....	23,915	22,483	20,236	—	1,432	—	5.98	+	2,247	+	11.10
Total—35 cities.....	\$8,174,869	\$9,622,887	\$5,016,096	+	\$1,448,018	+	17.71	+	\$4,606,791	+	91.84

Of the larger cities, Montreal and Winnipeg showed increases both as compared with July, 1919, and with August, 1918. Toronto and Edmonton reported declines in comparison with the preceding month and increases as compared with the corresponding period of last

year, while at Vancouver decreases are recorded in both comparisons.

Of the smaller centres, Sydney, Moncton, Sherbrooke, Westmount, London, Port Arthur, Moose Jaw, Regina and Saskatoon all showed large gains both as compared with July and with August, 1918.

RAILWAY STATISTICS OF CANADA FOR YEAR ENDED JUNE 30, 1918

THE report on railway statistics of Canada for the year ended June 30, 1918, issued by the Department of Railways and Canals, shows that while there was a slight decrease in the number of railway employees from 146,175 in 1917 to 143,493 in 1918, there was an increase in the amount of salaries and wages paid from \$129,126,187 to \$152,274,953, and the ratio of salaries and wages to gross earnings increased from 41.85 to 46.14 per cent. The total of operating expenses in 1918 was \$273,955,435, an increase for the year of \$51,064,788. The freight traffic aggregated 127,543,687 tons, an increase over 1917 of 5,627,415 tons. The number of passengers carried was 50,737,294, about 3,000,000 less than in the previous year. The record of accidents on steam railways shows a slight reduction in the number of employees who sustained in-

juries, 154 having been killed compared with 177 in the previous year, and 1,868 injured as compared with 1,909. On electrical railways there were 12 employees killed in 1918, being two more than in the previous year, and 383 employees injured, a reduction of 12. On the Canadian Government Railways there were 38 fatalities, including 10 employees, 3 passengers and 25 others.

The report of the Canadian Government Employees' Relief and Insurance Association showed total receipts of \$186,143 and total expenditures of \$179,320 with a net surplus on June 30, 1918, of \$57,419. The expenditure out of the sickness and accident fund amounted to \$74,292 as compared with \$53,556 in the previous year. There were paid 186 death and total disability claims aggregating \$75,250 as compared with \$52,000 in 1917.

RECENT INDUSTRIAL AGREEMENTS

THE following is a summary of the more important industrial agreements recently received by the Department. While the conclusion of every industrial agreement implies the acceptance, to a greater or lesser degree, of the principle of collective bargaining, it should not be overlooked that in a number of cases the agreement was reached only after the employees had been on strike. The agreements are arranged by industrial groups.

Building and Construction

MONTREAL, QUE. — INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL No. 568, AND VARIOUS EMPLOYERS. Agreement in effect from June, 1919, to May, 1920, and, failing thirty days' notice from either party of a desired change, to be automatically renewed. Forty-four hours shall constitute a week's work, eight hours for the first five days from 8 a.m. to 5 p.m., and four hours Saturday from 8 a.m. to 12 noon. All work over eight hours per day

shall be paid for at the rate of time and one-half until 12 midnight, after which double time until relieved. Work on Sundays and legal holidays shall be paid for at double time; Saturday work between 12 noon and 5 p.m. to be paid for at the rate of time and one-half, and double time thereafter until relieved.

The minimum rates of pay shall be as follows: Per hour—Journymen, 70 cents; armature winders, 70 cents; helpers, first class, 50 cents; second class, 40 cents.

LONDON, ONT.—INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 120, AND THE PUBLIC UTILITIES COMMISSION. Agreement which expired May 1, 1919, renewed until May 1, 1920, there being slight changes in the minimum wage rates: Foremen linemen from 46 cents per hour to 54 cents; journeymen linemen from 43 cents per hour to 50 cents; cablemen from 45½ cents per hour to 54 cents.

The hours of labour remain the same as in the previous agreement, nine hours to constitute a day's work for the first five days of the week, 7 a.m. to 12 noon, and 1 p.m. to 5 p.m., and on Saturdays, 7 a.m. to noon, time to count from storehouse to storehouse. From the end of the regular working day, the first five hours worked to be paid for at the rate of time and one-half and from then until relieved. Sundays and holidays shall be double time.

WINNIPEG, MAN. — INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 435, AND THE MANITOBA GOVERNMENT TELEPHONES. Agreement in effect from May 1, 1919, to April 30, 1920, unless amended on thirty days' notice from either party.

Forty-four hours shall constitute a week's work, eight hours a day for the first five days, 8 a.m. to 12 noon, and 1 p.m. to 5 p.m., and four hours Saturday, 8 a.m. to 12 noon. Saturday afternoon and other time worked over bulletin hours shall be paid for at the rate of time and one-half; from 12 midnight till 8 a.m. on Sundays and legal holidays

double time shall be paid. Men on monthly salary shall be paid overtime when ordered out by the man in charge. Any employee called out in case of an emergency after 9 p.m. shall receive not less than four hours' pay at regular rate.

Employees who have been in the service of the Manitoba Telephones two years shall receive one week's holiday with pay. Six months' leave of absence in any twelve months may be granted, without pay, to any employee to enable him to perform homestead duties.

Wage scale: Per month—Wire chief (2,000 subs. and over), \$170; foremen, \$160. Per hour—Order gang foremen, 82 cents; cable foremen, 87 cents; journeymen: cablemen, 82 cents; switchboard men and test clerks, 77 cents; troublemen, 82 cents; cablemen helpers, 77 cents; linemen, first year, 50 cents; second year, 58 cents; third year, 66 cents; after third year, 77 cents; P.B.X. troublemen, P.B.X. installers, 77 cents; P.S. troublemen, power attendants, installers, rackmen, city repair shop journeymen, 75 cents; apprentices, first six months, 40 cents; second six months, 45 cents; third six months, 50 cents; fourth six months, 55 cents; fifth six months, 60 cents; sixth six months, 65 cents. Per month—Wire chiefs (West), wire chiefs (all other) and toll test clerk, Winnipeg, \$155. Per hour—Foremen (travelling), 72 cents; sub-foremen, 67 cents; cablemen, 72 cents; cablemen helpers, 62 cents; linemen, 62 cents; switchboard (travelling), 72 cents. Per month—district men, \$140; combination troublemen, \$135. Per hour—Linemen apprentices (travelling), first year, 40 cents; second year, 47 cents; third year, 54 cents.

VANCOUVER, B. C.—GASWORKERS, LOCAL NO. 289, AND THE VANCOUVER GAS COMPANY, LTD. Agreement which expired July, 1919, renewed until July, 1920, with no change except to raise the minimum wage rate to read as follows: Manufacturing department: Per hour—Chief operating mechanics and relief operators, 62½ cents; stoking machine operators, 60 cents; helpers, 57½ cents;

furnace men, 57½ cents; retort house coke men, 57½ cents; water gas operators, 60 cents; helpers, 52½ cents; works labourers, 50 cents; works labourers (when clinkering), 52½ cents; coke shippers, 50 cents; bricklayers and carpenters, 60 cents; bricklayers on yard work, yard rate; bricklayers on brick work, union rate; works fitters and derrick engineers, 62½ cents; blacksmiths, 60 cents; fitter's helpers, 52½ cents. Distribution department: Per hour—Leading gas fitter, 67½ cents; gas fitters and meter setters, 62½ cents; gas fitters' helpers (over 14 years of age), 1 to 6 months, 25 cents; 6 to 12 months, 27½ cents; 12 to 18 months, 30 cents; 18 to 24 months, 32½ cents; 24 to 30 months, 35 cents; 30 to 36 months, 37½ cents; troublemen, 62½ cents; light truckmen, 50 cents; mains and service fitters, 65 cents; helpers, 52½ cents; labourers, 50 cents; syphonmen, 52½ cents; meter shop mechanics, 60 cents; provers, 52½ cents; helpers, 50 cents; apprentices, same as fitters' apprentices; store-keeper, 52½ cents; stores boys, same as apprentices. New rates for piece work also are provided.

Domestic and Personal

HAMILTON, ONT.—HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE AND BARTENDERS' INTERNATIONAL LEAGUE OF AMERICA, LOCALS NOS. 300 AND 434, AND CERTAIN HOTELS OF TORONTO AND HAMILTON. Agreement entered into June 6, 1919.

Six days shall constitute a full working week of fifty-seven hours. Any time in excess of this shall be paid for at a rate of 50 cents per hour. Under no consideration whatever shall a member be permitted to work seven consecutive days. Waiters working continuously successive evenings until midnight shall become entitled to one evening off per week if required to work in the afternoon.

The minimum wage scale for steady working waiters shall be: Per month—Captains, \$100; waiters, \$45. Steady

captains working when off duty shall be classed as extra captains and shall be paid \$3 for three hours or less; and after three hours, 75 cents per hour or fraction thereof. Steady working lunch waiters between the hours of 11.30 a.m. and 2.30 p.m. shall be paid a minimum rate of \$7 for six days. Steady waiters taken from their stations to serve banquets, dinner parties, etc., shall be paid \$1.25 for such service in addition to their regular pay. When a steady working waiter is called upon to set up for any extra work, he shall receive not less than 50 cents per hour in addition to his regular wages while so engaged. Private service waiter shall mean bedroom service only. If required to serve private parties, banquets, or luncheons, they shall be paid 10 cents per cover up to \$1.25 for 10 covers, in addition to their regular pay. Reserve waiters required to set up for banquets, dances, etc., when off duty shall be paid 50 cents per hour.

Extra work shall be paid as follows: Waiters, working holidays for eight hours, \$5; with cheque book, \$3; waiter for one meal of three hours with cheque book, \$1.50; for luncheons or parties not exceeding three hours, \$2; for banquets, balls, etc., \$2.50. Setting up for same, 50 cents extra. If required in excess of three hours, 50 cents per hour before midnight. All overtime after midnight, 75 cents; extra captains, \$5 per day of eight hours.

Steady waitresses, working three meals, eight hours or less with cheque book, \$35; working banquets or balls when off duty shall be classed as extra waitress and be paid the same rate of wages. Steady waitresses taken off their stations to serve a banquet or luncheon without cheque book shall receive \$1 above regular wages.

Extra waitresses, working lunch, three hours or less, with cheque book \$1, without cheque book, \$1.50; working banquets, three hours or less, \$1.50; over \$1.50 per cover, \$2; holidays, six hours or less, \$4; afternoon teas, three hours or less, \$1.50. Overtime on luncheons or evening banquets, 50 cents per hour.

Cooks. No cooks shall be permitted to work more than six consecutive days in any one week, and nine hours' work in a consecutive period of fifteen hours shall constitute a full working day. A wage increase of \$5 per week is provided.

Extra cooks: Per day—No. 1, \$5.50; No. 2, \$4.50; No. 3, \$3.50. Overtime, per hour: No. 1, 75 cents; No. 2, 60 cents. Extra work out of town must include fare and expenses.

Foods, Liquors and Tobaccos

OTTAWA, ONT.—AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN, LOCAL No. 626, AND VARIOUS RETAIL BUTCHER SHOPS. Agreement dates from August 5, 1919, to August 5, 1920.

Working hours shall be from 7 a.m. to 6 p.m. for the first five days of the week, Saturday 7 a.m. to 7 p.m. If Wednesday becomes a half holiday the hours for the day shall be 7 a.m. till 12 noon. Overtime for Sundays and holidays shall be personally arranged between employee and employer. Employees' holidays each year shall be assigned by the employers.

An increase of salary is provided: \$3 increase per week for senior salesmen, \$2 for junior salesmen.

OTTAWA, ONT.—AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN, LOCAL No. 626, AND VARIOUS PACKING HOUSE EMPLOYERS. Agreement in effect from August 5, 1919, to August 5, 1920. The regular hours of labour shall be 50 hours per week, and shall be completed between 7 a.m. on Monday and 12 noon on Saturday of each week. The hours of labour each day shall be completed in consecutive hours with not more than one hour allowed for dinner. Where work is being done by employees in shifts, and in the case of cleaners who begin in the afternoon, the 50 hour week shall govern, but the above mentioned hours for beginning and ending the week's work shall not apply.

Time and one-half overtime shall be paid for all work after the regular day's work has been performed, except in the case of killing and affiliated gangs, who have started late on the day, in which case overtime shall begin not later than 5 p.m. each day except Saturday, when overtime for these gangs shall commence at 12 noon. Double time on Sundays and holidays except to men engaged in operations the nature of which require that they be carried on regularly on Sundays and holidays.

Forty hours' work per week shall be guaranteed to all persons employed, except in weeks in which there is a holiday, when the guarantee shall be $33\frac{1}{3}$ hours per week.

Boys between 16 and 18 years of age shall receive not less than 25 cents an hour. When a boy reaches the age of 18 and does a man's work he shall receive the same pay as a man.

A flat increase in wages as paid from August 5, 1919, is provided, to the extent of 6 cents per hour for hourly paid persons. In the case of piece work, the gross increase shall be computed in piece work rates.

Metals, Machinery and Conveyances

FORT WILLIAM, ONT.—AMALGAMATED SHEET METAL WORKERS' INTERNATIONAL ALLIANCE, LOCAL No. 580, AND VARIOUS EMPLOYERS. Agreement in effect from July 25, 1919, to May 31, 1920.

Hours of employment shall be from 8 a.m. till 12 noon, and from 1 p.m. till 5 p.m., Saturdays 8 a.m. till 12 noon. Only in cases of emergency shall overtime be worked, and in such case the rate shall be time and one-half till 10 p.m., and double time thereafter.

Schedule of wages shall be as follows: Per hour—Mechanics, 75 cents; improvers, 60 cents; experienced helpers, 60 cents; inexperienced helpers, 40 cents.

Printing and Publishing

MONTREAL, QUE.—TYPOGRAPHICAL UNION, NO. 176, AND THE LABOUR COMMITTEE OF THE GRAPHIC ARTS SECTION OF THE CANADIAN MANUFACTURERS' ASSOCIATION. Agreement which expired July 1, 1919, renewed until July 1, 1921, with a change in the wage scale and with additional rules for apprentices.

Hand compositors, floormen, stonemen, make-ups, proof-readers, linotype operators and machinists, monotype and monoline operators and machinists, typecasters on typecasting machines, monotype combination operators, increased from \$24 to \$32 per week.

Apprentices shall not be less than fifteen years of age at the time of beginning their apprenticeship. It is agreed that during the term of apprenticeship, it shall be the duty of the employer and employees to see that every opportunity shall be given apprentices to become proficient. The minimum scale of wages per week to be paid for the years stated shall be: First two years, at the option of the office; third year, first six months, \$11; second six months, \$12; fourth year, first six months, \$14; second six months, \$17; fifth year, first six months, \$20; second six months, \$23. If at any time the wages for journeymen printers should differ from what they are now, the wages of the apprentices shall vary by the same percentage. Apprentices must have served four years and six months before being allowed to work on machines.

Textiles, Cloths and Cottons

HAMILTON, ONT. — JOURNEYMEN TAILORS' UNION NO. 149, AND VARIOUS EMPLOYERS. Agreement in effect from September 1, 1919, provides for a 48-hour week, 8 hours per day, and a wage rate of \$30 per week. The rate for workers on alterations is to be 62½ cents per hour. Overtime shall be paid for at the rate of 75 cents per hour. Rates for piece work also are provided.

Miscellaneous Occupations

WINNIPEG, MAN.—INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 31A, AND THE MANITOBA GOVERNMENT TELEPHONES. Agreement in effect from May 1, 1919, to April 30, 1920.

City and Suburban Exchanges. Eight hours shall constitute a day's work, and forty-eight hours a week's work, for supervisors and operators in city and suburban exchanges, with fifteen minutes' relief each shift.

No night operator shall be required to report for duty before 7.30 a.m. Night operators shall be on duty from 11 p.m. until 7.30 a.m., except on Sundays, when it shall be 8 a.m., and they shall be allowed not less than two hours' rest. On Sunday morning no day operator shall be required to be on duty before 8 a.m.

No operator, except under extraordinary circumstances, shall be allowed to work more than five hours on Sunday, and fifteen minutes' relief shall be allowed in each five-hour shift.

An inexperienced girl entering the service of the Manitoba Government Telephones shall do so as a probationer for a period of one month, for which she shall receive the minimum rate of pay. At the end of this period she shall be considered an operator, and if retained in the service, the current schedule of wages will apply from the time she is accepted as an operator.

Any person appointed to visit operators when absent from duty on account of sickness, shall be appointed only after consultation with a committee of the employees.

Forty-eight hours shall constitute a week's work for P.B.X. operators.

If a private company desires to pay their P.B.X. operators over and above the existing wage schedule, the Telephone Commission will consent to such arrangement.

The wage schedule is as follows:

	Local and Information Operators.	Toll Operators.
First six months.....	\$50.00	\$50.00
Second six months.....	52.50	57.50
Third six months.....	55.00	60.00
Fourth six months.....	57.50	62.50
Fifth six months.....	60.00	65.00
Sixth six months.....	62.50	67.50
After three years.....	65.00	70.00
Four years and after.....	70.00	75.00
Supervisors and Night C.O.'s..	80.00	85.00
Assistant Chief Operators.....	90.00	95.00
Information Service Clerk.....	72.50	.....
L. D. Messengers (Inside).....	.....	45.00
L. D. Messengers (Outside).....	.....	50.00
Chief Operators West and Transcona Exchanges.....	80.00	.....
Brandon City operators will be rated same as Winnipeg local operators.		
Traffic clerks, Brandon Ex- change.....	80.00	.....

P.B.X. operators, 3 trunk lines or under, \$50; 5 trunk lines and over 3, \$55; 6 trunk lines and over, \$60.

Provincial Exchanges. Day operators at Provincial Exchanges shall not work more than eight hours per day. Night operators at Provincial Exchanges shall not be on duty more than ten hours in each twenty-four, and shall be given not less than two hours' rest within the specified time.

The wage schedule is as follows:
Portage La Prairie Exchange: Per month—First year operators, \$47.50; second year operators, \$52.50; third

year operators, \$57.50; after three years, \$62.50; supervisors, \$70; assistant chief operators, \$80.

All other Provincial Exchanges: Per month — First year operators, \$45; second year operators, \$50; third year operators, \$55; after three years, \$60. Chief operators where three or more operators are employed shall be paid \$65 per month. Where eight or more operators are employed, the chief operator shall be paid \$70 per month. An hourly rate of pay for the purpose of computing overtime shall be calculated on a 203-hour monthly basis.

All Exchanges. Overtime, including Dominion holidays, shall be paid for at the rate of time and one-half. Overtime of day operators, if between 12 midnight and 7.30 a.m., or 8 a.m. on Sunday, shall be paid for at the rate of double time. All Sunday work between 8 a.m. and 11 p.m. shall be paid for at the rate of double time.

All operators of one year's service or over with the Manitoba Government Telephones shall receive two weeks' holidays with pay in each successive year; and those with three months' service, but less than one year, prior to the holiday period, commencing May 1, shall be allowed one day's holiday, with pay, for each successive month of service.

FAIR WAGE CONTRACTS, SEPTEMBER, 1919

DURING September the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to 17 fair wage contracts, 14 of which were awarded by the Department of Public Works, and 3 by the Department of Railways and Canals. All of these contracts contained the usual fair wage clause providing for the prompt payment of such wages as are current in the district in which the work

is to be performed, the observance on the works under contract of the prevailing hours of labour, and otherwise to prevent abuses and to secure the legitimate rights of the labour employed.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Agreement to furnish floating plant, etc., for the cleaning of waterway in front of the City of Sault Ste. Marie, Ont. Name of contractors, The Soo Dredging & Construction Co., Ltd., Sault Ste. Marie, Ont. Date of contract, August 15, 1919. Amount of contract, \$125 per day, including towing on and off the work.

Construction of pile bent and timber decking wharf, Half Moon Bay, B.C. Name of contractors, Fraser River Pile Driving Co., Ltd., New Westminster, B.C. Date of contract, Sept. 2, 1919. Amount of contract, \$5,775.

Repairs to town wharf and reconstruction of breakwater, Port Elgin, Ont. Name of contractor, Max Clairmont, Goderich, Ont. Date of contract, Sept. 2, 1919. Amount of contract: schedule of prices.

Installation of heating pipes in the Wellington St. heating tunnel, Ottawa, Ont. Name of contractors, W. G. Edge, Ltd., Ottawa, Ont. Date of contract, Sept. 11, 1919. Amount of contract, \$18,121.

Reconstruction of portion of superstructure of the east pier, Toronto Harbour (Eastern Entrance), Ont. Name of contractors, The C. S. Boone Dredging and Construction Co., Ltd., Toronto, Ont. Date of contract, Sept. 9, 1919. Amount of contract: schedule of prices.

Repairs to wharf, Sidney, B.C.; Repairs to float and approach, Roberts Bay, B.C.; Repairs to wharf, Saanich-ton, B.C. Name of contractors, McDonald, Watson & Wither, Victoria, B.C. Date of contract, Sept. 3, 1919. Amount of contract: schedule of prices.

Isolation hospital, tuberculosis pavilion, recreation building, a garage, storage and mortuary building in connection with psychopathic hospital, London, Ont. Name of contractor, Wm. Henry Harvey, Kingston, Ont. Date of contract, Sept. 12, 1919. Amount of contract: bulk sum \$167,844.

Construction of operating house in connection with radiotelegraph station, Grosse Isle, Quarantine Station, Que. Name of contractor, Delphé Maranda, Quebec, Que. Date of contract, Sept. 13, 1919. Amount of contract, \$2,340.

Grading and roadwork in connection with military hospital, Kingston (Sydenham), Ont. Name of contractor, Wm. Henry Harvey, Kingston, Ont. Date of contract, Sept. 18, 1919. Amount of contract, \$9,088; and for macadam road, \$1.25 per sq. yd.; and for excavation, \$1.50 per cu. yd.

Repairs to wharf, Berthier (en bas), Que. Name of contractor, Nazaire Letourneau (Montmagny), Que. Date of contract, Sept. 20, 1919. Amount of contract, unit prices.

Boat harbour, North Lake, P.E.I. Name of contractors, J. Hughes, J. Quinn and L. B. Macmillan, Charlottetown, P.E.I. Date of contract, Sept. 23, 1919. Amount of contract: schedule of prices.

Improvements to protection dyke, La-prairie, Que. Name of contractors, A. Lacroix & H. Gravel, St. Lambert, Que. Date of contract, Sept. 15, 1919. Amount of contract: schedule of prices.

Dredging, St. Maurice River (Three Rivers), Que. Name of contractors Simpson Bros. Co., Ltd., Montreal, Que. Date of contract, Sept. 3, 1919. Amount

of contract, Class "B," \$0.24 per cu. yd. (scow measure).

Dredging from the entrance of the North Arm, Fraser River, to New Westminster, B.C. Name of contractor, The Pacific Construction Co., Ltd., Vancouver, B.C. Date of contract, Sept. 2, 1919. Amount of contract, Class "B," \$0.15½ per cu. yd. (place measure).

DEPARTMENT OF RAILWAYS AND CANALS.

Rebuilding and extending of the wharf at Lock 17-18 level of the Cornwall Canal. Name of contractors, B. Maguire, St. Catharines, Ont., and W. K. Cameron, London, Ont. Date of contract, Sept. 19, 1919. Amount of contract: schedule rates.

Rebuilding of the North pier at the upper entrance to the Farran's Point Canal. Name of contractors, Wm. Doran, R. M. Devlin and E. O. Leahey, Ottawa, Ont. Date of contract, Sept. 26, 1919. Amount of contract: schedule rates.

Delivery of a quantity not less than 100,000 cu. yds. of clean, sharp, coarse

sand for the Welland Ship Canal. Name of contractors, The National Sand and Material Co., Ltd., Welland, Ont. Date of contract, Sept. 16, 1919. Amount of contract, 63c. per cu. yd.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in September for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of orders.	Amount of orders.
Making metal dating stamps and type and making other hand stamps and brass crown seals.....	\$ 702.43
Making rubber stamps.....	108.12
Supplying stamping materials, pads and ink.....	925.22
Scales repaired.....	3.40
Supplying mail bag fittings.....	5,562.50
Repairing mail clerks' tin travelling boxes, etc.....	73.25
Making up new mail bags.....	921.81
Making up and supplying letter carriers' uniforms....	4,408.73

FAIR WAGES ON PROVINCIAL PUBLIC WORKS IN MANITOBA

THE Minister of Public Works of Manitoba, acting under authority of the Manitoba Fair Wages Act, 1916, has approved the following rates of wages and working hours which are to be effect-

ive from September 1, 1919, to April 30, 1920, or until another order may be made*:

*Schedules covering the period May 1, 1918, to April 30, 1919 were printed in the LABOUR GAZETTE, June 1918, pp. 457-8.

FAIR WAGE SCHEDULE FOR WINNIPEG.

The following schedule shall apply to the City of Winnipeg, and a radius of Thirty Miles therefrom:

	Rate per hour	Hours per week
1. Common Labourers.....	.45	54
2. Builders' Labourers (being those directly engaged assisting tradesmen, not otherwise specified).....	.55	50
3. Teamsters (employed directly from or on the buildings).....	.50	60
4. Bricklayers.....	\$1.00	44
5. Stonemasons.....	\$1.00	44
6. Marble Setters.....	.95	44
7. Mosaic and Tile Setters.....	.77½	44
8. Terrazo Workers:—		
(a) Layers.....	.70	44
(b) Helpers.....	.55	54
9. Stone Cutters:—		
(a) Carvers.....	.97½	44
(b) Journeymen.....	.85	44
(c) Planermen and Lathemen.....	.75	44
10. Plasterers.....	.90	44
11. Wood, Wire and Metal Lathers.....	.75	44
(a) Where Metal Lath only is used.....	.80	44
12. Plumbers.....	.80	44
13. Steamfitters.....	.80	44
14. Operating Engineers on construction:—		
(a) Engineers in charge of machines of 3 or more drums.....	\$1.00	50
(b) Engineers in charge of double drum machines.....	.90	50
(c) Engineers in charge of single drum machines.....	.80	50
(d) Firemen.....	.55	50
15. Sheet Metal Workers.....	.73½	44
16. Painters, Decorators, Paperhangers and Glaziers.....	.70	44
17. Blacksmiths.....	.70	44
18. Electrical Workers (Journeymen Inside Wiremen).....	.75	44
19. Bridge and Structural Steel and Iron Workers.....	\$1.00	44
20. Asbestos Workers:—		
(a) Journeymen.....	.80	44
(b) First-Class Improvers.....	.70	44
(c) Second-Class Improvers.....	.60	44
21. Asphalters:—		
(a) Finishers.....	.60	44
(b) Men engaged preparing, mixing and heating materials.....	.45	54
22. Carpenters.....	.75	44

FAIR WAGE SCHEDULE FOR PROVINCE OF MANITOBA

(Exclusive of Winnipeg).

The following schedule shall apply to any portion of the Province of Manitoba other than the City of Winnipeg and a radius of Thirty Miles therefrom:

	Rate per hour	Hours per week
1. Common Labourers.....	.40	54
2. Builders' Labourers (being those directly engaged assisting tradesmen, not otherwise specified).....	.50	50
3. Teamsters (employed directly from and on the building).....	.45	60
4. Bricklayers.....	\$1.00	44
5. Stonemasons.....	\$1.00	44
6. Marble Setters.....	.95	44
7. Mosaic and Tile Setters.....	.77½	44
8. Terrazo Workers:—		
(a) Layers.....	.70	44
(b) Helpers.....	.55	54
9. Stone Cutters:—		
(a) Carvers.....	.97½	44
(b) Journeymen.....	.85	44
(c) Planermen and Lathemen.....	.75	44
10. Plasterers.....	.90	44
11. Wood, Wire and Metal Lathers.....	.75	44
(a) Where Metal Lath only is used.....	.80	44
12. Plumbers.....	.80	44
13. Steamfitters.....	.80	44
14. Operating Engineers on Construction:—		
(a) Engineers in charge of machines with 3 or more drums.....	\$1.00	50
(b) Engineers in charge of double drum machines.....	.90	50
(c) Engineers in charge of single drum machines.....	.80	50
(d) Firemen.....	.55	50
15. Sheet Metal Workers.....	.73½	44
16. Painters, Decorators, Paperhangers and Glaziers.....	.70	44
17. Blacksmiths.....	.70	44
18. Electrical Workers (Journeymen Inside Wiremen).....	.75	44
19. Bridge and Structural Steel and Iron Workers.....	\$1.00	44
20. Asbestos Workers:—		
(a) Journeymen.....	.80	44
(b) First-Class Improvers.....	.70	44
(c) Second-Class Improvers.....	.60	44
21. Asphalters:—		
(a) Finishers.....	.60	44
(b) Men engaged preparing, mixing and heating materials.....	.45	54
22. Carpenters.....	.75	44

MINIMUM WAGES [FOR] WOMEN IN BRITISH COLUMBIA AND SASKATCHEWAN

ARTICLES have appeared from time to time in the LABOUR GAZETTE, reviewing in summarized form the various orders with respect to minimum wages for female employees that have been issued by the Minimum Wage Boards of British Columbia* and Manitoba.†

The present article deals with further orders recently issued by the British Columbia board and with the first three orders of the recently created Minimum Wage Board of Saskatchewan.

*See LABOUR GAZETTE, February, 1919, p. 178; May, 1919, p. 606

†See LABOUR GAZETTE, September, 1919, p. 1093 and previous ones.

British Columbia

The official *British Columbia Gazette* has published the following additional unnumbered orders relating to minimum wages.

An order became effective on August 16 fixing minimum rates of wages for women engaged in the occupation of public housekeeping which includes waitresses, attendants, housekeepers, janitresses, cooks and kitchen help in restaurants, hotels, tea-rooms and other places where food is served; chambermaids in hotels, lodging-houses and apartments; and elevator operators. For these classes the minimum wage is fixed at \$14 a week for those eighteen years of age or over, and \$12 a week for girls under eighteen years of age and for apprentices during the first three months. Cook apprentices, however, shall receive \$12 during the first six months and \$13 for the second six months. A deduction from these rates of \$3 a week for lodging and \$5.25 for meals is allowed. The hours of labour shall not be more than forty-eight per week except in cases of emergency when fifty-two hours may be worked with payment of time and one-half for overtime.

An order dealing with office occupations also went into effect on August 16. Under this heading are female stenographers, bookkeepers, typists, billing and filing clerks, cashiers, cash-girls (not included in other orders), checkers, invoicers, attendants in physicians' and dentists' offices and all other kinds of clerical help. Experienced workers of these classes must receive not less than \$15 a week of forty-eight hours. The weekly wage of girls under eighteen years of age is fixed at a minimum of \$11, with increases of \$1 every six months up to \$15. The minimum wage for apprentices also begins at \$11, and increases by \$1 every three months until \$15 is reached.

An order effective from September 1 relates to females in the manufacturing industry, including the women engaged

in making, preparing and adapting for use or sale any article or commodity except in the canning, preserving or packing of fish, fruit and vegetables. Experienced workers eighteen years of age or over must receive a minimum of \$14 a week of forty-eight hours, and girls under eighteen years of age a weekly wage of not less than \$10 to begin with, and an additional \$1 every six months until the wage amounts to \$14. No rates for apprentices in manufacturing have been set up by the Board, but in any branch of the manufacturing industry in which apprentices are not usually employed the employer may pay a female eighteen years of age or over a minimum wage of \$12 a week during the first three months of her employment.

An order relating to personal service occupations became effective on September 15. These include the work of females in manicuring, hairdressing, barbering and other work of like nature, ushers in theatres, attendants at public places of amusement, garages and gasoline service stations, or drivers of motor cars and other vehicles. The minimum wage of these workers is fixed at \$14.25 a week of forty-eight hours for experienced adults, and for girls under eighteen years of age not less than \$10 for the first six months, \$11 for the second, \$12 for the third, \$13 for the fourth, and \$14.25 thereafter. All apprentices coming under this head shall begin with \$10 a week, with \$1 a week increase every three months until the end of a year, after which \$14.25 shall be paid.

Theatre ushers working from 18 to 36 hours a week must be paid a weekly wage of not less than \$10.80. These ushers must be employed only between the hours of 1.30 p.m. and 11 p.m. Ushers employed from 37 hours to 48 hours per week must be paid a weekly wage of not less than \$14.25. Female ushers engaged after 6 p.m. on legal holidays and for special matinees are to receive not less than 30 cents an hour with a minimum payment of 75 cents.

Two orders were issued on September 23, and gazetted on October 2, which relate to telephone and telegraph operators and all females employed in either of these industries who are not covered by any other minimum wage order of the Board. Experienced workers eighteen years of age or over are granted a minimum wage of \$15 a week. Girls under eighteen years of age must be paid a weekly wage not less than \$11 with an increase of \$1 a month every six months, until \$15 a month is reached. Apprentices must be paid a weekly wage of not less than \$11, increasing by \$1 every three months

up to \$15. The hours of labour are fixed at 48 per week, eight hours a day for six days, but where the employees are customarily on duty between 10 p.m. and 8 a.m. ten hours shall be construed as the equivalent of eight hours of work in computing the number of hours of employment a week. Skilled relief operators shall be paid at the rate of \$15 per week of forty-eight hours, fewer hours than this being paid proportionately. These orders become effective sixty days from their date of issue.

Below is given in tabular form a statement of the hours and wages for each class of employee mentioned in these orders.

TABLE OF WAGES AND HOURS FOR FEMALE EMPLOYEES IN BRITISH COLUMBIA.

Industry.	Maximum Hours		MINIMUM WEEKLY WAGE								Remarks	
	Per day	Per week	Skilled adults	Apprentices				Minors				
				1st period.	2nd period.	3rd period.	4th period.	1st period.	2nd period.	3rd period.		4th period.
Public Housekeeping.....		48	\$14.00	\$12.00 for 1st 3 mos.				\$12.00 (until 18 years of age)				Deductions allowed for board (\$5.25) and lodging (\$3). Over- time at time-and-a- half up to 52 hours a week.
Public Housekeeping (cooks) ..		48	\$14.00	\$12.00 for 1st 6 mos	\$13.00 for 2nd 6 mos							
Office occupations.....		48	\$15.00	\$11.00 for 1st 3 mos	\$12.00 for 2nd 3 mos	\$13.00 for 3rd 3 mos	\$14.00 for 4th 3 mos	\$11.00 for 1st 6 mos	\$12.00 for 2nd 6 mos	\$13.00 for 3rd 6 mos	\$14.00 for 4th 6 mos	No rate for apprentices but where none em- ployed adult learners may be paid \$12 a week for 3 months.
Manufacturing.....		48	\$14.00					\$10.00 for 1st 6 mos	\$11.00 for 2nd 6 mos	\$12.00 for 3rd 6 mos	\$13.00 for 4th 6 mos	
Personal service.....		48	\$14.25	\$10.00 for 1st 3 mos	\$11.00 for 2nd 3 mos	\$12.00 for 3rd 3 mos	\$13.00 for 4th 3 mos	\$10.00 for 1st 6 mos	\$11.00 for 2nd 6 mos	\$12.00 for 3rd 6 mos	\$13.00 for 4th 6 mos	
Theatre Ushers.....	18-36 37-48		\$10.80 \$14.25									Extra ushers for holi- days and matinees get 30c an hour with minimum payment of 75c.
Telephone and Telegraph.....	8	48	\$15.00	\$11.00 for 1st 3 mos	\$12.00 for 2nd 3 mos	\$13.00 for 3rd 3 mos	\$14.00 for 4th 3 mos	\$11.00 for 1st 6 mos	\$12.00 for 2nd 6 mos	\$13.00 for 3rd 6 mos	\$14.00 for 4th 6 mos	

Saskatchewan

The Minimum Wage Board of Saskatchewan, which was created under an act of the legislature of last February, has issued three Orders, all of which were published in the *Saskatchewan Gazette* of August 30, came into effect on October 1.

Order No. 1 relates to employees in shops, and provides for a payment of not less than \$15 per week to experienced women who are defined as those who have been employed in the industry for eighteen months or more. The minimum weekly rate of wages for learners in shops is fixed at \$9.50 per week for the first six months, \$11 for the second, and \$13 for the third. Every employer is required to keep a record of the name, address, hours of work and amount earned by each female employee. The maximum number of hours per week is fixed at forty-eight, unless a special permit has been obtained from the Minimum Wage Board.

At recent sittings of the Board it was shown that the average weekly wages of 577 adult women employed in shops was \$15.40. In 1914, however, according to The Public Service Monthly, issued by the Saskatchewan Department of Agriculture, the average weekly wages of female workers in shops were as follows:

16 years and under \$7.90; 16 to 21 years \$9.20; 21 years and over, \$11.93.

Order No. 2 relates to women employees in laundries and factories. It provides for a weekly wage of \$14 for experienced women as defined in the previous order. The minimum weekly rate prescribed for learners is \$9.50 for the first six months, \$11 for the second, and \$12.50 for the third, after which time they shall be considered experienced workers. The hours of labour in these establishments are governed by the provisions of The Factories Act.

Order No. 3 relates to mail order houses. It provides for a minimum weekly wage of \$14 for experienced females. The minimum weekly rate for learners is \$8 for the first six months, \$10 for the second, and \$12 for the third, after which time they are considered experienced workers. No woman may be employed for more than forty-eight hours per week except by permit from the Minimum Wage Board.

Those orders also contain regulations with regard to conditions of labour, requiring the provision of fresh drinking water, sufficient lighting, ventilation and warmth, and adequate sanitary arrangements.

The following table shows the hours and wages for each class of employees mentioned in these orders.

*See LABOUR GAZETTE April, 1919, p. 497.

TABLE OF WAGES AND HOURS FOR FEMALE EMPLOYEES IN SASKATCHEWAN

Industry.	Per day	Per week	MINIMUM WEEKLY WAGE				Remarks.
			Skilled adults	Apprentices			
				1st period	2nd period	3rd period	
(1) Shops.....		48	\$15.00	\$9.50 for 1st 6 mos.	\$11.00 for 2nd 6 mos.	\$13.00 for 3rd 6 mos.	Hours governed by The Factories Act.
(2) Laundries and Factorfes.....			\$14.00	\$9.50 for 1st 6 mos.	\$11.00 for 2nd 6 mos.	\$12.00 for 3rd 6 mos.	
(3) Mail order houses.....		48	\$14.00	\$8.00 for 1st 6 mos.	\$10.00 for 2nd 6 mos.	\$12.00 for 3rd 6 mos.	

AMENDMENT No. 1 TO SUPPLEMENT No. 17 OF THE McADOO AWARD IN THE UNITED STATES

THE Director General of United States Railroads has recently issued Amendment No. 1 to Supplement No. 17 of General Order No. 27, affecting the hours of service and working conditions of sleeping and parlour car conductors. The amendment, which is to be effective as of May 1, 1919, differs from Supplement No. 17 with respect to Articles 1, 3, 4, 5, 6, 7 and 8 only, no change being made in Articles 2, 9, 10, 11 and 12, except that paragraph (b) of the original Article 11, with respect to the pay of female employees, has been omitted. The amended articles are as follows:

ARTICLE I.—*Rates of Pay.*

(a) Rates for sleeping and parlour car conductors:

	Per month.	Overtime, Per hour.
For the first year's service.	\$125.00	52c.
Over one year to two years' service	135.00	56.25c.
Over two years' to five years' service	142.50	59.5c.
Over five years' to ten years' service	150.00	62.5c.
Over ten years' to fifteen years' service	155.00	64.5c.
Over fifteen years' service.	160.00	66.75c.
Extended special tours . .	160.00	66.75c.

(b) For all employees included in Section (a) of this Article, two hundred and forty (240) hours or less in regular assignment shall constitute a basic month's work. Deadhead hourage properly authorized to be counted as service hourage. Time for trip of employees up to designated schedule time of first station shown in working timetable after midnight, on a car scheduled to leave prior to 12 o'clock midnight of the last day of the month, will be credited to the month in which the train handling the car is scheduled to leave.

ARTICLE III.—*Progressive Scales of Wages.*

Where progressive periods of service are in effect which are at variance with the one herein provided, such periods shall be changed to conform with the one herein established. Where higher rates are preserved by Article VII hereof, the compensation of conductors shall be continued at such higher rates, until the next

period of service absorbing the higher rate is reached when the rate provided by Article I shall be applied.

ARTICLE IV.—*Overtime.*

Conductors shall be paid overtime on the actual minute basis for all time on duty each month in excess of two hundred and forty (240) hours, except that on trips where the spread of the assignment of each trip is ten or more hours, extending over the period between twelve midnight and 6.00 a.m., actual continuous time authorized for rest each night when sleeping space is reserved for the conductor shall be deducted from the continuity of time with a minimum payment for eight hours. Time shall be counted as continuous for each trip from the time required to report for duty until released from duty subject to the above rest deduction and to the provisions contained in the last sentence of Section (b), Article I. Even hours shall be paid for at the end of each day period; fractions thereof shall be carried forward.

ARTICLE V.—*Station Duty, Loading Trains and Extra Service.*

(a) When required to perform station duty or to load trains, on other than their own assignment, conductors shall be allowed four hours' pay for four hours' service or less, eight hours' pay for over four hours' and up to eight hours' service, at the respective established hourly rate, and thereafter on the actual minute basis.

(b) Extra conductors performing road service in the place of a regularly assigned conductor, or on an extra assignment, shall be paid in accordance with their years of service, the compensation a regularly assigned conductor would receive for the same service, which will be determined, in the case of a regularly assigned run, or a trip over the same district, by dividing the monthly wage by the number of trips (initial terminal to final terminal) required for a month's work; for a trip where there is no regular assignment, the compensation will be determined by multiplying the time on duty, subject to the deduction in time provided in Article IV, by the respective established hourly rate. The minimum allowance for the latter service will be eight hours. For the purpose of calculating time under this section where time ends at first station shown in working timetable after midnight, the trip will not be considered as completed until arrival at terminal.

(c) A conductor used on other than his regular assignment shall be paid not less than he would have received on his regular assignment.

ARTICLE VI.—*Bonus Payments.*

Bonus payments of all descriptions paid in addition to established wages will be discontinued beginning January 1, 1919, [1920?]

ARTICLE VII.—*Preservation of Rates.*

(a) The minimum rates and all rates in excess thereof as herein established, and higher rates which have been authorized since January 1, 1918, (including General Order No. 27, but excluding Supplement No. 17 to General Order No. 27) shall be preserved.

(b) The wage runs with the place except as modified by age in service as herein provided.

(c) An employee other than a conductor placed in charge of more than one car, perform-

ing conductor's work, shall be paid the conductor's rate.

ARTICLE VIII.—*Relief Period.*

Not less than ninety-six (96) hours off duty each calendar month, in twenty-four (24) consecutive hour periods, or multiples thereof, will be allowed on night runs at designated home terminals, and also on day runs where the conductor's assignment and service does not permit of at least twelve (12) consecutive hours off duty period at their designated home terminal each forty-eight (48) hours. Conductors required to work on assigned lay-over days will be paid extra therefor in addition to monthly wage, as per sections (a) and (b) of Article V.

PRICES, RETAIL AND WHOLESALE, IN CANADA, SEPTEMBER, 1919

THE most important changes in prices were seasonal or the result of abnormal crop conditions, but there were also advances in building materials, furniture, and raw furs. Grain, live stock, meats, and fish were lower as well as some vegetables. Fruit prices were high. In hides some lines were up while others were down, and some lines of leather and boots advanced.

In retail prices, the average cost of a family budget of staple foods in some sixty cities at the middle of September was slightly lower than in August, being \$14.33 as compared with \$14.45 in the preceding month and \$13.31 in September, 1918. The chief changes for the month were lower prices in meats and potatoes. In most cities potatoes were much lower than in August when supplies were so short that in many localities stocks were for sale only by the peck or smaller quantities until the new crop was generally marketed. There were slight advances in eggs, milk, butter, rolled oats, rice, evaporated apples and sugar. Coal, wood, and rents were also higher.

In wholesale prices the index number, based on the average prices of 272 commodities during the decade 1890-1899, showed very little change in the general level, being 301.4 for September as compared with 301.1 for August, 285.3 for September, 1918, and 134.4 for September, 1913. Increases in fruits, dairy products, sugar, hides, leathers and boots, metals, building materials, fuel, furniture, and raw furs were nearly offset by decreases in grain, live stock, meats, and fish.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the

prices of other fruits and vegetables somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the differences in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

Prices of meats were downward, following decreases in the wholesale prices and in prices of live-stock as a

result of heavy marketing of stock, due to the scarcity of feed owing to dry weather. In some cities the decreases were substantial amounting to 5c. per pound, in other cases to only 2c. per pound. On the other hand the decreases were still greater in several of the cities.

Eggs showed a number of advances and in most of the cities were about 5c. higher than a year before. The price of milk advanced at St. Hyacinthe, Galt, Sault Ste. Marie, Medicine Hat, Calgary, and Victoria. In many of the cities prices were 2c. higher than a year before. There were some increases in butter and prices averaged 10c. higher than a year before. Prices of cheese changed little but averaged 6c. per pound higher than a year ago. Prices of bread and flour were steady. Rolled oats were higher in some of the cities. Some canned goods were higher. There were a number of increases in sugar.

In potatoes prices were considerably lower in nearly all the cities as the new crop was marketed more freely. High levels had been reached in August before the new crop had been marketed and supplies were very short in some localities where dry weather had damaged the early crop, so that potatoes were quoted only by the peck or in smaller quantities at very high prices equal to from \$4 to \$6 per bag. In September, potatoes were below \$3.00 per bag in most of the cities, except in Ontario.

Anthracite coal was higher in Fredericton, St. Hyacinthe, Kingston, Peterborough, Orillia, St. Catharines, Guelph, Kitchener, Stratford, Chatham, Owen Sound, Fort William, Winnipeg, and Regina. In most of these cities the increase was 50c. per ton. Bituminous coal was lower in Charlottetown, but was higher at Niagara Falls, St. Catharines, Brantford, Galt, Stratford, Winnipeg, Regina, New Westminster, Vancouver, Victoria, and Nanaimo. Wood advanced in some of the cities. Rent was higher in Belleville, Brantford, and Guelph.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity	Nova Scotia						P.E.I.	New Brunswick					Quebec				
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Shutbrooke	Sorel		
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.		
1-Beef, sirloin steak.... lb	40	35	35	45	40	39.0	30	40	45	35	40.0	35-37	30-35	35	35		
2-Beef, round steak.... "	35	35	35	40	37	36.4	30	35	35	30	33.0	35-37	30-35	30	35		
3-Beef, rib roast, prime. "	38	30	25	38	35	33.2	30	28	35	25	29.3	30	25-30	30	32		
4-Beef, shoulder roast.. "	30-35	28	22	35	32	29.9	25	24	25	20	23.0	23-25	20-25	25	25		
5-Veal, roast, forequarter "	.....	15	22	25	22	21.0	18	24	24	14	20.7	22-27	25-30	20	15	
6-Mutton, leg roast, h'q. "	.....	.....	30	40	.....	35.0	28	35	35	25	31.7	33-35	30	.....	30
7-Pork, fresh, roast, ham "	45	30	32	35	33	35.0	40	35	35	30	33.3	36-38	35-38	38	35		
8-Pork, fresh chops..... "	45	30	35	35	35	36.0	.....	35	40	35	36.7	36	38-40	38	33	
9-Pork, salt, mess..... "	40	40	35	35	35	37.0	35	35	35	34	34.7	35-37	35-40	38	35		
10-Bacon, br' fast, not sli'd "	60	55	55	50	45	53.0	60	50	55	50	51.7	50	50-60	55	65		
11-Fish, fresh, g. quality. "	25-30	15-30	14-35	14-40	15-35	.....	7-30	12-35	15-40	12-25	.....	12-15	5-35	15	12-30
12-Fish, salt, herrings... doz	75	.....	65	50	60	.....	54	60	60	70	.....	75	.....	.....	80
13-Salmon, canned, med. lb	.....	35	40	30	40	.....	40	30-35	35	30	.....	35	35-45	40	35
14-Lard, pure leaf, best.. "	48	43	42	40	45	43.6	40	42	42	45	43.0	40	40	40	42		
15-Eggs, new laid..... doz	75	60	60	65	60	64.0	49	60	70	55	61.7	64	75	60	55		
16-Eggs, storage..... "	.....	.....	55	.....	.....	55.0	m47	m55	m65	52	57.3	m60	m60	.....	.....
17-Milk, delivered..... qt	14-16	14	12	15	13	13.8	9-10	11-12	13	13	12.5	14	15	11.1	12		
18-Butter, dairy, solids... lb	.....	55	55	55	55	55.0	47	a58	55-58	60	58.2	51-53	.....	.....	.....
19- " creamery, prints... "	70	65	60	65	70	66.0	60	62	70	65	65.7	54-57	58-60	65	55		
20-Cheese, old..... "	40	.....	.....	.....	.....	40.0	30	.....	.....	40	40.0	35-37	35-45	38	35
21-Cheese, new..... "	.....	35	40	35	40	37.5	.....	38	35	35	35.0	31-33	35-40	.....	35
22-Bread, plain white.... "	8.7	8.7	8.7	8.7	8.7	8.7	7.3	8.7-9.3	8.7-9.3	8	8.7	7.5	7.3	7.3	6		
23-Flour, family..... "	7.5-7.7	7.3	7.1	7.3	7.3	7.3	6.7	6.9	6.9	6.7	6.8	7	7.3	7.1	6.9		
24-Rolled oats, standard. "	8	8	8	8	8	8.0	7	8	8	8	8.0	10	8	9.2	10		
25-Rice, med., Rangoon.. "	14	.....	15	15	15	14.8	10	13	15	14	14.0	13	.....	15	12
26-Rice, Patna, etc..... "	.....	15	15	.....	15	15.0	12	.....	18-20	15	17.0	.....	20	18	17
27-Tapioca, medium pearl "	22-25	20	25	20	20	21.7	20	20	20	16	18.7	16	20-25	22	20		
28-Tomatoes, canned 3's can	25	22	25	25	22	23.8	20	22	20	22	21.3	20	20-25	20	17		
29-Peas, canned, st'd. 2's. "	25	20	20	25	18	21.6	15	18	15	16	16.3	18	18-20	20	20		
30-Corn, canned, st'd. 2's "	25	25	25	25	25	25.0	25	20	22	25	22.3	18	22-25	25	20		
31-Beans, common, dry... lb	14	12	12	15	10	12.6	11	13	10	12	11.7	9	8-13	15	13		
32-Apples, evaporated... "	25	.....	30	28	30	28.3	.....	25	27	28	28.0	18	20-30	.....	25
33-Prunes, medium..... "	25-30	25	20	25	23	24.1	18	20	25	22	22.3	.....	20-25	25	18	
34-Sugar, granulated.... "	13	12	12.5	12	11.8	12.3	11.8	12.5	11.8	12.5	12.3	12.5	11.8-13	12.5	11.8		
35-Sugar, yellow..... "	12	11.5	11.1	11	11.8	11.6	11.1	11.1	10.5	11.1	10.9	11.5	11-12	11.1	11.1		
36-Tea, black, medium.... "	60-75	55-60	60-65	60	60	61.0	60-65	60	55-65	55-60	59.2	65-70	60-70	55-70	70		
37-Tea, green, medium.... "	.....	.....	60	75-80	.....	68.8	.....	.....	55-60	75	66.3	65-70	60-70	60-70	70
38-Coffee, medium..... "	60	60	60	60	60	60.0	50	55	65	55	58.3	55-60	55-60	55	45		
39-Potatoes, local, per bag of 1½ bu., 90 lbs..... "	\$ 2.00	\$ 1.50	\$ 2.10	\$ 2.25	\$ 2.10	\$ 1.99	\$ 1.80	\$ 2.25	\$ 1.80	\$ 2.00	\$ 2.02	\$ 1.20-	\$ 1.75-	\$ 2.40	\$ 1.25		
40-Vinegar, white wine, XXX, per quart..... "	.13	.13	.10	.15	.13	.128	.15	.12	.13	.10	.117	.18-	.20	.15	.13		
41-Starch, laundry, per pound..... "	.15	.15	.15	.15	.15	.150	.15	.15	.16	.14	.150	.12-	.12-	.15	.15		
42-Coal, anthracite, stove size, per ton, 2,000 lbs.....	.....	.....	15.00	16.25	14.25	15.17	15.40	.....	15.00	14.50	14.75	13.00	.....	12.50	12.00
43-Coal, bituminous, domestic, per ton, 2,000 lbs.....	6.65	7.50	9.50	8.50	9.50	8.14	9.50	8.50-11.00	10.00	13.25	13.63	11.75	.....	10.50	10.00	
44-Wood, hard, best, per long cord. (128 cu. ft.).....	5.00	8.50	10.00	14.00	9.00	9.30	10.00	10.00	15.00	13.00	12.67	b13.33-	14.67	10.00	.....	
45-Wood, soft, best, per long cord. (128 cu. ft.).....	4.00	5.50	6.00	9.00	5.00	5.90	8.00	7.00	8.00	5.00	6.67	b11.33-	12.67	9.00	9.00		
46-Coal oil, prime white, per gallon..... "	.30	.28	.30	.32	.32	.304	.26	.28	.24	.24	.253	.22	.28	.25	.25		
47-Rent, house, 6 roomed, san. conveniences, m'th..	14.00	14.00	16.00	30.00	20.00	19.00	14.00	30.00	15.00	18.00	20.00	20.00	.....	16.00	14.00	
48-Rent, house, 6-roomed, no san. con., per month,	8.00	9.00	7.00	25.00	15.00	12.40	11.00	20.00	12.00	14.00	14.67	.....	.....	14.00	7.00

IN CANADA, AT THE MIDDLE OF SEPTEMBER, 1919

Quebec (Continued)					Ontario													
St. Hyacinthe	St. John's	Montreal	Hull	Average	Ottawa	Brookville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
24	33	23	35	31.7	35	32-38	38-42	35	45	42-45	27-40	40	32	35	43	40	43	40
24	33	22	35	30.9	35	32-38	35-38	30	40	30-33	25-30	38	28	30	40	35	38	38
17	35	16	25	26.6	28-30	32-38	30-35	30	30	35	30	32	27	30	32	35	32-34	38
18	23	14	25	22.1	22	30	25-28	25	28	28-30	20	30	22	23	28	25	30-32	35
18	25	11	25	20.8	25	20	22	.....	30	32-33	20-25	35	25-28	28	35	28	30-32	35
20	35	30	35	30.6	35-40	30	35	.....	40	35	30-35	40	.....	30	45	35	35	40
28	35	38	35	35.3	35	40	45	35	45	45	32-35	45	42	40	50	50	42	45
28	35	45	35	36.1	38	40	45	35	46	45	45-50	48	44	35	50	50	48	48
35	35	34	.....	35.8	.....	38	35	.....	34	.....	38-40	40	33	35	40	25	36	48
60	60	55	54	56.8	55	60-62	50	58	60	63	50	58	50	43-50	60	50	53	58
20	15-28	12-25	.....	.....	.....	15-35	12.5-30	15-30	15-20	15	14-30	15-30	15-32	15-30	12-30	15-33	12.5-30	25
.....	60	90	.....	.....	.....	.....	.....	.....	50	.....	60	.....	.....	75	.....	.....	.....	12
.....	40	30	50	.....	.....	40	38	40	45	40	40	40	.....	40	40	45	40	13
35	40	40	37	39.3	45	40-42	38	40	45	42	45	43	40	39	43	40-45	40	14
50	60	65	60	61.2	68	60	60	55	53	55	65	58	65	60	60	56	55	58
.....	50	m58	.....	57.0	.....	55m 60	m52	.....	.....	.....	.....	.....	62	.....	.....	.....	.....	16
10.5	10	13	10	12.0	10	11-13	12	11	11.1	12.1-12.9	13.3	14	14	12.5	12	12.5	12-13	12.5
.....	56	55	56	54.8	60	c55	48-55	65	60	58	.....	55	62	57	60	60	a58	a58-60
60	60	60	60	59.3	63	60-62	50-60	60	62	62	63	63	62	59	62	60	63	62
.....	45	.....	38	38.7	45	35	42	.....	.....	40	.....	40	.....	34	45	40	45	42
32	35	.....	34	34.3	32	.....	40	34	40	35	38	38	38	.....	35	30	38	40
6.3	6.7	8	8	7.1	7.3	7.3	6.7-7.3	6.3	7.3	7.3	7.3	8	8	7.3	7.3	7.3	7.3	22
6.7	6.7	7.3	6.9	7.0	7.3	6.3-6.7	6.3	6.5	6.3	6.5	6.9	6.5	6.5	6.6	6.3	6.9	6.3	23
8	10	7.5	7.5	8.8	8	7	7	7.5	8	7	7	8	7.1	6.3	6.5	8.3	7.1	8
12	15	15	.....	13.7	.....	15	12.5	15	15	15	.....	13	13	15	10	15	15	25
15	18	18	15	19.3	25	.....	15	17	20	18	15	20	15-16	15	15	20	15	26
18	20	20	18	19.6	20	20	18	18	18	20	18	18	15	17	17	20	18	27
25	22	20	20	20.8	20	20	18	18	20	20	20	20	18	18	20	20	25	28
25	20	15	18	19.4	20	15	14	15	18	20	20	17	20	18	20	18	20	29
25	22	20	22	21.9	25	22	20	20	22	25	20	23	22-25	20	23	20	20	30
10	8	12	10	10.9	12.5	8	7	8	12.5	10	10	12	15	10	10	8.5	8.3	31
.....	22	23	25	23.0	25	24	25	.....	25	25	.....	.....	.....	.....	25	.....	.....	32
.....	22	25	20	22.1	30	.....	20	25	25	25	25	20	.....	15	25	20-30	22	33
12.5	11.1	12	12	12.1	12	12.5	11.1	12.1	11.8	12.5	12	12.5	12.5	12	12.5	15.4	12.5	34
12.5	10	11.5	11	11.3	11	12.5	10	11.1	11.8	11.1	11	11.8	11.1	11	11.1	15.4	11.1	35
65	60-70	50-60	60-70	64.4	70	60-70	45-55	60-70	70	50-70	60-70	60-70	60-70	60-70	70	60	60-65	60-70
65	60-70	40-50	50-70	62.8	70	60	45-50	60-65	70-75	50-70	60-70	60-70	55-70	60-70	70	60	60-65	60-70
.....	70	50	50	55.0	65	60	45	50	60	50	55	57	60-70	60	55	65	55	38
\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
2.25	2.00	2.65	2.40	2.02	2.40	3.75	e	3.50	3.50	2.25	n3.30	2.65	n3.30	2.75	3.50	.....	3.00	3.00
.....	14	16	13	10	144	125	15	125	12	15	15	12	14	12	10	10	13	15
.....	12	13	13	125	135	15	125	13	12	14	15	13	13	13	12	15	15	13
13.00	12.00	12.25	12.50	12.46	12.50	12.00	12.50	12.50	13.00	13.25	12.00	11.50	12.00	12.50	12.50	13.00	13.00	42
.....	9.00	9.00	.....	10.05	.....	.....	9.00	10.00	9.00	9.00	9.00	8.00	11.50	12.00	8.50	13.00	10.00	43
8.00	14.0	12.00	12.00	11.66	15.38	b & f	16.50	13.00	12.50	10.50	10.00	15.00	g	15.00	44.00	16.00	f 16.00	44
.....	9.00	9.50	8.00	7.93	8.00	15.00	10.00	10.00	6.50	8.00	13.00	g	.....	12.00	14.00	f 12.00	12.50	45
25	25	28	23	251	25	25	25	22	28	30	.....	27	27	23	25	27	25	46
10.00	12.00	18.00	15.00	14.35	28.00	17.00	25.00	22.00	25.00	16.00	35.00	25.00	25.00	25.00	30.00	18.00	20.00	47
7.00	10.00	13.00	.....	9.70	20.00	12.00	20.00	.....	18.00	13.00	25.00	20.00	20.00	20.00	15.00	14.00	14.00	48

a Dairy prints. b Calculated price per cord from price quoted. c Whey butter. e \$2.50-2.75 per bu.
 f Stove lengths. g Natural gas used.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Ontario (Continued)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault Ste. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak..... lb	38-40	38	40	42	38-40	40	38	42	45	32.5	30	38.6	35	40	37.5
2-Beef, round steak..... "	30	35	38	40	38	38	35	37	40	25	30	34.7	28	35	31.5
3-Beef, rib, roast, prime..... "	26-28	32	32	28	30	30-38	30	35	35	25	30	31.5	25	35	30.0
4-Beef, shoulder roast..... "	25	30	25	26	25	28	25-28	30	30	22.5	30-35	27.0	19	30	24.5
5-Veal, roast, forequarter..... "	28	28	30	28	25	35	30	30	35	32.5	30	29.3	25	30-35	28.8
6-Mutton, leg roast, hind q'ter..... "	25	38	35	40	38	36	35	35	40	30	35	35.3	38	40	39.0
7-Pork, fresh, roast, ham..... "	48-50	45	50	55	45	45	43	38	45	42.5	45-50	43.9	45	38	41.5
8-Pork, fresh, chops..... "	50	45	50	58	50	55	43	38	45	45	45	45.7	55	40	47.5
9-Pork, salt, mess..... "	30	30	30	30	38	38	58	35	35	40	40	37.9	35	35	37.5
10-Bacon, breakfast not sliced..... "	58	50	54	58	55	60	60	55	60	60	55-60	56.0	55	65	60.0
11-Fish, fresh, good quality..... "	12-30	20-30	10-30	10-30	15-25	12.5-15	18	20-30	16-18	14-35	14-30	.....	17-30	18-30	.....
12-Fish, salt, herrings..... doz	50	50	50	40	40	40	65	65	65	65	65	65	65	65	65
13-Salmon, canned, medium..... lb	35	50	35	30	42	30	35	40	40-45	45	45	41.9	48	45	46.5
14-Lard, pure leaf, best..... "	43	38	42	43	40	42	42	37	45	45	45	41.9	48	45	46.5
15-Eggs, new laid..... doz	58	50	52	55	50	65	52	62	65	60-70	65-70	58.8	65	45	55.0
16-Eggs, storage..... "	58	50	52	55	50	65	52	62	65	60-70	65-70	57.2	m60	60	60.0
17-Milk, delivered..... qt	12	11	13	12	14	13-17	12	15	15	16.7	16.7	13.0	14	15	14.5
18-Butter, dairy, solids..... lb	50a-55	57	60	62	60	65	55a	62	60	63	60-65	59.1	55	55	55.0
19-Butter, creamery, prints..... "	62	60	62	62	62	68	58	65	65	70-75	70-75	62.6	63	60	61.5
20-Cheese, old..... "	45	42	38	43	38	38	38	35	35	40	40	40.6	40	40	40.0
21-Cheese, new..... "	40	40	35	40	32	38	38	35	35	40	40	37.3	40	40	40.0
22-Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	10	8	8.3	8.3	7.5	7.2-7.5	7.2	7.3
23-Flour, family..... "	6.3	6.3	6.9	6.7	6.5	6	6	6.9	7.1	6.5	6.7	6.5	6.5	6.9	6.7
24-Rolled oats, standard..... "	8.3	7	7	7	7	6	8	9	7	8	8	7.7	10	7	8.5
25-Rice, medium, Rangoon..... "	15	12.5	15	15	15	15	15	15	12.5	15-20	15	14.2	15	13	14.0
26-Rice, Patna, etc..... "	20	15	15-18	18	12	18	16	15	15	15	15	17.2	15	15	15.0
27-Tapioca, medium pearl..... "	20	18	18	20	18-20	18	20	18	20	20	20	18.6	18	18	18.0
28-Tomatoes, canned 3's..... can	20	15	23	20	22	22	20	25	20	20	20	20.2	25	23	24.0
29-Peas, canned, 2's, st'd..... "	20	15	18	15	20	20	20	20	18	20	15	18.0	20	20	20.0
30-Corn, canned 2's, st'd..... "	22	15	23	20	25	22	20	25	25	20	20	21.6	25	23	24.0
31-Beans, common, dry..... lb	8.3	10	10	10	10	15	12	10	15	10-15	10.6	15	13	14.0	14.0
32-Apples, evaporated..... "	20	20	20	20	20	25	30	25	25	25	25	24.8	25	25	25.0
33-Prunes, medium..... "	20	20	20	20	20	20	20	25	25	20	20	22.2	30	25	27.5
34-Sugar, granulated..... "	14.3	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	14.3	13.4
35-Sugar, yellow..... "	12.5	10	11.8	11.5	12.5	11.1	11.1	12.5	11.1	11.1	11.1	11.6	12.5	14.3	13.4
36-Tea, black, medium..... "	60-70	60-70	65-68	60-70	65-75	50-80	60-70	65-70	65-70	60-70	60-70	65.0	55-60	60-65	60.0
37-Tea, green, medium..... "	70	60-70	65-68	60-70	60-65	50-80	60-70	65-70	65-70	60-70	60-70	64.3	60	65	62.5
38-Coffee, medium..... "	60	55	60	60	50	50-65	60	55	45	50	45-60	55.7	60	55	57.5
39-Potatoes, local, per bag of 1½ bushels, 90 lbs..... "	\$ 4.20	4.50	3.90	3.00	3.90	3.00	2.50	3.00	3.50	2.10	2.00	3.15	2.40	1.20	1.80
40-Vinegar, white wine, XXX, per quart..... "	.13	.14	.15	.125	.13	.10	.125	.15	.15	.20	.20	.138	.15	.15	.16
41-Starch, laundry, per pound..... "	.125	.125	.13	.125	.14	.125	.15	.15	.15	.10	.10	.133	.15	.15	.16
42-Coal, anthracite, stove size per ton of 2,000 lbs..... "	12.00	12.50	13.00	12.00	14.00	13.00	13.00	14.50	13.50	14.75	14.75	12.89	16.00	18.00	17.00
43-Coal, bituminous, domestic per ton of 2,000 lbs..... "	10.00	12.50	11.00	9.50	10.00	10.00	9.00	.....	11.00	14.00	11.00	10.34	12.50	12.00	12.25
44-Wood, hard, best, per long cord (128 cu. ft.)..... "	12.50	15.00	18.00	13.00	9	.....	15.00	11.50	11.00	9.00	9.00	13.06	.....	.....	.....
45-Wood, soft, best, per long cord (128 cu. ft.)..... "	11.00	13.00	14.00	.....	9	.....	10.00	10.00	8.00	7.00	7.00	10.55	10.50	11.00	9.94
46-Coal oil, prime white, per gallon..... "	.25	.30	.23	.22	.25	.22	.25	.30	.25	.35	.35	.263	.30	.27	.285
47-Rent, house, 6 roomed, san. conveniences, per month..... "	15.00	25.00	30.00	25.00	20.00	30.00	18.00	22.00	25.00	35.00	35.00	22.70	30.00	20.00	23.25
48-Rent, house, 6-roomed, no san. conveniences, per month..... "	10.00	15.00	20.00	17.00	15.00	22.00	13.00	14.00	15.00	20.00	20.00	15.35	25.00	15.00	17.38

IN CANADA, AT THE MIDDLE OF SEPTEMBER, 1919—Concluded

Saskatchewan					Alberta					British Columbia									
Regina	Prince Albert	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (all cities)	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
40	35	45	40	40.0	35	32	38	35	35.0	38	42	42	45	38	38	40	40.4	37.7	1
30	30	38	35	33.3	30	27.5	32	30	29.9	32	35	35	35	32	34	35	34.0	33.6	2
28	30	35	27	30.0	30	30	32	30	30.5	30	35	35	35	40	27	30	33.1	30.8	3
25	22.5	27	25	24.9	22	18	22	25	21.8	25	22-25	22-25	25	20	25	25	23.9	25.3	4
25	25	30	27	26.8	18	18	20	25	20.3	25	35	35	35	28	30	30	31.1	26.2	5
35	35	38	35	35.8	4	35	40	35	37.5	42	45	45	35-45	35	35	40	40.3	35.5	6
35	35	42	40	38.0	38	45	50	40	43.3	50	50	50	45	45	38	50	46.9	41.5	7
40	35	50	45	42.5	45	50	50	45	47.5	55	50	50	55	40-55	50	55	51.8	43.8	8
32	35	40	.....	35.7	35	35	40	40	37.5	35	40	40	35	45	38	.....	38.8	37.1	9
65	62-65	65	60	63.4	65	55	.....	65	61.7	60	60	60	65	60	60	65	61.4	57.3	10
15-30	12.5-25	12.5-28	12.5-30	.....	15-30	10-40	20-25	12.5-28	.....	7.5-30	15-28	15-28	17-25	10-25	15-30	5-15	.....	.....	11
1.00	.....	.....	75	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	12
40	40	45	40	.....	30	35	.....	40	.....	50	20-35	20-35	45	35	28	40	.....	.....	13
50	45	50	45	47.5	40	40	48	45	43.3	38	50	50	45	34	41	45	43.3	42.5	14
55	50	55	45	51.3	55	65	70	60	62.5	65	85	85	75	75	78	80	77.6	61.4	15
.....	.....	m35	35.0	.....	m55	m60	.....	57.5	.....	60	60	65	65	m63	.....	62.6	57.0	16	
14	14.3	14.3	18	15.2	16	12.5	14	14.3	14.2	16.7	20	20	14.3	15	16.7	16	17.0	13.6	17
50	.....	50	50	50.0	a55	40	.....	50	48.3	47.5	55	55	70	48	60	.....	55.9	56.4	18
65	60	65	60	62.5	65	60	55-60	60	60.6	60-65	65	65	75	60	75	70	67.5	63.0	19
.....	40-45	45	45	44.2	.....	40	43	.....	41.5	.....	34	34	.....	38	42	40	37.6	39.9	20
45	35	.....	.....	40.0	40	35	38-40	40	38.5	40	.....	.....	.....	35	39	40	38.5	37.1	21
8.9	8	7.4	8.9	8.3	7	8.9	8	8	8.0	10	8.9	8.9	8.9	8.9	8.9	8.9	9.1	7.9	22
6.3	6.3	6.5	6.5	6.4	6.3	6	6.3	6.7	6.3	6.9	6.3	6.3	6.3	6.5	6.3	6.3	6.4	6.7	23
8.5	6.5-9.5	8.1	8	8.2	8	7	7.5	9.2	7.9	8.1	9	8.3	7	7	8	9	8.1	8.0	24
12.5	15	12.5	10	12.5	.....	15	.....	15.0	15	.....	.....	.....	17.5	.....	17	.....	16.5	14.1	25
.....	.....	15	.....	15.0	25	15	.....	12	17.3	.....	15	15	.....	20	.....	20	17.5	16.8	26
20	17.5	20	20	19.4	17.5	15	18	15	16.4	17.5	15	16	18	18	17	.....	16.9	18.7	27
25	20	25	25	23.8	25	20	22	23	22.5	25	20	20	20	25	20	20	21.4	21.3	28
20	20	23	25	22.0	20	20	20	22	20.5	22.5	15	20	17.5	20	20	20	19.3	19.0	29
25	30	27	25	26.8	25	25	25	25	25.0	25	25	25	25	25	25	25	25.0	23.1	30
12.5	10	12.5	10	11.3	12.5	10	15	10	10.6	10	12.5	12.5	12.5	10	12.5	11.8	11.2	31	
20	30	35	25	27.5	30	.....	30	30	30.0	25	.....	.....	32	35	25	25	28.5	26.2	32
15	30	30	25	25.0	30	.....	30	25	28.3	25	25	25	25	35	28	.....	27.2	23.7	33
16	14.3	15	12.5	14.5	14.3	13	14	12.8	13.5	14.5	16.7	13	11.8	12	12.5	12.5	13.3	12.7	34
16	12.5	13.3	11.1	13.2	12.5	12.5	13.5	12.5	12.8	12	15.4	12.5	10.5	11.1	11.8	11.8	12.2	11.8	35
65-75	60-70	55-65	65	64.4	55	60	60-65	60	59.4	55-60	60-65	51-60	60-65	50-65	47-55	50	56.6	62.6	36
65-75	60-75	60	65	66.3	65	65	60-75	60-65	65.0	55-60	60	50	60-65	50-70	70-75	.....	60.4	64.0	37
60	50-55	50	65	58.1	55	50	50-55	68	56.4	55	50	46-50	55	50	55	60	53.3	56.0	38
\$	\$1.75-	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
2.85	1.90	2.03	.....	2.23	3.00	1.65	2.40	2.50	2.39	.....	3.60	3.60	k2.03	1.80	k2.21	k2.25	2.58	2.61	39
.....	
.20	.15	.25	.15	.188	.15	.15	.15	.20	.163	.15	.30	.22	.20	.28	.30	.20	.236	.153	40
.....	
.20	.15	.18	.20	.183	.175	.15	.15	.15	.156	.15	.15	.16	.15	.125	.15	.15	.148	.143	41
.....	
19.00	.....	.....	.....	19.00	g	.....	7.75- 8.75	.....	8.25	e6.10- 6.35	13.00	.....	.....	.....	.....	.....	9.61	13.19	42
11.25	.....	10.00	11.00	10.58	g	6.50	8.75	6.50	7.08	.....	.....	11.75	11.25	11.50	11.50	*7.70	10.68	10.19	43
.....	.....	.....	.....	.....	g	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
.....	
11.00	.....	10.00	9.00	10.50	g	k9.00	.....	.....	9.00	f12.00	f6.75	f8.00	7.00	8.00	8.00	.....	8.29	9.02	45
.....	
.35	.35	.30	.35	.338	.35	.35	.40	.35	.363	.40	.55	.40	.30	.35	.45	.30	.393	.293	46
.....	.....	30.00-	.....	.....	.....	.....	25.00-	.....	.....	.....	.....	.....	16.00	20.00	18.00	15.00	.....	.....
35.00	.....	40.00	30.00	33.33	22.50	25.00	35.00	25.00	25.63	20.00	15.00	30.00	24.00	30.00	22.00	20.00	21.07	21.84	47
10.00-	.....	.....	.....	.....	.....	.....	15.00-	.....	.....	.....	.....	.....	12.00	18.00	.....	12.00	.....	.....
15.00	.....	15.00	20.00	15.83	15.00	15.00	25.00	14.00	16.00	18.00	.....	20.00	15.00	24.00	.....	15.00	17.20	14.97	48

dLignite. hMillwood. iCheaper rates to miners. jCalculated from price per pound. kCalculated from price per 100 lbs. mFresh No. 1's. nCalculated from price per peck.

*Including \$1.00 for delivery.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING AND RENT, IN TERMS OF
THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	1900*	1905*	1910	1911	1912	1913	1917	Sept. 1914	Sept. 1915	Sept. 1916	Sept. 1917	Sept. 1918	Aug. 1919	Sept. 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.6	44.4	60.2	50.6	48.4	52.4	62.4	77.4	78.4	75.4
Beef, shoulder, roast....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	41.8	35.0	33.2	35.0	43.4	55.4	53.2	50.6
Veal, roast, forequarter..	1 "	10.0	11.3	12.8	14.0	14.4	15.7	22.7	18.0	17.6	19.8	23.6	27.6	26.6	26.2
Mutton, roast, hindq'tr..	1 "	11.8	12.2	16.8	18.0	17.8	19.1	28.1	21.4	20.9	23.8	29.2	36.8	37.0	35.5
Pork, fresh, roast, ham..	1 "	12.2	13.1	18.0	17.8	17.5	19.5	29.6	20.8	19.6	22.8	31.9	39.3	42.2	41.5
Pork, salt, mess.....	2 "	21.8	25.0	34.4	33.0	33.2	35.2	53.5	37.4	35.8	39.2	57.2	70.0	76.2	74.2
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.3	22.5	24.7	38.5	26.7	26.8	29.9	41.7	51.1	58.1	57.3
Lard, pure leaf.....	2 "	26.2	28.2	40.6	36.0	35.6	33.4	59.4	37.4	35.8	41.0	63.0	74.0	85.8	85.0
Eggs, fresh.....	1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	48.9	31.7	29.8	37.2	50.7	55.7	57.6	61.4
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	31.2	42.4	30.1	27.7	33.7	46.4	50.8	53.5	57.0
Milk.....	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	62.2	50.4	50.4	62.2	62.4	74.4	79.8	81.6
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	86.4	58.0	58.0	68.4	84.8	95.8	103.4	112.8
Butter, creamery, prints..	1 "	25.5	27.7	31.9	31.5	37.7	33.9	48.0	33.8	33.3	38.9	47.3	52.8	62.1	63.0
Cheese, old.....	1 "	16.1	17.6	18.5	19.2	20.1	20.5	33.9	21.1	24.0	26.3	33.4	33.3	39.7	39.9
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	30.4	20.1	21.1	23.0	30.6	31.0	37.3	37.1
Bread, plain, white.....	15 "	55.5	58.5	66.0	64.5	60.0	61.5	104.4	66.0	69.0	78.0	109.5	117.0	118.5	118.5
Flour, family.....	10 "	25.0	28.0	33.0	32.0	34.0	32.0	64.2	38.0	36.0	43.0	68.0	68.0	67.0	67.0
Rolled oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	30.5	24.5	24.5	24.5	32.5	40.0	38.5	40.0
Rice, good, medium.....	2 "	10.4	10.6	10.4	10.6	11.6	11.4	16.2	13.2	12.2	13.6	18.8	23.8	27.4	28.2
Beans, handpicked.....	2 "	8.6	9.7	10.8	10.4	11.6	12.4	29.8	13.4	14.8	19.8	33.0	33.8	22.6	22.4
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	15.6	13.7	12.0	13.4	16.2	23.2	24.5	26.2
Prunes, medium size.....	1 "	11.5	9.6	9.9	12.2	12.9	11.9	15.4	13.2	13.1	13.1	15.9	18.3	23.1	23.7
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	26.0	23.6	39.9	29.6	31.2	36.4	42.4	47.2	48.4	50.8
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	18.5	13.6	15.2	17.0	19.4	21.8	22.6	23.6
Tea, black, medium.....	½ "	8.2	8.3	8.7	8.9	8.8	8.9	11.5	9.9	9.6	9.9	12.2	15.2	15.6	15.7
Tea, green, medium.....	½ "	8.7	8.7	9.1	9.4	9.5	9.3	11.3	9.8	9.9	10.3	11.9	14.5	15.7*	16.0
Coffee, medium.....	½ "	8.6	8.8	8.9	8.2	9.3	9.4	10.1	10.1	9.9	9.9	10.1	11.4	13.6	14.0
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	46.3	36.0	89.2	34.3	33.2	63.2	66.3	70.7	110.3	87.0
Vinegar, white wine.....	1 qt.	.7	.7	.7	.7	.8	.8	.8	.8	.7	.8	.8	.9	1.0	1.0
All foods.....		\$5.48	\$5.96	\$6.95	\$7.14	\$7.34	\$7.34	\$11.42	\$7.83	\$7.74	\$8.96	\$11.65	\$13.31	14.45*	\$14.33
Starch, laundry.....	½ lb.	2.9	3.0	3.1	3.1	3.2	3.2	4.0	3.2	3.2	3.3	4.3	4.8	5.0	4.8
Coal, anthracite.....	1 ton	39.5	45.2	48.1	48.8	51.9	55.0	67.0	53.5	52.5	57.2	68.5	77.9	82.2*	82.4
Coal, bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	38.7	52.7	37.2	37.3	39.1	54.4	60.8	62.1*	63.7
Wood, hard.....	" cord	32.5	35.3	38.8	41.4	41.3	42.5	52.9	42.8	41.3	43.1	54.6	72.1	76.5*	77.8
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.6	38.9	31.4	30.4	31.0	40.8	54.1	57.8	56.4
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	25.0	23.6	23.2	23.0	25.8	28.0	29.2	29.3
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$2.37	\$1.89	\$1.85	\$1.93	\$2.44	\$2.93	\$3.08*	\$3.10
Rent.....		\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.32	\$4.59	\$4.06	\$4.08	\$4.44	\$4.82	\$5.31	\$5.41
Grand total.....		\$9.37	\$10.50	\$12.79	\$13.00	\$13.79	\$14.02	\$18.15	\$14.33	\$13.67	\$15.01	\$18.57	\$21.11	\$22.89*	\$22.88

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$6.78	\$7.17	\$7.29	\$11.39	\$7.48	\$7.86	\$8.59	\$11.62	\$13.51	\$14.73	\$14.36
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	9.79	6.75	6.71	7.75	10.37	11.71	12.83	12.37
New Brunswick.....	5.38	5.83	6.55	6.84	7.13	7.04	11.22	7.69	7.71	8.81	11.66	13.20	13.56	13.93
Quebec.....	5.15	5.64	5.33	6.46	6.97	6.87	11.15	7.40	7.20	8.64	11.29	12.70	13.39	13.33
Ontario.....	5.01	5.60	6.50	6.67	7.25	7.20	11.60	7.77	7.62	9.18	11.74	13.27	14.64	14.45
Manitoba.....	5.35	6.19	7.46	7.41	7.88	7.87	10.73	8.15	7.90	8.65	11.25	12.85	13.71	14.36
Saskatchewan.....	6.86	6.92	7.96	8.08	8.16	8.25	11.11	8.49	8.10	8.87	11.59	13.09	14.61	14.21
Alberta.....	6.02	6.50	8.00	8.08	8.15	8.33	11.55	8.14	7.73	8.86	11.92	13.32	14.69	14.18
British Columbia.....	6.90	7.74	8.32	8.79	9.03	9.03	11.83	9.03	8.63	9.30	12.36	14.28	15.06	14.81

* Revised.

Wholesale Prices

GRAINS AND FODDER.—Wheat was unchanged at Winnipeg. The base price at Montreal, \$2.30 for No. 2 winter, set by the Wheat Board was equal to \$1.95-\$2.00 at country points in Ontario as compared with \$2.00—\$2.08 paid by millers in August. Barley continued to decline and went down to \$1.25 at Winnipeg. Oats also continued to decline and fell to 84c. at Winnipeg. American corn was down to \$1.65 per bushel. Flaxseed fell from \$6.00 to \$4.35 per bushel. Hay fell to \$20 at Montreal but later recovered to \$22. At Toronto the prices rose to \$24-\$26.

ANIMALS AND MEATS.—Cattle fell at Winnipeg from \$12 per hundred to \$11 but in the last week rose to \$11.50. At Toronto the price fell from \$14.00 to \$13.75. Dressed beef, hindquarters, fell from 26-28c. per pound to 23-25c. toward the end of the month. Fore-quarters, however, were steady. Dressed hogs had fallen to \$20.25 per hundred pounds during August and fell nearly \$1.00 each week during September, bringing the price to \$16.75. At the end of August dressed hogs had fallen from 29-30c. per pound to 28-29c. and later in September fell again to 26-27c. Bacon had risen to 50c. per pound early in August but fell to 46-47c. toward the end of the month and later to 44-45c. in the last week. Medium sized hams fell from 44c. to 42c. in the second week, to 40c. in the third week, to 36-37c. in the fourth week, and to 33-34c. at the end of the month. Lard fell 5c. per pound from 37c. to 32c. Sheep were lower at \$8-\$9 per hundred pounds. Dressed mutton fell from 16-18c. per pound to 13-16c. Dressed lamb continued to decline and fell to 19-21c. per pound. Fowl was down to 22-28c. at Montreal and turkeys fell to 38-40c.

DAIRY PRODUCTS.—Finest creamery butter at Montreal had risen at the end of August to 54½-54¾c. per pound but fell ¼c. in the second week, recovering in the third week but falling again the next week. Creamery solids at Toronto

rose from 55c. per pound to 56c. in the second week. Dairy prints at Toronto rose from 49c. to 49-50c. per pound in the second week. Cheese continued at 25c. per pound at Montreal for No. 1. Fresh eggs advanced at Montreal from 64c. to 68c. At Toronto eggs rose from 59-61c. to 60-62c. Milk advanced 5c. per gallon at Victoria, B.C., and toward the end of the month the usual increases for the winter season were reported to be going into effect on the first of October.

FISH.—Dried cod was lower at 9c. per lb. at Canso. The export trade in dried fish was affected by the unfavourable weather for curing the fish from the summer catch and by difficulties in exchange. Stocks of pickled herring were quoted as low as \$6 per barrel in order to clean up before the new catch arrived. Fresh lake fish at Toronto were lower, trout being down to 15-16c. and white fish down to 13-14c. per lb.

FRUITS AND VEGETABLES.—Peaches were up to \$1.65-\$2.00 per basket as compared with \$1.25-\$1.60 a year before. Plums were up to 80-90c. per basket as compared with 65-85c. a year before. Grapes came on the market at 60-75c. per basket but fell to 30-35c. toward the end of the month. Bananas were lower at 7½c. per pound. Lemons were \$1 per box higher, reaching \$6.50-\$7.50. Oranges advanced to \$5.50-\$6.50 per box. Evaporated apples rose to 25c. per pound. Potatoes fell to \$2.50 per bag at Toronto and at Montreal to \$2.20-\$2.30 in car lots. Onions came on at \$5 per bag and turnips at 30-40c.

MISCELLANEOUS FOODS.—Flour and bread were steady. Rolled oats fell to \$5.25 per bag from \$5.75, to which the price had risen in August. Rice and tapioca were firmer. Sugar was higher at \$10.91 per hundred pounds in barrels at Toronto for granulated and \$10.56 for yellow. Honey advanced to 24c. per pound. Table salt was slightly higher.

TEXTILES.—Raw cotton, upland middling, was lower at 29.55c. per pound

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR SEPTEMBER, 1919, AUGUST, 1919, SEPTEMBER, 1918, 1917, 1916, 1915, 1914, AND 1913

(Average price 1890-1899=100.)

	Number of commodities.	INDEX NUMBERS							
		*Sept. 1919	*Aug. 1919	*Sept. 1918	Sept. 1917	Sept. 1916	Sept. 1915	Sept. 1914	Sept. 1913
I.—GRAINS AND FODDERS—									
Grains, Ontario.....	6	336.0	343.2	339.1	352.0	230.3	157.8	168.9	139.3
Grains, Western.....	4	356.4	392.0	322.2	297.7	206.6	138.2	157.0	123.2
Fodder.....	5	267.0	274.0	215.6	190.3	159.7	178.6	181.4	150.0
All.....	15	318.4	333.1	293.4	283.6	200.5	159.5	169.9	138.6
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	351.9	360.0	360.1	289.9	210.4	206.2	234.3	183.3
Hogs and hog products.....	5	399.1	431.4	366.4	323.1	222.9	168.9	183.1	187.8
Sheep and mutton.....	3	228.1	270.7	309.9	242.3	193.1	159.3	154.8	133.2
Poultry.....	2	478.1	520.5	409.9	302.6	227.4	218.6	216.8	186.5
All.....	17	361.5	388.3	359.3	294.7	213.8	186.2	200.1	176.4
III.—DAIRY PRODUCTS.....									
	9	297.2	292.0	261.9	231.1	184.8	149.5	147.1	145.6
IV.—FISH—									
Prepared fish.....	6	203.3	219.9	248.8	209.7	165.9	148.8	155.4	141.6
Fresh fish.....	3	245.2	282.1	259.3	223.4	192.3	157.3	168.1	158.4
All.....	9	217.3	240.6	252.3	214.3	174.6	151.6	159.7	147.2
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	4	158.0	83.6	155.3	140.9	97.3	81.9	95.6	91.3
Fresh fruits, foreign.....	3	208.6	191.3	165.6	109.3	113.1	101.4	89.2	101.8
Dried fruits.....	4	266.1	262.0	272.3	214.3	123.9	136.2	138.6	114.7
Fresh vegetables.....	5	284.2	383.9	369.2	351.9	263.2	150.4	164.9	166.6
Canned vegetables.....	3	230.6	230.6	252.3	240.6	132.4	89.8	102.9	101.8
All.....	19	233.4	251.6	246.9	229.1	152.7	114.0	123.7	118.0
(b) Miscellaneous groceries—									
Breadstuffs.....	10	274.0	274.0	267.4	255.3	177.0	144.8	148.5	125.5
Tea, coffee, etc.....	4	218.9	221.2	186.3	148.1	131.6	121.9	118.9	109.7
Sugar, etc.....	6	294.0	276.9	280.0	229.5	166.3	153.3	114.5	114.9
Condiments.....	5	229.9	232.4	251.5	184.4	147.3	131.8	150.6	102.5
All.....	25	261.2	257.9	254.2	217.7	161.2	140.6	136.0	115.4
VI.—TEXTILES—									
Woolens.....	5	378.4	377.5	432.6	355.1	223.6	197.6	147.3	137.8
Cottons.....	4	329.2	334.6	363.2	228.0	169.9	130.6	127.7	147.4
Silks.....	3	182.0	179.7	146.6	119.1	112.8	85.9	95.1	93.2
Jutes.....	2	631.5	549.8	609.5	499.7	316.8	247.9	239.4	231.7
Flax products.....	4	458.0	458.0	443.3	289.7	224.8	165.6	119.8	114.6
Oilcloths.....	2	272.5	272.5	230.8	168.7	139.8	116.4	104.6	104.7
All.....	20	369.6	362.0	375.5	277.0	197.4	153.0	135.0	134.4
VII.—HIDES, LEATHER, BOOTS & SHOES									
Hides and tallow.....	4	582.8	610.3	362.2	326.1	290.0	207.4	202.9	187.1
Leather.....	4	318.5	311.0	265.0	265.1	208.6	174.3	155.0	151.4
Boots and shoes.....	3	339.7	332.3	224.6	232.9	198.6	162.4	155.7	155.7
All.....	11	420.4	425.7	289.3	278.5	235.4	183.1	172.6	165.6
VIII.—METALS AND IMPLEMENTS—									
Iron and steel.....	11	201.3	201.0	231.0	297.1	153.1	109.4	100.6	102.6
Other metals.....	12	203.2	203.9	279.2	260.1	228.8	206.1	142.9	123.8
Implements.....	10	243.7	240.7	236.6	198.6	139.1	113.2	106.6	105.6
All.....	33	214.8	214.2	266.9	254.0	176.4	145.7	118.5	111.6
IX.—FUEL AND LIGHTING—									
Fuel.....	6	230.8	231.1	249.4	298.7	154.9	119.5	120.5	134.6
Lighting.....	4	245.3	241.7	235.3	114.2	88.2	90.0	92.6	92.2
All.....	10	236.6	235.3	243.8	224.9	128.2	107.7	109.3	117.6
X.—BUILDING MATERIALS—									
Lumber.....	14	331.2	308.4	277.6	225.5	182.9	174.1	180.6	184.6
Miscellaneous materials.....	20	222.9	221.7	235.4	215.6	160.8	118.9	110.5	113.3
Paints, oils and glass.....	14	425.9	417.7	337.2	267.7	199.7	160.6	140.6	144.3
All.....	48	313.7	304.2	277.4	233.7	178.6	147.2	139.7	143.4
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	447.8	381.4	276.7	195.8	170.3	145.9	146.6	147.2
Crockery and glassware.....	4	394.2	394.2	334.4	280.0	198.1	170.3	144.8	130.9
Table cutlery.....	2	163.4	163.4	155.1	150.7	132.2	8.3	76.1	72.4
Kitchen furnishings.....	4	253.8	253.8	272.3	206.1	132.4	125.5	123.4	117.8
All.....	16	350.3	325.4	274.9	213.8	163.0	133.7	131.6	126.4
XII.—DRUGS AND CHEMICALS.....									
	16	222.9	222.0	276.8	270.8	251.9	207.8	133.7	113.4
XIII.—MISCELLANEOUS—									
Raw furs.....	4	111.80	103.42	612.5	388.4	292.3	153.1	208.6	278.7
Liquors and tobaccos.....	6	286.8	286.5	219.5	169.9	141.3	136.3	138.3	136.4
Sundries.....	7	211.7	211.6	219.7	197.5	142.5	116.0	109.1	113.3
All.....	17	451.6	431.6	312.0	232.6	177.3	131.9	142.8	160.4
All commodities.....	265†	301.5	301.1	285.3	246.1	183.4	150.3	141.3	134.4

*Preliminary figures. †Six commodities off the market, fruits, vegetables, etc.; one line of spelter was dropped in 1915.

in New York. Several lines of cotton goods advanced. Raw silk, Japan, advanced to \$9.72 per pound in New York. Jute was again slightly higher.

HIDES, LEATHER, BOOTS AND SHOES.—Calfskins rose to 65c. per pound. Horsehides were lower at \$10-\$12 each. Tallow was lower at 12-14c. per pound. Sole leather, sides, rose to 77-78c. per pound and backs to 99c-\$1.00. Kip boots advanced nearly 50c. per pair.

METALS AND IMPLEMENTS.—Wrought iron scrap rose to \$17 per thousand. Iron black sheets declined from \$5.80 per box to \$5.70. Brass, nickle, tin and silver were slightly higher but lead, quicksilver, and spelter were easier. Soldering coppers advanced.

FUEL AND LIGHTING.—Connellsville

coke was higher at the ovens. Coal oil rose 1c. per gallon to 21½c.

BUILDING MATERIALS.—Several lines of pine lumber advanced \$2 to \$3 per thousand. Pine lath was also higher. Red lead, sash cord, and hinges advanced. Linseed oil was lower, but turpentine, shellac, and window glass were higher.

HOUSE FURNISHINGS.—Furniture continued to advance, especially lines containing glass, which were up 25 per cent. All glassware was again higher.

DRUGS AND CHEMICALS.—Alum fell from 5½c. per pound to 5c.

MISCELLANEOUS.—In raw furs, mink was lower, but muskrat, racoon, and skunk were higher. Raw rubber advanced.

PRICES IN THE UNITED KINGDOM AND OTHER COUNTRIES

THE following notes as to price changes in other countries give the latest available statistics.

United Kingdom

The Ministry of Labour in its official journal, the *Labour Gazette*, reports that the general level of retail prices of food at the beginning of September was 116 per cent higher than in July, 1914, as compared with 117 per cent at the beginning of August and 116 per cent at the beginning of September, 1918, (there having been a fall in prices from November, 1918, when the high point was reached at 133 per cent), until June when the level was 104 per cent above July, 1914. The changes during August were increases in the prices of bread, milk, and eggs, but there was a considerable decline in potatoes. It was estimated by the Ministry of Labour that the average expenditure on food was only 103 per cent higher than before the war owing to changes in consumption of food and the use of substitutes. It was reported that rents had risen only slightly and that prices of clothing had increased much more than food, so that the general increase

in prices of all items ordinarily included in a working-class family budget was about 115 per cent between July, 1914, and September, 1919, taking for this calculation for both dates the same quantities and qualities of the various items. Of this increase about 6 per cent was due to increased taxation. At the end of August the index number of wholesale prices of both the *Economist* and the *Statist* showed increases over July, continuing the increase since March. At the end of the month the Ministry of Labour reported that increases during September had brought prices on October 1st to a level 122 per cent higher than in July, 1914. At the end of September the *Statist's* index number rose from 212.7 to 214.8, the highest level yet.

United States

Wholesale prices at the beginning of September were slightly lower than at the beginning of August as shown by *Dun's* index number which fell to 238.342 as compared with 241.650 for August, 232.882 for September, 1918, and 119.708 in July, 1914. Decreases occurred in all the groups except the Miscellaneous, the drop being greatest

in foodstuffs. Meat was down 5.2 per cent, breadstuffs 2.8 per cent, other food 0.9 per cent, dairy and garden products 0.2 per cent, the average decrease in food being 2.8 per cent. In the clothing group the decline was 1.0 per cent and in metals 0.2 per cent. The rise in the miscellaneous group, however, was 2.9 per cent. The *Annalist's* index number of wholesale prices of food at the end of September was 278.465 as compared with 294.638 a year before and 144.879 in July, 1914. The *Gibson* index number of wholesale prices of foods averaged 116.9 for September as compared with 126.7 for August, 123.2 in September, 1918, and 68.6 for September, 1914. *Bradstreet's* index number of wholesale prices was also slightly lower for September, being down to \$19.4720 as compared with \$20.0017 for August, which was the highest point reached, and \$19.1624 in July, 1918, the highest point reached during the war. In July, 1914, the figure was \$8.6566.

Holland

The index number of retail prices in the city of Amsterdam calculated by the Municipal Bureau of Statistics was 204.3 for June, 1919, as compared with 185.9 for May, 212.4 for February, 180.6 for the year 1918, and 103.0 for the year 1914, prices in the year 1913 being made 100.

Belgium

The Belgian Ministry of Industry, Labour, and Supplies has extended its statistical survey of prices to include the city of Antwerp. The general level of retail prices in July was 252 per cent higher than in April, 1914, food and rent being 273 per cent higher, clothing, footwear, heating, and lighting 223 per cent, and less necessary articles 223 per cent.

Italy

The Municipal Labour Office of Milan reported the cost of maintaining a family on the pre-war standard of living

in Milan at the prices current in August, 1919, was 188 per cent higher than in the first half of 1914, there being an increase of 2.9 per cent over July, 1919. The cost of clothing in August was 46 per cent higher than in July and 224 per cent above the pre-war figure. Rent was unchanged throughout but the cost of heating and lighting was 120 per cent higher than in 1914. The Municipal Labour Office of Rome reported that food prices in Rome in July were 106 per cent higher than in 1914, and the prices of all necessities were 105 per cent higher than before the war.

Sweden

The index number of retail prices of food, light, and fuel for 44 towns in Sweden, calculated by the Labour Office, was 337 for April as compared with 299 in the latter part of 1918, 241 in the first half of 1918, prices in July, 1914, being equal to 100.

Norway

The cost of living index number for a family in Norway, calculated by the Labour Office, was 262 for March, 1919, as compared with 264 in November, 1918, prices in July, 1914, being equal to 100.

Iceland

The Statistical Department in the April issue of its journal gives information as to the food prices in the town of Reykjavik. The average increase from July, 1914, to April, 1919, was 256 per cent, the increase in food being 227 per cent, and the increases in soda, soap, coal, and petroleum ranging from 211 to 596 per cent.

New Zealand

The index number of food prices calculated by the Government Statistician was 1539 for July as compared with 1528 for June, 1603 for December, 1918, 1537 for November, 1918, 1491 for July, 1918, and 1070 for July, 1914.

Australia

The index number of retail prices of food and groceries calculated by the Commonwealth Statistician was 1706 for June, 1919, as compared with 1696 for May, 1919, 1547 for November, 1918, and 1155 for the year 1914, prices in 1911 being equal to 1000. The index number of wholesale prices at Melbourne calculated by the Commonwealth Statistician was 1683 for March as compared with 1727 for October,

1918, the highest point reached, prices in July, 1914, being equal to 1000. The greatest increase during the war was in chemicals, the index number for this group having reached 3462 in July, 1918. The least increase was in dairy products which reached the highest point during the war in May, 1918, at 1288, but rose from October, 1918, until March, 1919, when 1355 was reached. Textiles, leather, etc., reached 2463 in March, 1918, but declined thereafter and was down to 1850 in March, 1919.

THE BOARD OF COMMERCE OF CANADA

Organization Completed by the Appointment of a Labour Leader as Third Member

The Board of Commerce provided for by the Board of Commerce Act, 1919, charged with the enforcement of the Combines and Fair Prices Act, 1919, was appointed in August, as reported in the September issue of the LABOUR GAZETTE. On September 30, Mr. James Murdock, Toronto, Vice President and Chief Canadian Executive of the Brotherhood of Railroad Trainmen, was appointed as third commissioner to replace Mr. F. A. Acland, Deputy Minister of Labour, who had been appointed in August to act temporarily and thus complete the Board. The Board is therefore constituted as follows: H. A. Robson, Chief Commissioner; W. F. O'Connor, Assistant Chief Commissioner, James Murdock, Commissioner, and William White, Secretary.

During September the Board continued its inquiries into the trade in sugar and in milk. At the end of August the Board had prohibited the exportation of sugar owing to the scarcity in western Canada and the

pressing need for sugar for the preservation of the fruit crop then being marketed. At a meeting in Montreal with the chief refiners, arrangements were made to ship several carloads of sugar to western Canada, and the export of sugar was allowed in the case of supplies previously contracted for, and for which the refiners had secured raw sugar from the International Sugar Commission. An order was issued restricting the gross profits on sugar to $\frac{3}{4}$ c. per lb. for refiners, which would include a commission of 5 per cent to wholesalers, which the latter were not to exceed, and retailers were restricted to a profit of 1c. per lb. over the wholesale price of sugar to them, plus freight.

Members of the Board held public hearings in various cities, in reference to prices of clothing and other commodities, and the Board also appointed sub-commissioners and local fair price committees to institute and carry on investigations. Such committees consisted of three or five consumers and an equal number of men engaged in the

trade under investigation, with the sub-commissioner or representative of the Board as Chairman. On the invitation of Chief Commissioner Robson, several of the provincial governments appointed counsel to attend sittings of the Board, to take charge of any prosecutions recommended and to carry on any inquiries desired. Complaints as to prices of commodities, especially milk, were received by the Board from several municipal councils and committees were appointed to investigate.

Owing to a proposal by the Milk Producers' Association at Toronto to increase the price of milk delivered at the dairies in Toronto to \$3.35 per 8-gallon can from \$2.55, to take effect on October 1, and continue during the autumn and winter months, the Board issued an order prohibiting any increase in the price of milk for forty days and appointed a Fair Price Committee to investigate and report. The Committee consisted of five consumers and five producers and distributors with the representative of the Board as Chairman. Before the end of the month the committee unanimously recommended that a price of \$3.10 per 8-gallon can be approved for the months of October and November and that then the price be revised according to the cost of feed, etc. A similar committee for Hamilton approved the same price for that city

and the Board cancelled its order prohibiting any increase in milk prices for forty days and issued orders putting into effect the recommendations of the Toronto and Hamilton committees. An order was also issued allowing an increase in milk prices to 35c. per gallon for October and 40c. for November at Montreal, but refusing for the time being to approve of a price at 45c. per gallon for the winter months. Investigations into milk prices at Winnipeg, Moncton and other cities were also made.

Investigations into prices and profits in the meat-packing business were begun in Winnipeg and Toronto by the members of the Board and were continued by representatives of the Board and of the provincial governments. It was found that the prices of hogs had declined by the end of September to the same levels as in January and February, and the Board issued an order requiring that, after October 15, all pork and hog products should be sold by owners and operators of packing houses at prices practically the same as those which prevailed on March 10, 1919, after which date there had been a general advance, and that until October 15 and thereafter all pork and hog products should be sold at reasonable and just prices and not greater than those prevailing on the date of the order.

ANNUAL MEETING OF THE INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS

THE Sixth Annual Meeting of the International Association of Industrial Accident Boards and Commissions was held at Toronto September 23-26 under the presidency of Mr. George A.

Kingston, Commissioner of the Workmen's Compensation Board of Ontario. Papers were read dealing with workmen's compensation legislation, administrative problems, accidents and

their compensation, and other subjects.

Mr. Royal Meeker, United States Commissioner of Labour Statistics criticized the existing workmen's compensation laws as inadequate. He declared an adequate law should have for its sole purpose the prevention of human wastage in industry. To this end it should aim at the prevention of industrial accidents and injuries, the restoration as quickly and completely as possible of workers injured by accident, disease or poison; the provision of sufficient money benefits to maintain the worker and his dependents during his disability; the re-training of injured workers when necessary, and placing them in suitable employment through a public employment system when ready to go to work; keeping track of injured workers and giving them physical examinations. He advocated the inclusion under workmen's compensation laws of all workers in specified wage or salary groups in all industries, including agriculture and domestic service.

Mr. Charles S. Andrus, chairman of the Illinois Industrial Commission, discussed the desirability of having a uniform compensation act throughout the United States. His conclusion was that such a uniform law was neither possible of attainment nor desirable, but that the essential features of an ideal law should be agreed upon and that each member should strive to have these features embodied in the law of his own State as soon as public sentiment allowed.

Mr. D. L. Cease, editor of *The Railroad Trainman*, stated that while the Canadian members of the railroad brotherhoods have encouraged com-

pensation legislation, and are trying to make the law of each province closer to their ideas of what compensation should be, the railroad organizations in the United States on the other hand are either strongly opposed to any form of federal compensation, or indifferent to it, with the exception of the Brotherhood of Locomotive Engineers which gave a general support to the Sutherland-Brantley bill. This bill, which provided for federal compensation for railway employees, was drawn up at the request of the railroad brotherhoods and accepted by their representatives, but when referred to the members of the organizations it was strongly opposed. The grounds for objection were that the measure took away the right of employees to bring suit for injuries when the employer was at fault; that the percentages of payments were fixed on the normal daily wage which was very low at that time, in 1912; that the wage loss in permanent partial disability cases was impossible of fair determination, and the small amounts fixed by the bill for such cases did not appeal to the men when contrasted with amounts paid by court order.

A paper by John Mitchell, late chairman of the New York State Industrial Commission, on "Defects in Workmen's Compensation Laws" was read. Among the defects noted in the paper were inadequate compensation, 28 states having a scale of less than 60 per cent of the wages, insufficient provision for permanent partial disabilities, and the setting of a limited term for the payment of death benefits, which is the practice in all but six states. With regard to the scope of the laws, it was pointed out that the laws of eight states covered less than one-

half of the employed workers while those of nine others covered from 50 to 60 per cent. While the difficulties of including domestic, farm and casual labour were recognized, the writer was of the opinion that an effort should be made "to secure every worker against the burden of industrial accidents, which is crushing if borne alone by the individual suffering it, but capable of distribution and an endurable adjustment by a proper system of compensation and insurance."

A paper was read by Mr. Samuel Price, chairman of the Workmen's Compensation Board of Ontario, on "Some Features of the Workmen's Compensation Law and its Administration." He described the Ontario Act as a compulsory and exclusive collective liability or mutual insurance system administered by a government-appointed board without any resort to the courts. A few industries under it are upon the individual instead of the collective liability plan. The general basis of allowance is 55 per cent of the lost earnings, payment being continued as long as the disability lasts, limited only by the life of the workman and a maximum wage of \$2,000. a year. A monthly compensation for life is given for all permanent disabilities except where the impairment does not exceed 10 per cent of the total disability. The best features in the law and its administration were claimed to be simplicity of procedure, expeditious payments of benefits, elimination of litigation and

expenses, and limitation of the employers' burden as nearly as possible to what the workmen and their dependents actually receive. The procedure of the Board was described as follows: Reports made on special forms are obtained from the workman, the employer, and doctor. These reports are examined and passed by the medical and claims officers and then submitted for the approval of a member of the Board, after which an order is issued. The first payment is usually made within a few days after the reports are received. Reconsideration in all cases is freely given. In the administration of the law, the Board has adopted a liberal interpretation. It has departed from English decisions by giving a broader interpretation as to what arises out of and in the course of employment; by allowing compensation for street and railway accidents even though the workman was not specially exposed to these risks; by compensating innocent victims of other workmen's misconduct; and compensating children employed in contravention of the Child Labour Act.

Mr. W. S. French, Industrial Accident Commissioner of California, was elected president for the ensuing year; Mr. C. S. Andrus, vice-president; and Mr. Royal Meeker was re-elected secretary-treasurer. Mr. Geo. A. Kingston, a member of the Workmen's Compensation Board of Ontario, was appointed a member of the Executive Committee. The next convention will be held in San Francisco.

RECENT LEGAL DECISIONS AFFECTING LABOUR

ACTIONS were brought by certain coal miners against two coal mining companies of Alberta for an alleged balance of wages and for a lien upon the mines under the Mechanics' Lien Act. The claims were for the amounts of increased allowances which the plaintiffs would have

Miners may not recover in Court wages ordered by Director of Coal Operations

received for the time they worked if certain orders of the Director of Coal Operations had been recognized by the employers. The cases came before the Supreme Court of Alberta, and were tried together. Before the trial a number of questions of law bearing on them were submitted to the Court. The Court was asked to determine whether the War Measures Act authorized the Governor-in-Council to appoint a director of coal operations with power to fix wages at coal mines; whether the orders of the Director of Coal Operations compelled the defendant companies to pay their employees the wages specified in these orders; whether the plaintiffs were given by order-in-council or by orders of the Director of Coal Operations the right of action for the amount of increases ordered by the Directors; and whether the Mechanics' Lien Act entitled the plaintiffs to a lien on the property.

In regard to these questions, the opinion of the Court was to the effect that the Governor-General-in-Council had authority under the War Measures Act, 1914, to take charge of the operations of coal mines and make all regulations necessary for their continuous operation, including the power to create a right of action in the civil courts upon a debt for wages at a rate which had been fixed. While the order-in-council defining the powers of the Director of Coal Operations did not specifically say that he might fix wages, it did say substantially that the

owners and managers must obey him and consequently they must pay the wages ordered by the Director, or be liable to a penalty for not doing so. The miners, however, were not given the right to recover in a civil action the wages so fixed by the Director. No opinion was given as to the right of plaintiffs to mechanics' liens, this question not having been touched upon in the argument. (*Alberta—Starr et al vs. Banner Coal Company, Limited. Chick et al vs. Alberta Coal Mining Company.*)

An application for bail was made by an alien who was detained at the Winnipeg immigration station by order of the Minister of Immigration pending an investigation by a Board of Inquiry of a complaint "that he with others had created or attempted to create public disorder in Canada, and without lawful authority did assume powers of government in Winnipeg." This case arose out of the general strike of last May and June. The application was based on the Habeas Corpus Act and on the common law. Bail had already been refused by the Board of Inquiry and the officer in charge.

It was ruled by the Court that the applicant could not have recourse to the Habeas Corpus Act as it applied only to persons charged with a crime, proceedings under the Immigration Act for the deportation of an undesirable alien being in no sense criminal proceedings. No English or Canadian authority was quoted to show that the Court had inherent jurisdiction to grant bail on *habeas corpus* in a non-criminal proceeding. As the Act provides for bail being granted by the immigration officers, and did not confer any jurisdiction in that respect upon the Court, the opinion was expressed that there was no inherent power in the Court to interfere. Bail was accord-

Alien held for deportation refused bail by Court

ingly refused and the writ of *habeas corpus* was quashed. (*Manitoba—Rex vs. Alamazoff*.)

A youth was engaged as a farm hand for a year at \$400. One day when ordered to work at threshing he said he could not do the work owing to an attack of influenza. Thereupon he was summarily dismissed. He then brought action against his former employer for damage for wrongful dismissal. He had already received \$158 on account, and he entered a claim for the balance of his wages. The trial judge found that the plaintiff was not fit to do the work

he was called upon to do at the time he was discharged and consequently his dismissal was without cause. The defendant wanted to take him back the next day but the dismissal still held good and the plaintiff was entitled to quit although the contract was for a year. The Court found that strictly speaking the plaintiff was entitled to the balance of his wages, \$242, but judgment was given in his favour for \$191.83 with the costs of the action, as this appeared to do justice to both parties. An appeal was made by both parties, but the Court of Appeal affirmed the judgment of the trial judge dismissing both appeals with costs. (*Saskatchewan — Michaud vs. Stroobants*.)

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief

At the beginning of October the percentage of unemployed among members of trade unions was 2.19 as compared with 2.33 at the beginning of September. According to the returns received from more than 4,300 firms, there was an increase during October in the total volume of employment taking the country as a whole. All provinces registered increases each week, except British Columbia. In civic employment there was a decrease of 3 per cent in comparison with September, and an increase of 3 per cent in comparison with October, 1918. According to preliminary figures, the various offices of the Employment Service of Canada received 42,200 applications for employment, were notified of 45,300 vacancies, and made 32,000 placements and 6,500 casual placements during October.

The time loss on account of industrial disputes during October was less than during September, but greater than during October, 1918. There were in existence during the month 27 strikes, involving 8,710 workpeople and resulting in a time loss of 147,996 working days. At the beginning of the month there were on record 24 strikes, affecting 7,875 workpeople, while three new strikes were reported as having commenced during the month. Eleven of the strikes commencing prior to October and one of those commencing during Oc-

tober were reported terminated, leaving 15 strikes, affecting about 4,245 workpeople, on record at the end of the month.

The average cost of the weekly family budget again fell slightly below that of the previous month, averaging \$14.21 during October as compared with \$14.33 for September; \$13.54 for October, 1918; and \$7.99 for October, 1914. The index number of wholesale prices also fell slightly, standing at 299.6 for October, as compared with 301.5 for September; 289.6 for October, 1918; and 134.6 for October, 1913.

Proceedings under the Industrial Disputes Investigation Act

During October the Department received reports from four Boards of Conciliation and Investigation established to deal with disputes between (1) the Alliance Power Company, of Edmonton, Alberta, and certain employees, being members of Local Division No. 569, Amalgamated Association of Street and Electric Railways of America, (2) the Canadian Northern Express Company and certain employees, being members of the Canadian Brotherhood of Railroad Employees, (3) the Canadian Press, Ltd., and certain of its employees, and (4) the Marconi Wireless Telegraph Company of Canada, Ltd., and certain employees, being Marconi Wire-

less operators, members of the Commercial Telegraphers' Union of America, Local 61.

Two applications were received for the establishment of Boards, and advice was received by the Department of the settlement of two disputes in which negotiations were pending.

Extra grants paid dependents by Workmen's Compensation Board in B.C.

By an amendment to the Workmen's Compensation Act of British Columbia passed at the last session of the legislature, the Workmen's Compensation Board is authorized to award to dependents who are aliens residing abroad, a lesser sum than the usual scale of compensation, such sum to be based on conditions and cost of living in the country where they live. As the result of this provision, a substantial saving has been made out of the awards to the dependents in the Orient. No change having been made in the cost of industry for the death of a workman, the Board had at its disposal in October an extra sum of \$44,000 acquired in this way. This sum has been distributed as an extra allowance among 170 widows whose husbands were killed in British Columbia while at work, and whose claims were adjusted between January 1, 1917, and July 1, 1919.

An experiment in co-operative management

It is reported that Sweet, Orr and Company, overall manufacturers, have inaugurated at their plant at Yonkers, New York, a system of co-operative management. The employees, who are all women and girls, will elect their own forewoman and will be allowed to establish their own minimum standard of production and take over all matters of shop management. Union wages will be paid and monthly bonuses will also be given to those who have aided production and helped in making economies. If this scheme is a success, it is the intention of the firm to introduce it into all of their eighteen plants.

Workers to share in railway management in France

With the termination of the military control of the railroads in France, a plan has been announced by M. Clavelle, Minister of Public Works, providing for the participation of delegates from all the different classes of railroad workers in the management of the railroads. The plan consists of the organization of a "committee of exploitation" which will be presided over by a functionary to be known as "the general railroad commissary." This committee will be composed of representatives of the railway workers and technical men and it will be largely consultative and co-operative with the heads of departments and boards of directors in the management of the railroads.

Profit sharing under new French mining law

An amendment to the old French mining law of 1810 came into force on September 9, 1919, the amending Act being concerned with mining concessions and participation in mining profits by the State and by the workers. It is provided that profits shall be shared not only by the State, but also by the workers, manual and non-manual, on the basis of a schedule to be attached to the instrument establishing the concession. This schedule shall be required to specify the conditions under which a scale of minimum wages to be paid to miners and other workers connected with a mine shall be drawn up, applied and revised. It shall further set forth the conditions imposed for the establishment and working of a joint committee of employers and employed.

The amending Act limits the period for which concessions may be granted to 99 years in respect of coal and lignite mines, and to not less than 50 and not more than 99 years in respect of other mines. An advisory committee is provided for in the Act, to be composed of experts in mine administration, members of the Council of State and of the pub-

lic departments concerned, mine owners, miners and members of parliament.

Seamen's international labour programme At the request of the Right Honourable G. N. Barnes, delegate from the British Government to the International Labour Conference at Washington, the Seafarers' Joint Council of Great Britain has formulated a statement showing the matters it desires to have placed on an international basis: (1) Minimum wage. (2) Load line (table of free board). (3) Prohibition or limitation of deck loads. (4) Life-saving appliances. (5) Manning scale. (6) Standard of accommodation on board ship. (7) Hours of labour at sea and in port, and a standard number of days to the month. (8) Standard of victualling and serving of food. (9) Right of seamen to portion of wages earned and standing to their credit when in a foreign port. (10) Payment of wages to begin from date of signing articles and to terminate on day crew are paid off. (11) In case of shipwreck, payment of wages to continue until seamen reach home. (12) Standard of compensation for loss of life, accidents, and loss of effects. (13) Pilotage—(a) compulsory; (b) restrictions as to nationality; (c) ship's officers not to undertake pilotage duties. (14) Reconstruction of wireless maritime telegraph service. (15) Establishment of National Joint Maritime Councils and an International Joint Maritime Industrial Council.

Registration of labour agreements in Germany Regulations governing the registration of collective labour agreements in Germany have recently been issued in accordance with an order made in December, 1918. These regulations prescribe the nature of the entries and particularly the procedure for making certain agreements universally binding. Access to the Register of Collective Agreements is permitted to anyone during official hours, certified copies may be had on request, and information as

to the entries on the register must be furnished immediately to the parties concerned and also published in the official gazette.

Infant mortality in relation to wages The findings embodied in the report for 1918 of the Children's Bureau of the United

States Department of Labour concerning the relation which exists between the rate of infant mortality and family earnings, were noted in the March issue of the LABOUR GAZETTE (page 223). The conclusions reached in that report, which were based on an investigation in eight United States cities over a period of six years, appear to be corroborated by the report of an intensive study of conditions in Saginaw, Mich., in regard to the death rate of infants, particulars of which are given in a new bulletin of the Infant Mortality Series issued by the same Bureau. The total number of children born in 1914, the selected year, in that city of 50,000, was 1,015, the general rate of infant mortality being 84.6 per thousand. Analyzed according to the rate of family earnings, the highest death rate, 179.5 per thousand is for infants whose fathers earn under \$450, and the lowest death rate, 22.2, is for those whose fathers earn over \$1,250. The death rate falls steadily through each group as the fathers' earnings increase, but the rate does not fall below 100 per thousand until the group \$850 to \$1,250 is reached, and from that point the fall is very marked. "In other words," the bulletin concludes, "the babies in families where the earnings of the father are low die at a much higher rate than do those whose fathers are able to provide sufficient care for them. Poverty with its concomitants is an important factor in infant mortality." In New Bedford and Manchester, two other cities where inquiries were held and in which economic conditions were not so good as in Saginaw, the same connection between poverty and infant mortality is further shown, the infant mortality rates in these cities being respectively 201.9 and 242.9 for the low-

est, and 59.9 and 58.3 for the highest earning group.

New South Wales plan of relief for small wage earners In order to mitigate the hardships caused by the increased cost of living, the government of New South Wales, Australia, has introduced a scheme for the relief of the poorer wage earners. A law was passed by the Legislative Assembly in October instructing the Board of Trade to ascertain the cost of living for a man and wife as well as for a single child and each additional child in a family. The statistics compiled by the Board of Trade will form the basis upon which additional payments will be made to the workers. Employees receiving not more than 5s. a week above the declared living wage will be paid out of a fund administered by the government for the full cost of the maintenance of each child. For each additional 5s. whereby the wages of the parent exceed the living wage, a deduction of one-twelfth of the cost of maintenance will be made in respect to each child, until a worker receives £3 sterling a week in excess of the living wage, when the additional payment will cease. This fund will be obtained from employers, each one paying a sum obtained by dividing the total cost of maintenance for the children of his employees by the average daily number of all his employees. No payment will be made for the children of employees on strike.

Jottings

Dr. W. A. Riddell, superintendent of the Trades and Labour Branch of the Department of Public Works, has issued his report on Mothers' Pensions. He estimates the cost of a pension system at about \$1,078,000 a year, which would benefit nearly 25,000 widows and children.

The Ministry of Health Act, 1919, of Great Britain went into force on July 1, last. Dr. Christopher Addison, who was active in promoting the orig-

inal bill, was appointed as the first minister.

The British Government has given notice of its intention to introduce at the present session of Parliament a bill having for its object the formation of a joint Industrial Council of Capital and Labour, to which extensive powers would be granted.

The Australian government recently announced its intention to create a Commonwealth industrial court to deal with labour disputes. The court, which would comprise one Commonwealth judge and two or more state judges, would deal with such industries as were federal in their scope or were under the direct rule of the Commonwealth. It would have power to make a common ruling and to legalize industrial agreements, and it would be the final industrial court of appeal.

Press dispatches state that the Spanish government has fixed a period of seven hours as the working day for underground miners.

It is reported that the Tokio Chamber of Commerce, in Japan, has passed resolutions in favour of an eight-hour day, the prohibition of employment between 10 p.m. and 4 a.m., the prohibition of the employment of juvenile workers under fourteen years, and the granting of a furlough of four weeks to women workers before and after childbirth.

A bill has been introduced in the United States Congress for the creation of a bureau in the Department of Labour to investigate housing and living conditions, and to collect and make available information in regard to the elimination of slums, the improvement of living conditions, the reduction of the cost of construction of dwellings, and methods of financing the cost of building.

The American Federation of Labour associated with the railroad brother-

hoods has invited the executives of the affiliated national and international unions to a conference to be held at the headquarters of the Federation at Washington, D.C., on December 13, "to formulate such action as may be essential to safeguard and promote the rights, interests and freedom of the wage earners."

The programme of the Domestic Workers' Employment Bureau recently opened in London, England, under the

auspices of the National Federation of British Women Workers, includes the following: A minimum wage for resident domestic workers of \$3 per week, or \$12 a month, rising according to experience; set meal hours, decent sleeping accommodation; allowance for laundry; two hours' free time each day, and a half day per week; a 12-hour day, including time off; employer to supply uniform if required, and to pay for cost of washing; and 14 days' holiday each year, with full board and wages.

INDUSTRIAL CONDITIONS DURING OCTOBER, 1919

I.—General Review

Disregarding unemployment directly due to strikes, an increase in the total volume of employment in Canada was recorded for each week during October. In the Maritime provinces, Quebec, Ontario and the Prairie provinces, increases were noted for each week, but in British Columbia decreases were recorded for three weeks of the month.

The Labour Market

In metals and machinery there was a steady rise in employment in Eastern Canada, but in the Prairie provinces employment fluctuated, while in British Columbia there was a decline due to the depression in the shipbuilding industry. In vehicles for land and water transport there was an increase in Quebec, but a decline in Ontario, and a rather marked decline in British Columbia. In the food group there was a slight increase in employment throughout the country, though in British Columbia there was a drop due to the seasonal decline in the canning industry. The textile and clothing groups experienced in general a steady advance. In the pulp, paper and printing groups there was an increase except in the Prairie provinces where a slight decline was recorded. There was prac-

tically no change in the woodworking group. In the leather group there was a slight rise which was mainly confined to Ontario. An increase in employment was recorded for each week in the clay, glass and stone group, most of which occurred in Ontario and Quebec. In paints, oils and chemicals, there was a drop during the first part of the month followed by a corresponding increase later. In railway operation there was a slight increase in employment except in British Columbia where a decline was recorded. In quarrying and mining a slight improvement was recorded in the Maritime provinces and a greater improvement in all the other provinces. In building and construction there was a continued increase in employment, which, however, was mainly confined to Ontario and Quebec. This increase was partially due to the rush to complete contracts before the close of the season. A decline was reported in the lumber group during the first three weeks due to the slackening of operations in the mills, but towards the end of the month a sharp rise, due to the commencement of operations in the woods, was recorded. A marked shortage of experienced woodsmen was noted.

The time loss on account of industrial disputes during October was less than during September but greater than during October, 1918. There were in existence at some time or other during the month 27 strikes, involving 8,710 workpeople and resulting in a loss of 147,996 working days, as compared with 31 strikes, involving 11,010 workpeople and 165,949 working days in September, 1919; and 25 strikes, involving 4,530 workpeople and 67,918 working days in October, 1918. On October 1, there were on record 24 strikes, affecting 7,875 workpeople. Three strikes were reported as having commenced during October as compared with 16 in September. Eleven of the strikes commencing prior to October and one of those commencing during October were reported terminated, leaving 15 strikes, affecting about 4,245 workpeople, on record at the end of the month.

Strikes

There was again little change in the general movement in prices, increases and decreases, whether due to seasonal conditions or the readjustments which have been a prominent feature in the movement during the past twelve months, tending to offset each other. The index number of wholesale prices was slightly lower for October, standing at 299.6 as compared with 301.5 for September, 289.6 for October, 1918, and 134.6 for October, 1913. The weekly budget in terms of retail food prices was again slightly lower than in the previous month, averaging \$14.21 in some 60 cities at the middle of October, as compared with \$14.33 for September, \$13.54 for October, 1918, and \$7.99 for October, 1914. The chief changes in wholesale prices were decreases in livestock and meats, and increases in dairy products, textiles, lumber and in raw furs. In retail prices the chief changes were decreases in potatoes and in meats, with increases in eggs and butter. Coal and wood were slightly higher, and rents again averaged higher.

Prices

II.—The Industries and Trades

Sydney reported improved conditions in the steel industry, two steel furnaces resuming operations. Shipbuilding and metal work continued active. Great activity prevailed in the shipbuilding and repairing industry at Halifax. Over-time work was the rule in the stove and furnace department. Sheet metal workers, coppersmiths and tinsmiths were all fully employed, and skate, bolt and nut mill and rolling mill workers were all busy. At Amherst many employees were laid off at the car and foundry plant. Moulders, machinists and blacksmiths were working full time at Charlottetown. Employment at St. John continued good in the rolling mill, sheet metal works and shipbuilding yard. In Moncton the month was marked by

Metals, machinery, conveyances

activity in the railway shops, employment being well up to the average. Foundry and machine shop work was also active. The foundry, machine shops and automobile repair works at Fredericton had a busy month. Montreal reported activity in structural steel, engine and boiler manufacture, shipbuilding, sheet metal and electrical trades. In Quebec there was activity in the iron and steel industries, the new shops of the Transcontinental giving much employment on locomotives, cars and parts. Shipbuilding was rushed during the month in view of the close of the season. Automobile work experienced a seasonal decline, while stove and furnace workers were active. The striking moulders at Sherbrooke were still out, many having found other employment, their places being taken by new men. Owing to the

steel strike material was short for iron and steel industries, but plants were fairly busy. Iron works and machine shops at St. Hyacinthe were busy, with prospects of an active season. Three Rivers reported employment good in foundry work, while shipbuilding was also exceptionally active, many employees working overtime. The mechanical engineering company's plant which was closed for a month was ready to re-open. St. John's reported steady employment. On the other hand Sorel showed further marked depression in the metal group. Conditions in Ottawa and Hull foundries improved, operating about 75 per cent of capacity. Car shops continued busy. Toronto reported activity generally, though the steel workers' strike in the United States affected some lines, especially those requiring plates and sheet metal. Activity in stoves, furnaces, etc. followed recent activity in building. Engine, boiler, machinery and machine tool plants had plenty of work, automobile, tractor and farm implement industries being busy. In Hamilton the metal trades were all active with demand for labour. Machinists were in strong demand at Niagara Falls, while factories producing auto accessories, metal cans, auto tire chains, cutlery and plated ware all advertised for help. Boiler makers and electrical workers at St. Catharines were busy, the metal trades all being active. Brockville reported work fair in most lines, with activity in tinsmith and metal work. The strike in the locomotive shops at Kingston was settled, but work was limited to finishing up old contracts. Automobile and motor truck works were active at Belleville, employment being brisk, especially in foundries. Foundries at Peterborough worked to full capacity. Electrical workers were in demand, and machinists were insufficient for the work, many having left the city in summer during the moulders' strike. Galt reported conditions generally good. Moulders and machinists in Kitchener were steadily employed, electrical fixture and fibre workers being also busy. At

Brantford most factories were running full handed though with some reduction in activity. All metal trades continued very active at Guelph, and at Stratford also they were busy. A demand for men was reported from Woodstock, wagon and sleigh trades wanting skilled help and the foundries calling for moulders and metal polishers. London reported a busy month, the McClary Manufacturing Co. increasing the number of employees in the stove and furnace works. In St. Thomas conditions were normal. Activity continued at Chatham, especially in the Gray-Dort Auto works. Depression in the steel work due to United States strike was reflected in Windsor, where in some departments men were laid off for some days. On the other hand moulders were in demand for stove and machine work, the machine shops also taking on much extra help. The iron industry at Owen Sound was quiet, the machine shops fairly active, and the nut and bolt works busy. The sawmill machinery factory which reopened in summer at Orillia reported some slackness. At Sault Ste. Marie the steel industry was forced to bring in men from outside points to meet the demand for help. Fort William and Port Arthur reported steady employment in shipbuilding. The metal groups were all busy in Winnipeg without any material change in employment, the railway shops continuing active, the automobile repair shops well employed but the assembling plant practically closed down. The rolling mills at Medicine Hat remained closed for want of orders. Redcliff mill also closed down but started again on November 1. Machine shop and foundry work was brisk. The iron works at Lethbridge had a quiet month. At Edmonton sheet metal works were very active and help steadily employed. Machinists, steam engineers and electrical workers were fairly busy. Vancouver reported the metal trades dull with only about quarter of the normal employees, with further depression anti-

cipated. The wooden shipbuilding yards were completing their last contract, one firm being expected to lay off 500 men at the end of November, 1,000 at the end of December, and 1,500 early next year, when government contracts will be completed. The efforts of the shipyards to obtain private contracts were unsuccessful, owing, it was reported, to abnormal rate of exchange, and there was considerable unemployment in consequence. Steel shipbuilding was busy, as was also work in automobile, motor, engine, locomotive and car repair shops, and in engine and boiler, electrical, stove and furnace, and sheet metal shops. In Victoria there was further depression in wooden shipbuilding, some 3,000 men being out of work. About 1,500 men employed at the Ogden Point plant in installing engines, boilers, etc., in the completed wooden vessels. Work in the navy yard was very dull, the iron foundries all being quiet. Work in the steel shipyard was brisk, and the stove foundry was busy.

Activity continued in the abattoir and packing houses in Sydney, also in baking and confectionery, but aerated waters and soft drink plants experienced the unusual seasonal decline. At Halifax lack of raw sugar led to slackness in the refinery. Confectioners worked overtime, but many creamery workers were laid off owing to shortage of milk supply. Abattoirs and meat packing plants were fully employed. At Truro the condensed milk factory was working under pressure, and the tobacco factory was short of help. Bakers, confectioners, butchers and tobacco workers reported a satisfactory month in Charlottetown. St. John reported activity in all departments, the breweries increasing their production of 2 per cent beer. Increasing business was reported in the confectionery works and bakeries at Moncton, where soft drink establishments reduced operations after

an unusually busy season. Fredericton reported continued activity throughout the group. Montreal reported employment plentiful in confectionery establishments, also among canned fruit and condensed milk workers, the latter products being exported in large quantities to Europe. Flour and feed workers, bakers, confectioners and cigar makers were normally employed. In Quebec activity prevailed in the abattoirs and packing houses, and in bakeries and confectioneries. Creameries and dairies were active above normal to meet the demand for winter butter. Breweries and tobacco factories were busy, and aerated water plants quiet. At Sherbrooke the abattoirs and soft drink factories were busy, and at St. Hyacinthe the confectioneries and soft drink plants were very active. Three Rivers reported a good month. Abattoirs and bakeries in Ottawa and Hull were busier than ever. Following advanced milk price dairy activity dropped slightly. Toronto reported flour and cereal production active, and abattoirs and meat packing houses also worked steadily until towards the close of the month. Bakers, confectioners, soft drink workers and cigar makers were active. Fruit and vegetable canneries were fairly quiet. Activity was reported from Hamilton in all branches. Female help was in demand for the shredded wheat factory at Niagara Falls. The canneries were quiet. At St. Catharines employment was plentiful throughout this group. Good conditions also prevailed in Brockville. Kingston reported an active month in flour and feed mills, also in creamery and dairy and brewery work with bakery and confectionery work fair. In Belleville the flour and feed mills continued busy, while bakeries and confectioneries were exceptionally active. Dairy work was extended and aerated waters also increased their operations. The flour, feed and cereal mills at Peterborough worked overtime. The meat cutters and packers were active as the farmers

Foods, liquors and tobacco

marketed their hogs anticipating a drop in prices. Creameries, dairies and condensed milk factories were also active. General activity was reported from Galt. About 240 men were expected shortly to be employed in the sugar beet factory just completed at Kitchener. A shortage of meat cutters was reported at this point, the meat plants being very busy. Biscuit and candy factories were also short of help and working overtime. Breweries and distillers were working overtime. Cigar makers were busy. Slackness continued in the flour mills at Brantford, but bakery and confectionery work was very active, supplying British orders. Female help was in demand for biscuit factory, also for the canneries. Sugar refineries worked full handed. Flour and feed mills ran to capacity at Guelph, where also fruit and canning continued active. Stratford reported activity in all lines, particularly in bakeries and confectioneries. Female help was in considerable demand for confectionery work in Woodstock. A new marmalade factory was about to open. At London there was a call for female workers for confectionery plants. Open jobs also existed in the cigar industry. Flour mills were running night shifts at St. Thomas. Employment was plentiful in Chatham, the packing industry having been extended. More help was called for but could not be secured for sugar refinery work. Windsor reported a demand for help for cereal product factories, also in tobacco industry. Confectioneries and bakeries continued increasingly active while creameries and dairies could not supply the demand. The canneries closed a very busy season. The breweries ran double shifts to meet the heavy demand for light beer. One flour mill at Owen Sound reduced its staff as electrical power was required for other industries. Creameries continued in operation in spite of shortage of cream. Winnipeg reported increased employment in the confectionery trade, but there was a demand for experienced bakers. There was no change

in the staffs at the vegetable canneries, though work was hampered by shortage of cans and glassware. Packing houses reported business normal, while breweries and soft drink establishments continued active. Employment was steady at the creameries, also at the flour and feed mills. In Brandon flour mills, bakeries, creameries and soft drink factories were all busy. Cigar making was dull but breweries were fairly active. The flour mill began operations at Regina. Further help was required for bakeries. Abattoirs, creameries and dairies were busy, while aerated water plants finished their busy season. Moose Jaw reported a steady business in the flour and oatmeal mills. The abattoir was fairly busy. At Medicine Hat the flour mills were running both day and night. Bakers and confectioners were hampered by want of sugar. Lethbridge reported full employment at the flour mill, but slackness at the breweries. Normal conditions prevailed in Calgary in the flour and feed plants, abattoirs and meat packing houses. Bakers and confectioners were fairly busy, but soft drink makers and brewers were quiet. At Edmonton the meat packing industry continued very active. Fernie reported steady employment in bakeries, confectioneries. Shortage of feed hampered the dairy industry. Breweries and soft drink plants reported maximum business, all working full staffs full time. In Vancouver flour and feed mills were busy. Sugar refining and fruit canning were slack owing to shortage of raw sugar. Abattoirs and packing houses were busy, bakers and confectioners active, and creameries and dairies and aerated water factories were busy.

The woollen mills and mattress factory at Truro worked full time with capacity help. At St. John the cotton mills ran steadily. The woollen mills were in active operation with prospects for a busy season. Fredericton

**Textiles,
cordage and
carpets**

reported the cotton mill looking for more help. At Montreal the woollen and knitting factories were busy, with slackness only in tent and sail factories. Other textile workers were well occupied. Quebec reported cotton, woollen and knitted goods factories very busy, but tent and sail making dull. Cotton and woollen factories at Sherbrooke were active. Great activity prevailed in the woollen and knitting factories at St. Hyacinthe. Cotton factory workers at Three Rivers were steadily employed. Toronto reported the woollen, hosiery and knitted goods plants in full operation. Carpet and rug industries were also active with demand for female help, but tent and awning makers were quiet. The knitting mills were very busy, especially in the sweater department, a night shift being employed in some cases. Activity was evident in all branches of the textile industry at Hamilton. Female help was in demand in the knitting factories at Niagara Falls. Textile workers at St. Catharines were all steadily employed. The tent, awning and sail makers at Brockville were quiet. At Kingston the month was marked by great activity in the cotton and woollen mill. The textile factories at Peterborough were very active, with extensions in the knitted and woollen departments. More workers were required for the cotton and woollen mills at Galt. Kitchener reported strong demand for help in the twine factory. The knitting industry was only fair. At Brantford woollen, cotton and silk mills were all very busy, the cordage factory running to capacity. Female help was in great demand for the woollen and linen mills at Guelph, all other textile workers also being busy. Carpet and tapestry weavers were also in demand. General activity prevailed in Stratford, with a shortage of female help in the knitting and woollen mills. A constant demand for textile workers was reported from Woodstock. Female help was in strong demand in the knitted wool and hosiery factories in London. Normal conditions prevailed in the knitting industry at St. Thomas.

Overtime work was the rule in the woollen mills at Chatham. It was reported that a knitting factory would shortly start at Owen Sound, this point having been chosen due to the amount of female labour available. Winnipeg reported steady employment for bag makers. Knitting workers were kept busy, and tent and awning makers continued to be employed through a seasonal decline had set in. At Vancouver knitting goods factories were busy, but tent, awning and sail trade was not so busy as in the previous month.

Sydney reported continued activity in ready-made clothing, steam laundries and dyeing. At Halifax all available help was employed in fall and winter clothing factories. Steam laundries and dyeing establishments were fairly busy. The cap and shirt factories at Truro worked full time, skilled labour being rather scarce in the latter trade. At Charlottetown boot and shoe workers, tailors and garment workers and all clothing trades were very active. St. John reported ready-made clothing workers busy, with furriers working overtime. Steam laundries were increasingly active. Tailoring, dressmaking and millinery workers were busy at Moncton. Female help was in demand in the tailoring shops at Fredericton, but cleaning and dyeing works were quiet. Montreal reported activity in ready-made clothing, hat, cap, glove, fur and whitewear factories. Garment workers were well employed. Laundries were only fairly busy. At Quebec the glove makers and furriers were very busy. The ready-made clothing makers were fairly active and the laundries were busy. Ready-made clothing, steam laundry, dyeing and cleaning workers at Sherbrooke were active. Overtime was the rule in the under-clothing and hosiery works at St. Hyacinthe. Glove workers at Three Rivers were very busy, with laundries, dyeing and cleaning plants all active. A great demand for help in the overall factories

Clothing and laundering

was reported from St. John's, where a new firm opened employing about 400 workers. Shirtmakers at Sorel had a good month. Ottawa clothing makers were very busy, with strong demand for more help, as continued activity was looked for. Toronto reported that clothing, hosiery, shirt, cap, whitewear and glove makers and furriers had a busy month with female workers in demand. Steam laundry and dyeing industries gave steady employment. In Hamilton a demand for more labour was reported in all branches of clothing and laundering trades. More help was required in the hat, suspender and knitting factories at Niagara Falls; also female operatives for the overall factory at Welland. Steam laundry workers at St. Catharines were very busy. At Brockville hat, cap and glove makers and furriers had an active month, also laundry and cleaning workers. At Kingston employment was fair for makers of ready-made clothing, and for workers in laundries and dyeing establishments. Shirt makers at Belleville were kept very busy supplying the home and overseas demand. Laundries and cleaning houses were also constantly employed. At Peterborough women's whitewear factories were all active. At Galt more help was required in the laundries. Workers in the ready-made clothing, hat and fur trades were busy. More help was required in the whitewear, shirt and button factories at Kitchener, also in the steam laundries. Glove workers were fairly well employed. Brantford reported that overall and shirt makers and laundry workers had a busy month. At Guelph the whitewear factories and laundries were active. Great activity prevailed in the ready-made clothing shops at Stratford, laundry and cleaning workers also being steadily employed. London reported a demand for female workers in waist factories with activity in other clothing lines. Employment increased in the laundry and dyeing industry. More female help, also apprentices, were required by the shirt, overall and button

factories at Windsor. The employees of one firm received a bonus proportioned to the output. Dyers and cleaners had more work than they could handle and steam laundries were also busy. Owing to the supply of female help available at Owen Sound it was reported that a ladies' and children's whitewear factory would open in November. Shortage of skilled help was reported in the ready-to-wear clothing industry in Winnipeg, while cap and shirt workers were very well employed. Experienced help was also required in the glove and fur shops. Laundries also ran short handed. Dyeing plants were very busy, but the cleaning departments quiet. Steam laundries and dye works were busy at Brandon and Regina, more help being required at the latter point. A steady demand for more help continued at the garment company at Edmonton, where about 250 workers are now employed. Vancouver reported the ready-made clothing trade busy in all lines of men's and women's wear, also steam laundries and dyeing and cleaning establishments. Full staffs continued to be employed at the shirt and overall factories at Victoria.

St. John reported the pulp mill working steadily. The pulp and paper mill continued active at Sherbrooke. Full staffs were employed at the pulp and paper fac-

tories at Three Rivers, where one company had 600 men working steadily. At Ottawa and Hull the pulp and paper mills and card board mills were operated at their normal activity. Employment continued good in beaver board and other pulp product industries at St. Catharines. At Brantford the felt roofing factory was running day and night. A new envelope and stationery factory opened at Kitchener. The new paper mill at Sault Ste. Marie began to manufacture paper. The pulp and paper mills at Powell River and Ocean Falls continued busy.

Pulp, paper and fibre

Normal conditions continued in the newspaper and job printing trades in Sydney. At Halifax the shortage of compositors and pressmen caused overtime work. Charlottetown reported a dull month in this group. At St. John all the printers were employed, newspaper and job offices being very active. The binderies were also busy. Printing offices continued busy at Moncton. At Fredericton the printers and bookbinders were steadily employed. Montreal reported activity in all sections of the printing and publishing group. Newspaper, binderies and paper box and bag factories at Quebec had a busy month. Sherbrooke reported activity in newspaper and job printing. At St. Hyacinthe the printers and binders were well employed, and the printers at Three Rivers continued active. Job printers at St. John's had a very busy month, while at Sorel conditions were quiet. Toronto reported that printers, bookbinders and lithographers were fully employed, and that paper box and bag makers were in need of more help. Conditions in Ottawa varied, work generally being slow. Hamilton and Niagara Falls reported activity throughout this group. Printers and binders were well employed at St. Catharines, Brockville and Kingston. At Belleville special activity was noted in job work. Paper box workers and printers at Peterborough and Galt were active throughout the month. More help was required for the felt factory and paper box factory at Kitchener. Printers, especially job printers, were very busy. At Brantford the printers and the box and paper makers had a very busy month. The printers at Guelph and Stratford were also fully employed. Woodstock reported full employment but no further demand for printers. Additional workers were taken on by London newspapers, and job printers worked overtime. Paper workers were busy. St. Thomas reported employment good, and at Chatham it was

very fair. Windsor reported a demand for newspaper pressmen and compositors, while job printers were very busy. Paper box makers had a good month. At Owen Sound the paper box makers and printers were all well employed. Bookbinders in Winnipeg were rather slack, but with some demand for female help. Conditions were good in the printing and publishing trades. Paper box factories employed more help. Brandon reported printers busy, while at Regina there was a demand for help in the publishing and bindery trades. Medicine Hat and Lethbridge reported printers had an average month. Employment in the printing trade in Calgary and Edmonton and Fernie was generally good. In Vancouver and Victoria the printers, binders and paper box makers were well employed.

Employment was normal in the sash and door factories and planing mills at Halifax. Charlottetown reported improved employment situation over previous month in this group. Good conditions prevailed at St. John in the sash, door and planing mills, and the wooden box and broom and brush factories. Moncton reported very active conditions in all sash and door factories and planing mills. Woodworkers in Fredericton had a busy month. Montreal reported activity in the piano industry, also among wooden box and furniture makers. At Quebec the sash and door, box and broom factories had a busy month. The chair factories and other woodworking and planing mills at Sherbrooke were reported active. St. Hyacinthe reported steady employment in the sash, door and planing mills and box factories. A shortage of help for the chair factory at Three Rivers was reported. Wooden toy makers were very busy and sash and door and planing mill workers well employed. Sorel reported a very quiet month among the wood and furniture workers. Toronto reported a scarcity of labour for the furniture industry,

**Printing,
publishing
and paper
goods**

**Woodworking
and furniture**

due, it was claimed, to competition on the part of the automobile and phonograph industries for skilled help. Piano and gramophone workers were busy, as were sash, door and planing mill operatives. Broom and makers entered on their busy season. At Ottawa and Hull the sash, door and planing mills were busy, and the wooden box factories were increasingly active. Hamilton reported general activity throughout the woodwork and furniture group, including the manufacture of toys and novelties, brooms, brushes, matches, woodenware, cooperage, boxes and baskets. A shortage of workers, both male and female, was reported for the sporting goods factory at Niagara Falls. The planing mills were very busy. Fair conditions continued in the woodworking trades at St. Catharines and at Brockville. The piano workers and broom makers at Kingston were fairly busy, and the sash and door and planing mill workers were busy. A shortage of skilled furniture workers was reported from Belleville. Sash and door and planing mills were busy. At Peterborough the woodworking factories were very active, one box factory having increased its capacity. Broom makers also were well employed. More help was in demand for the furniture factories at Galt, the sash, door and planing mills also being very busy. Further help was required for the planing mills at Brantford. Piano and victrola case makers had a very busy month. In Kitchener general activity prevailed, more help being wanted in the furniture factories. Broom making, however, was only fair. The piano and organ, the cooperage and the wooden ware and toy factories were running full time. Guelph reported activity in the piano factories and in the sash, door and planing mills. At Stratford the sash door and planing mills, furniture, chair and broom factories and cooperage plants were all active. At shortage of skilled furniture workers was reported from Woodstock. Organ makers were busy, but help was sufficient. Great activity was reported in

the planing mills at London. Barrel makers, and piano and organ makers were also busy. Chatham reported that the Saturday half holiday was discarded in the sash, door and planing mills to keep up with the work. At Windsor the sash and door factories were running under pressure with increased staff. The piano factory was very busy. A scarcity of skilled labour was reported from Owen Sound. At Winnipeg there was normal employment in the sash and door factories. The sash and door factories at Brandon and Regina were fairly busy. The planing mill at Medicine Hat was quiet. In Calgary the sash, door and planing mills were exceptionally busy. Fernie reported a very dull month in the sash and door factory. Sash, door and planing mills were reported busy in Vancouver but dull in Victoria, where it was said that this industry would be affected by the stoppage of wooden shipbuilding.

The boot and shoe workers in Charlottetown were very active during the month. At St. John more help was required at the tannery, while the harness making trade was normal. A short-

**Leather,
boots, shoes
and rubber**

age of help was reported in the shoe factory and larrigan workers at Fredericton, while the tanners and leather workers were all busy. Montreal reported activity in the boot and shoe factories, also in the trunk, bag and harness plants. Tanners were busy, and rubber workers very busy. At Quebec the tanners were very busy, and the shoe workers were well employed. Overtime work was the rule among boot and shoe workers at St. Hyacinthe and the tanneries were also busy. Three Rivers and Sorel reported a good month. Toronto reported very steady employment in the boot and shoe trade, with some demand for experienced female operatives. The trunk, bag and harness industries were active, and the rubber factories worked to capacity. Rubber footwear workers were well employed at St. Catharines,

while leather workers were fairly busy. The tanning factory at Kingston was very active. At Peterborough the boot and shoe factories worked to capacity, the harness trade also being active. Galt and Brantford reported a good month. At Kitchener the tire factory ran a double shift in some departments, and more help was required at the rubber factories. The tanneries reported a shortage of help. The boot and shoe factories ran full time, and the trunk and bag factories were busy. Activity prevailed in the tannery at Stratford, and at Woodstock the tanneries worked to capacity, all available tanners being employed. London reported shoe workers very busy and in many cases working overtime. Employment was good at St. Thomas. Normal conditions prevailed at Owen Sound. Winnipeg reported a demand for harness-makers. At Brandon tanners and trunk makers were well employed, while at Calgary quiet conditions prevailed among trunk, bag, harness and horse goods workers. Leather, boot and shoe workers were well employed at Vancouver.

At St. John there was slackness among the cut stone and granite workers, but

lime workers were busy.
Clay, glass and stone Moncton reported continued activity in the

lamp chimney and bottle trade, the cement plants also being very busy. At Montreal the glass factories were in steady operation, though some were affected by a partial strike. The stonecutters at Quebec were reported to have a very dull month, but the brick and lime workers were busy. Sherbrooke reported quiet conditions in the brickyards, with activity among cut stone and granite workers. At Hamilton activity prevailed throughout the group. Brockville reported quiet conditions among brick and tile workers, with cut stone and granite workers fairly well employed. At Kingston cut stone and granite workers were fairly active. The pottery at Belleville was steadily busy turning out tiles and sundry small

articles, while the cement plant was running day and night. All the brick yards at Brantford were running full-handed, being very busy. Stone and granite cutters had a good month at Kitchener, and at Stratford the brick yard was busy. London reported unusual activity in the tile yards, the brick yards also being very busy. Brick and tile and sewer pipe workers were very active at Chatham. Windsor reported great activity in the brick yards and lime and cement works. The cut stone and granite workers at Regina were busy. Tile and sewer pipe workers at Medicine Hat had a very active month, and the stoneware industry was also fairly brisk.

The paint and varnish industry was active in Montréal, the chemical, drug and medicine plants being busy. Cartridge and ammunition workers at Quebec had a dull month. At Sherbrooke

the gun powder workers were active and chemical workers were fairly busy. The paint mills at Three Rivers continued fairly active. At Toronto employment was reported good in the paint and varnish, and soap and chemical trades. At Hamilton work was reported plentiful in the soap, extract and drug trades, but only fair in the explosive factories. The electro-chemical plants at Niagara Falls were running steadily. At Galt soap factory workers were normally busy. The varnish and paint factories at Brantford worked full handed. The oil and grease factory at Kitchener was active. At Windsor and Walkerville the paint workers were very busy. More female help was required in the extract and drug trades of Windsor, while additional workers were taken on at the soap and perfume factories. Regina reported that the oil workers were working steadily, and the soap makers were busy, with prospects of more employment. The Medicine Hat linseed oil mills closed temporarily for want of flax, but resumed after a few days. The Ioco oil refinery plant was busy at Vancouver,

employment also being good in the paint, varnish and soap industries.

The earnings of the Canadian Pacific Railway Co. during September were

Railways, \$17,513,690, as compared with \$13,584,770
shipping and in September, 1918. At
'longshore work the beginning of October there was a slight increase in the train and engine crews, station forces, sleeping, dining and parlour car employees of the Canadian National, the Canadian Pacific, and the Grand Trunk railways as compared with September. This increase was maintained throughout the month, the monthly average being 57,600 persons as compared with 57,000* in September. Steam and electric railways in Sydney continued active, the same condition obtaining in the railway repair shops, navigation, 'longshore and garage work. Halifax reported activity in all branches of railway work, both steam and electric. 'Longshoremen also were busy, especially towards the end of the month. At Charlottetown railroad men had steady employment. Teamsters, garage and express men were very busy. Steam railways at St. John were busy preparing for heavy trade when the winter port opens. Street railways and repair shops were also busy. 'Longshoremen were better employed owing to the increase in steamship arrivals. Great activity prevailed among the transfer and garage workers. Railwaymen and repair shopmen were reported active at Fredericton, also the 'longshoremen. At Montreal activity prevailed among railway and repair shop men. 'Longshoremen were not so busy. Quebec reported activity among railwaymen and in repair shops. Street railway employment was about normal, and 'longshoremen very busy owing to brisk coasting trade.

Ocean traffic was light, however, causing unemployment among ship labourers. Transfer and livery workers were active. In Sherbrooke there was activity

in passenger traffic, but freight traffic was rather light. Repair shop and transfer workers were active. Three Rivers reported activity among transport workers, both railway and shipping, and in Sorel transport workers were well employed. Car shop work was normal in Ottawa and Hull. Toronto reported railwaymen busy throughout the month with steady work at the repair shops. Street railwaymen had plenty of work, but 'longshore work experienced a seasonal decline. Hamilton reported steam and electric railroad workers all very active, while 'longshore men had a good month. Transport workers were active at Niagara Falls, freight handlers being in demand for the railways. Teamsters and garage men were also busy. All railway workers were active at St. Catharines and Brockville. Navigation, however, was quiet at the latter port, employment being mostly for handlers of coal. Navigation and 'longshore work experienced a seasonal decline at Kingston, but railway workers and repair shop men were active. Belleville and Galt reported railway and transfer workers busy. Kitchener reported a busy month among railway workers, both steam and electric, railway freight handlers being very active. Livery trade was not so good. At Stratford the railway repair shops were very busy and the garages active. The railway repair shops in London were busy. St. Thomas reported good employment in the railways and other transport trades, both regular and spare men making good time. Railway repair shop men also were busy. At Chatham railway freight handlers had rather less work than a year ago, but electric railway work was active. Owen Sound reported in all lines one of the busiest seasons on record. The car works at Fort William were busy during the month, absorbing some of the men laid off at the shipbuilding yards in Port Arthur. Railway shopmen in both cities were active and 'longshoremen were busy in view of the approaching close of navigation. Street railwaymen were very active at Winnipeg. Brandon, Regina and Medicine Hat reported activity

*The figure previously given for September, namely 57,700 persons, did not include some 5,300 miscellaneous workers on the Canadian National Railways.

in all groups of railway work, steam and electric. Railway repair shops were very busy at Regina. Calgary reported normal conditions in railway and repair shop employment. Transfers and garages were busy. In Vancouver both steam and electric railway workers were busy, but repair shop men were inclined to be quiet. Longshoremen were fairly well employed, and transfers and garages were active.

Quebec reported activity in stone quarrying. Chrome iron and copper

Mining and quarrying

mining was fair at Sherbrooke and asbestos mining was active. Workers were active in the granite and gravel pits. A shortage of help was experienced in the stone quarries at Niagara Falls. During October the mines of Cobalt shipped 52 cars containing approximately 4,285,455 pounds of ore. Silver bullion shipments for the month amounted to 506 cars, containing 607,757 fine ounces. The mines were all running at full capacity and it was anticipated that the production lost during the late strike will be made up before the end of the year. The strike at the Kirkland Lake gold camp, which commenced in June, was terminated during October. Owing to the duration of the strike a number of men had left the district with the result that when operations were resumed there was a serious shortage of labour. Port Arthur and Fort William reported little activity in that district. Metalliferous mining at Fernie continued handicapped owing to the Kimberley miners' strike, which remained unsettled, the company refusing to deal with delegates connected with the One Big Union. The Sullivan and North Star mines continued shipping from the dumps, so that smelter returns remain so far practically unaffected.

Sydney reported the output of the Dominion Collieries during October to be 280,000 tons, against 242,628 tons in the previous month. The output of coke tons with 60 ovens in operation output of the Nova Scotia

Steel and Coal Company's mines was 54,000 tons, as compared with 52,358 tons in September. Fredericton reported that the output from the Minto mines was still restricted. The miners in Lethbridge district were reported fully employed, the recent strike having been settled. Calgary reported exceptional activity in the mines, but several days' work at Drumheller mines were lost owing to lack of railway cars. The coal mines of Crows' Nest were gradually being brought back to normal after the strike. Mining at Fernie progressed rapidly, employment being found for about 50 men, while more were required but could not be secured. The coke ovens at Fernie continued to be shut down, the Michel plant supplying all the coke ordered in the Fernie district. The collieries of Vancouver Island were working steadily.

The value of the building permits issued in 35 cities during September amounted to \$11,645.-

Building and construction

456, as compared with \$9,622,887 in August and \$2,690,821 in September, 1918. Sydney reported activity in construction of both public buildings and dwelling houses. Halifax reported continued activity among building tradesmen, particularly carpenters. The building trades were well employed in Amherst. Skilled mechanics in Charlottetown reported business improved, with unskilled labour well employed. The building trade continued fairly well employed at St. John in construction and repair work. Moncton reported very great demand for carpenters, masons, bricklayers and plumbers and builders' labourers. Employment continued good at Fredericton. At Montreal the building tradesmen, excepting carpenters and plumbers, were active, though employment was affected by the strike in the building trades which was unterminated at the end of the month. Quebec showed activity, especially in repair work. Builders were active at Sherbrooke. Construction was reported very active at Three Rivers, but work was slack at

Sorel. At Ottawa all building crafts were fully employed in the erection of dwellings, and commercial and public buildings. At Toronto there was a considerable scarcity of labour, especially of carpenters, bricklayers, tinsmiths and builders' labourers. Dwelling houses and commercial building construction was unusually active towards the close of the building season. Hamilton reported activity in all branches of the building trade, so as to complete contracts before the close of the season. Building trades at Niagara Falls were very busy, and at St. Catharines and Brockville they were fairly well employed. Kingston and Belleville reported activity in dwellings and commercial and public buildings. At Peterborough and Galt building trades continued busy, and at Brantford there was some shortage of labour. Carpenters and bricklayers were in demand at Kitchener and Guelph, and activity was also evident at Stratford, Woodstock, and particularly in London. Quiet conditions prevailed at St. Thomas and Chatham. Windsor reported great activity in all building trades. Owen Sound had a quiet month. Fort William and Port Arthur reported every available man in the building trades employed, with a shortage of lathers. In Winnipeg a demand existed for painters and decorators, skilled mechanics in the building group being practically all employed. Brandon reported builders busy, and at Regina there was a shortage of skilled help in the building trades. In Calgary and district the building trades were brisk, while at Edmonton they were fairly well employed. Vancouver reported some slackness in construction of dwellings and commercial buildings, employment being about 75 per cent of the normal.

The average number of persons employed by the Canadian Northern, Canadian Pacific and Grand Trunk railways on railway construction during the month of October was about 1,000 workers less than during the month of September, the figures being about 42,500 persons for October as compared with

43,500 in September. The personnel was maintained at approximately 42,800 until the last week of the month when the number was reduced to about 41,300, the decrease being due to reductions in the C.P.R. and G.T.R. staffs of 400 and 1,100 men respectively.

Charlottetown reported a quiet month. The saw and shingle mills at St. John and Fredericton con-

Lumbering

tinued steadily in operation, while towards the end of the month many men were taken on for work in the woods. At the end of the month lumbermen at Quebec were also leaving for the woods. River-driving was concluded for the season, and the saw and shingle mills also approached the end of their season's operations. Sherbrooke reported activity in the camps for timber, ties and poles, also in the saw and shingle mills. Ottawa and Hull reported a scarcity of labour for the lumber camps, several hundreds of shanty men who went to the war having drifted into other occupations on their return. Sawmills had a busy month. Peterborough reported continued activity in the sawmills and many men leaving for the lumber camps. Two shingle mills were idle at Owen Sound, but the sawmills were active and the planing mills and lumber camps were busy. A serious shortage of skilled men was experienced in the lumbering operations at Sault Ste. Marie. At Port Arthur and Fort William the lumbering season opened with strong demand for lumbermen, and it was estimated that 1,500 inexperienced men could be placed in the camps immediately west of Sudbury, pay being \$55 to \$60 per month. Fernie showed great activity in preparing for extensive work during the coming winter. Important deals took place, insuring, it was said, a revival of the industry for at least ten years. Vancouver reported lumbering and shingle manufacturing good with steady employment expected during winter. At Victoria the lumber industry continued brisk.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907**PROCEEDINGS FOR THE MONTH OF OCTOBER, 1919, WITH TEXT OF BOARDS' REPORTS**

DURING the month of October the Department received reports from four Boards of Conciliation and Investigation established to deal with disputes between (1) the Alliance Power Company, of Edmonton, Alberta, and certain of its employees, being members of Local Division No. 569, Amalgamated Association of Street and Electric Railway Employees of America, (2) the Canadian Northern Express Company and certain of its employees, being members of the Canadian Brotherhood of Railroad Employees, (3) the Canadian Press, Limited, and its employees, being members of the Commercial Telegraphers' Union of America, Canadian Press System Division No. 52, and (4) the Marconi Wireless Telegraph Company of Canada, Limited, and its employees, being Marconi wireless operators, members of the Commercial Telegraphers' Union of America, Local 61, certified operators of the Great Lakes Division only.

Two applications were received for the establishment of Boards and advice was received in the Department of the settlement of two disputes in which negotiations were pending.

Applications Received

During the month of October applications for Boards were received as follows:

(1) From the employees of the Hamilton Street Railway Company, Hamilton, Ontario, being conductors and motormen, barn and shop men, ticket agents, etc., members of Division No. 107, Amal-

gamated Association of Street and Electric Railway Employees of America. A Board was established, Mr. Henry G. Fester, Hamilton, being appointed a member thereof on the recommendation of the employees. Before the Board was completed, advice was received in the Department that the matters in dispute had been amicably adjusted, and further procedure was, therefore, unnecessary.

(2) From the employees of the City Dairy Company, Toronto, being milk drivers, bottle room operators and stablemen, members of Local 191, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America. This industry did not fall within the scope of the Industrial Disputes Investigation Act and a Board could be established only by the joint consent of the disputants. At the close of the month this consent had not been received from the Company.

Other Proceedings Under the Act

During the month of October advice was received in the Department of the adjustment of two disputes where application for Boards had been received in the Department, but procedure had been stayed to permit of further direct negotiations looking towards a settlement between the parties concerned, namely:

(1) Between Messrs. Willis and Company, A. Lesage, and Senecal and Quinlan, respectively, piano manufacturers, Montreal, and their employees.

(2) Between the Hydro-Electric Commission, Toronto, and certain of its employees, being electrical workers, members of Local Union No. 353, International Brotherhood of Electrical Workers.

Report of Board in Dispute between the Alliance Power Company, Edmonton, Alberta, and certain of its employees.

A report was received from the Board established to deal with the dispute between the Alliance Power Company, of Edmonton, Alberta, and certain of its employees, being members of Local Division No. 569, Amalgamated Association of Street and Electric Railway Employees of America. This industry being one under municipal control a Board could be established only by the joint consent of the disputants. This consent was granted by the corporation and a Board was established composed as follows; Mr. John R. McIntosh, Edmonton, chairman, appointed on the joint recommendation of the other two members, Messrs. H. R. Milner and Robert E. McLaughlin, Edmonton, nominees of the company and employees respectively. The report of the Board was unanimous and was accompanied by a proposed agreement covering rates, rules, etc.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Alliance Power Company, of Edmonton, Alberta, and certain of its employees, being members of Local Division No. 569, Amalgamated Association of Street and Electric Railway Employees of America.

Edmonton, Alberta,
October 6th, 1919.

The Deputy Minister of Labour,
Ottawa, Canada.

The Board appointed by you in this matter met on the 3rd day of September, 1919, and at subsequent sittings, when the case was presented by the parties involved. The employees produced as the basis of their claim a schedule of proposed wages and a draft agreement embodying the working conditions which they desired the company to agree to.

Before the report was finally completed, the Alliance Power Company suspended its operations and its undertaking was taken over by the City of Edmonton, which was not, of course, a party to this proceeding. The report of your committee has, however, been completed as if the Alliance Power Company were still an operating concern. We have no doubt whatever that the City will ratify the findings of the Board in the same way as the Alliance Power Company would have done.

The agreement embodying the working conditions was divided into 13 sections, some of which were immediately agreed to by the Company. A copy of the agreement as finally arrived at, and which is entirely satisfactory to the employees and which we believe would have been satisfactory to the Company were it still in existence, is attached to this report. The chief difficulty experienced was in reference to the following points:

(a) *Section 8. Redress.* The employees desired that all representations that they might desire to make to the Company be made through the officers of their Union. The Company agreed to recognize the Union, but it was felt that where it was desired to make representations on behalf of the men respecting alleged wrongful dismissals or wrongful re-employment or unfair treatment that they should be made in the first instance through a shop committee of the employees, and this was agreed to by both the parties. The Union representatives will, however, represent the employees in any wage dispute or any negotiations they may desire to conduct for the purpose of changing any clause of the agreement.

(b) *Section 2. Working Conditions.* The Association asked for a six day week and that any employees working on Sundays, or on the seventh day, i.e., their day off, or on New Year's Day, or on certain specified holidays, should receive

double time. After a good deal of contention a compromise was arrived at on a basis of time and one-half in place of double time.

(c) *Section 6. Holidays.* Your Board considered that employees should be allowed a seven days' holiday in each year with pay. The Company was already allowing two weeks' holidays with pay to those men who were working a seven day week.

(d) *Section 10. Day Workers.* The day workers employed on Saturday afternoon are to be paid time and one-half. This applies only to the specified employees.

The case of the Association was presented very fairly and reasonably by Mr. Joseph White, their secretary, who was assisted by Mr. Montgomery and Mr. McCann. The Company was represented at different times by Major D. L. Redman and the general manager, Mr. C. E. Taylor. Your Board considered that the attitude of all parties was reasonable and should be commended.

The case put forward by the Association dealt almost solely with the increased cost of living. It was not disputed that the Alliance Power Company and its employees had always been on the best of terms and that the wages paid by the Company were equal to or better than those received by men similarly employed elsewhere in the city.

The Association laid stress on a fair wage schedule which had been passed by the City and which the Company by its statutory contract with the City was bound to observe. Your Board did not derive much assistance from this schedule. Certain attention had to be paid to it, however, as under its provisions the Company was already paying greatly increased wages to machinists and machinists' helpers, a preference thus being created in favour of men so employed, and which preference it was necessary to remove as far as possible.

A great deal of evidence was given as to the increased cost of living since the year 1916. On the other hand, the Company produced evidence to the effect

that their increases since 1916 had been as large or larger than the increases given by any other employers in the city. In the opinion of your Board, however, these increases were not in proportion to the increased cost of living. It is impossible at the present time for a man working a six-day week to support himself and his family on less than 50 cents per hour. In this connection your Board wish to lay stress on the fact that, with the exception of one man, all the employees at the Power House are married men and supporting families. The increases granted by your Board, as shown in the attached schedule, were therefore based on:

1. The increased cost of living;
2. The preference already created in favour of machinists and machinists' helpers by the City;
3. The fact that the employees were married men.

On this basis the employees receiving less than 50 cents an hour have been granted increases up to a living wage standard, while those more highly paid have received only such increases as a recognition of their superior skill and training necessitated.

Enclosed is a comparative statement of the wages formerly paid, the wages asked for, and the wages recommended.

Yours truly,

(Sgd.) J. R. McINTOSH,
Chairman.
(Sgd.) H. R. MILNER,
(Sgd.) R. E. McLAUGHLIN,
Members.

AGREEMENT entered into duplicate this 23rd day of September, one thousand nine hundred and nineteen, between the Alliance Power Company, hereinafter called "the Company," of the first part, and Local Division 569 of the Amalgamated Association of Street and Electric Employees of America, hereinafter called "the Association," of the second part.

Witnesseth that on and after the 23rd day of September, 1919, the following wage schedule and working arrangements shall take effect and be binding upon the parties hereto:

(A-1)

Engineers	per month	\$154.00
Assistant engineers	per month	123.50
Traffic men	per month	112.00
Head boiler attendant	per month	123.50

Electricians	per hour	60c
Ash wheelers	per hour	50c
Boiler cleaners	per hour	55c
Combustion men	per hour	50c
Coal elevator attendants	per hour	52c
Coal elevator assistants	per hour	50c
Firemen	per hour	52½c
Day labourers	per hour	50c
Crane engineer	per hour	77½c

Section (2) Working Conditions.

All employees shall work six days per week and all employees employed on Sundays in any of the Departments shall be paid time and one-half.

Employees who may be called upon to work the full seven days of any week shall be paid time and one-half for whatever work done on off day.

It is further agreed that the company shall pay time and one-half for the following holidays: New Year's Day, Good Friday, 24th May, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas Day.

Section (3) Age of Employee.

That no man under the age of 18 years shall be employed in the operating department.

Section (4) Lavatory Accommodation.

Suitable toilet and lavatory accommodation to be provided, and be approved of by the City of Edmonton Health Officer.

Section (5) Dining Room.

The Company agrees to provide suitable dining room for employees, and further agrees to keep same in a sanitary portion of the plant, the same to be approved of by the Medical Health Officer.

Section (6) Holidays.

All employees shall be allowed seven days' holidays each year with pay, but no employee shall become entitled to holidays till he has been in the service of the Company for one year.

Section (7) Seniority.

Each employee shall be entitled to hold his position in accordance with his age in the Company's service and preference of new positions shall always belong to the oldest man in the Company's service, except where men are incompetent to hold such positions, due consideration and proper investigation shall be made of all in the Company's service.

In the case of any vacancy in the position

of the Superintendent or Chief of the Company, if a qualified man is found in the employ of the Company promotions to those positions shall follow.

Section (8) Redress.

Any employee who has been suspended, superseded or discharged, or any employee who has been laid off, or has been refused re-employment on the grounds of incompetency or other cause, shall have the right to have his case investigated by a shop committee of employees employed at the Power House, which committee shall have the right to appeal to the Manager Director, on behalf of the employee, when evidence for both sides will be submitted, such investigation if called for to be held within three days, Sundays and holidays not included.

Section (9) Promotions.

When it becomes necessary to reduce a number of employees in any of the Departments the last man employed shall be laid off first, and so on as provided; if any more employees are required in any position the last men laid off in that position will be given preference of re-employment; when any employee has been advanced to any position, and such position is affected by a reduction of employees, the employees so advanced shall be reduced to the position and rank from last advanced in preference to being laid off.

Section (10) Day Workers.

All crafts working day work shall observe Saturday afternoon, and if retained to work shall be paid time and one-half from 12 o'clock noon. This clause to be observed for the electricians, coalmen, boiler cleaners, and all their different help.

Should these crafts be working shifts, same conditions would apply as to their working four hours on Saturday.

Section (11) Leave of Members.

Any member of the Association who may be elected to an office or assigned to any duties by the Association affecting this agreement, which shall require his or their temporary leave of absence, shall be granted leave of absence without pay in so far as the regular operation of the plant will permit, and provided a day's notice is given beforehand to the superintendent or foreman, and upon their return they shall be entitled to their respective positions, leave not to exceed one year.

Section (12) Recognition of Association.

The Company recognize the employees' Association and will not discriminate against any employee because of connection with same.

The Association on the other hand will not molest or interfere with any employee who is not a member of the Association.

Section (13) Changing of Agreement.

This agreement and provisions thereof shall continue in force and be binding upon the respective parties hereto until the 15th day of February, 1920, and from year to year thereafter, unless changed by the respective parties hereunto.

Either of the parties hereunto desiring a change in any section or sections of this agreement shall notify the other party in writing

of the desired change in thirty (30) days prior to the end of any year, which is the 15th day of February; upon such notice the agreement shall be opened to consider the desired changes to be made.

In witness whereof the parties hereto have caused these presents to be executed.

For the Company:

For the Association:

A COMPARATIVE STATEMENT OF WAGES.

	Old rate paid.	New rate requested.	New rate recommended.
Engineers	\$140.00	\$168.00	\$154.00
Assistant engineers	115.00	132.00	123.50
Traffic man	100.00	120.00	112.00
Head boiler attendant	115.00	132.00	123.50
Crane engineer	per hour..... .65	190.00	.77½
Electricians	per hour..... .50	.70	.60
Ash wheelers	per hour..... .41½	.50	.50
Boiler cleaners	per hour..... .45	.55	.55
Combustion men	per hour..... .42½	.50	.50
Coal elevator attendant	per hour..... .42	.52	.52
Coal elevator assistant	per hour..... .41	.50	.50
Firemen	per hour..... .42½	.52½	.52½
Day labourers	per hour..... .39½	.50	.50

Report of Board in Dispute between the Canadian Northern Express Company and certain of its employees.

A report was received from the Board established to deal with the dispute between the Canadian Northern Express Company and certain of its employees, being members of the Canadian Brotherhood of Railway Employees. The Board was composed as follows: the Honourable Mr. Justice T. L. Metcalfe, Winnipeg, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. James F. C. Menlove, Winnipeg, and Fred Bancroft, Toronto, nominees of the company and employees respectively. Mr. Harold J. Riley, Winnipeg, who had previously been appointed a member of the Board on the nomination of the Company, having resigned, Mr. Menlove was appointed in his stead. The report was signed by the chairman and Mr. Bancroft and contained recommendations as to the settlement of the dispute. A minority report was presented by Mr. Menlove. Advice was later received in the Department that the findings of the

Board were acceptable to the employees concerned.

Report of Board.

In the matter of the Industrial Disputes Act, 1907, and of a dispute between the Canadian Northern Express Company, employer, and certain of its employees, being members of the Canadian Brotherhood of Railroad Employees, employees.

To the Honourable Gideon Robertson,
Minister of Labour,
Ottawa, Ontario.

The undersigned members of the Board of Conciliation and Investigation, established on the 8th day of September, A.D. 1919, under the provisions of the above mentioned Act, relative to the differences above stated, have the honour to report as follows:

The Board held its first meeting at Winnipeg on Thursday, 2nd instant, and

thereafter at Winnipeg on 3rd and 4th instant; at Montreal on 7th instant; and at Toronto on 8th, 9th, 10th and 11th, at which latter date this report was concluded. All the members of the Board attended all the meetings.

At the Winnipeg meeting the Company was represented by its general superintendent, Mr. Muir, and its traffic supervisor, Mr. Bellrose; the employees were represented by Mr. J. W. Watson and Mr. N. L. Preston.

During this meeting it transpired that there were eastern claims of importance, to prove which a large number of eastern witnesses would be tendered. The Board concluded to start for Montreal at once, and to meet later in Toronto, and so notified the eastern representatives of the men by wire.

Arriving at Montreal on the morning of the 7th instant, the Board met immediately after arrival and continued in session until shortly before the departure of the night train for Toronto; at this meeting and at the subsequent meetings in Toronto the men were represented by Mr. Watson and Mr. Preston, above mentioned, and also by Mr. Costello; the Company by Mr. Muir and Mr. Bellrose, and also by Mr. Wiggins.

On behalf of the employees a claim was made which, it was stated, extended universally over the whole eastern division, for two hours' overtime, on these grounds: it was stated that when it was agreed to shorten the time from a ten to an eight hour day it had also been agreed to date such overtime back to September 1st, 1918, and that in many cases such back overtime had not been paid; that (not including Toronto) there were at Quebec 11 of such claims, at Ottawa 8, at Montreal 21, and at Port Hope 1. Mr. Costello produced statements of each claim; Mr. Muir consented to their being filed and at once offered to pay any of these claims which had not already been paid; the hearing on this matter was then adjourned to Toronto for inspection of the Company's books.

The next day at Toronto it appeared that there were 15 of such overtime

claims; by mutual consent Messrs. Wiggins and Bellrose for the Company, together with Messrs. Watson, Costello and Preston for the men, inspected the books of the Company at the head office, Toronto, and finally an agreement by mutual consent was made and reported to the Board to the effect that the number of hours had been agreed to; that Mr. Wiggins and Mr. Costello would travel to the different points with cheques for the amounts made out, pay over such cheques and deduct therefrom all sums already paid on such overtime, or as the men termed it generally, the 9th and 10th hours.

In addition to this question of overtime the Board had presented to them various claims made by the men's representatives of alleged violation of the schedule. At the Montreal sitting of the Board the question of the dismissal of Mr. Stapleton and Mr. Purvis came before the Board. These two former employees had been dismissed from the service, and upon the evidence being heard, Mr. Muir, general superintendent of the Company, stated that Messrs. Stapleton and Purvis could have their positions back immediately; with their full seniority rights and the rates paid that they were enjoying at the time of dismissal.

The men's representatives at this sitting also brought up the question of what is known as the "split shift." It was urged by the men's representatives that employees were compelled to work on the split shift against their will.

Mr. Muir stated before all the parties and to the Board that under the terms of the schedule no employee need work as split shift if he had the slightest objection to it. There were other complaints of a minor nature brought before the Board at Montreal which were adjusted to the mutual satisfaction of both parties.

At the Toronto sitting various charges of alleged discrimination against employees for belonging to the Union were heard. Officials of the Company strongly denied that they at any time interfered with the rights of the men to be-

long to any organization that they desired. Mr. Muir, the superintendent, stated repeatedly before his own officials, the men's representatives and the Board, that the policy of the Company was one of absolute non-interference with the rights of the employees to belong to any union that they desired.

Possibly the most important question before the Board was the claim made on behalf of Mr. Watson, one of the representatives. The representatives of the men urged that Mr. Watson, as general chairman of the employees, had been refused the opportunity of exercising his rights under clauses 5 and 13. The general superintendent for the Company stated quite plainly that he had refused to meet Mr. Watson during the recent period.

It would appear from the evidence that Mr. Watson had been received by the Company as general chairman for the employees extending from the time of the completion of the schedule until the Winnipeg general strike, and that as general chairman he was recognized as having all the rights contemplated by the said schedule. The Board heard at considerable length the argument on both sides as to whether Mr. Watson represents the employees, or as to whether he does not. The men urged that Mr. Watson, as general chairman of the employees, is entitled to all the privileges outlined in the schedule. The Company stoutly denies this on the ground that during the Winnipeg strike Mr. Watson was requested to return to work and did not do so, and, consequently, loses his seniority and his rights as an employee. This claim made by the employees on behalf of the general chairman is based upon Articles 5 and 13. Clause (b) of Article 5 states: "In the event of the employees desiring to maintain a paid general chairman, the employee accepting same will not lose his seniority standing while so engaged."

Articles 13 is as follows:

(a) An employee disciplined, or who considers himself unjustly treated, shall have a fair and impartial hearing, provided written request is presented to his immediate superior

within five days of the date of the advice of discipline and the hearing shall be granted within five days thereafter.

(b) A decision will be rendered within seven days after the completion of hearing. If an appeal is taken it must be filed with the next higher official and a copy furnished the official whose decision is appealed within five days after day of decision. The hearing and decision on the appeal shall be governed by the time limits of the preceding section.

(c) At the hearing, or on the appeal, the employee may be assisted by a committee of employees or by one or more duly accredited representatives.

(d) The right of appeal by employees or representatives, in regular order of succession and in the manner prescribed up to and inclusive of the highest official designated by the Company, to whom appeals may be made, is hereby established.

(e) An employee on request will be given a letter stating the cause of discipline. A transcript of evidence taken at the investigation or on the appeal will be furnished on request to the employee or representative.

(f) If the final decision decrees that charges against the employee were not sustained, the record shall be cleared of the charge; if suspended or dismissed, the employee shall be returned to former position and paid for all time lost.

(g) Committees of employees shall be granted leave of absence and free transportation for the adjustment of differences between the Company and the employees.

The majority of the Board, whose names are attached to this report, are of the opinion that the above clauses are sufficiently clear and well understood as to the rights of a general chairman.

They are also of the opinion that Mr. Watson is at the present time general chairman of the employees concerned in this application. Such being the case, the Board recommends to the Company that Mr. Watson be allowed to exercise his opportunities and rights under these clauses as general chairman.

The Board is also of the opinion that if the officials of the Company have private reasons for not meeting Mr. Watson in conference, no good and sufficient reason has been disclosed to the Board for interfering with Mr. Watson's position under the schedule.

There were other minor complaints presented to the Board at the Toronto sitting which involved the interpretation of the schedule. After a discussion

of the subject between both parties and the assurance of the Company's officials that the schedule covering these matters will be lived up to, the Board feels that the other minor matters have been mutually adjusted.

All of which the Board respectfully submits.

Dated at Toronto, this 11th day of October, A.D. 1919.

(Sgd.) THOMAS L. METCALFE,
Chairman.

(Sgd.) FRED BANCROFT,
Member of the Board.

Minority Report of Mr. J. F. C. Menlove.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Canadian Northern Express Company, employer, and certain of its employees.

To the Honourable Gideon Robertson,
Minister of Labour,
Ottawa, Ontario.

In the consideration of the matters presented in the above mentioned case,

I deem it necessary to make a minority report, finding myself unable to agree with the conclusions of the majority report of the Board. In all matters reported on by the Board and attached hereto I unanimously agree, save and excepting the application of Mr. Watson for an order of the Board charging discrimination in sub-section (c) of Article 13. In this I must hold that the facts which came before the Board go to show that Mr. Watson, under the schedule in question, is not and was not after the Winnipeg strike an employee of the Company and according to my interpretation the duly accredited representative of the general employees thereby.

I therefore do not agree in the Board's recommendation that the Company should recognize Mr. Watson in the presentation of appeals of the said employees to the Company and its officers.

All of which is respectfully submitted.

Dated at Toronto, this eleventh day of October, A.D. 1919.

(Sgd.) JAMES F. C. MENLOVE,
Member of Board.

Report of Board in Dispute between the Canadian Press, Limited, and certain of its employees.

A report was received from the Board established to deal with the dispute between the Canadian Press, Limited, and certain of its employees, being members of the Commercial Telegraphers' Union of America, Canadian Press System Division No. 52. The Board was composed as follows: His Honour Judge Colin G. Snider, Hamilton, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. C. O. Knowles and William M. Kennedy, Toronto, nominees of the employer and employees respectively. The report was unanimous and was accompanied by a schedule of wages, rules, regulations, etc., which had been signed by both parties to the dispute.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and in the matter of a dispute between the Canadian Press, Limited, employer, and its employees, being members of the Commercial Telegraphers' Union of America, Canadian Press System Division No. 52, employees.

Toronto, October 14th, 1919.

To the Honourable
Senator G. D. Robertson,
Minister of Labour, Ottawa, Ont.

Sir,—

The Board of Conciliation appointed by you herein has the honour to report as follows:

Pursuant to appointment the Board of Conciliation met the representatives of the parties at No. 154 Bay Street, in Toronto, on Wednesday morning, the 8th day of October, 1919, and proceeded with the hearing.

The members of the Board were all present, Colin G. Snider, chairman; C. O. Knowles, appointed by the employer, and William M. Kennedy, appointed by the employees.

The Board continued in session on the 8th, 9th, 10th, 11th and 14th days of October, 1919, all the members being in attendance. An agreement on all the matters in dispute and the rates of wages was ultimately arrived at unanimously, and a complete schedule of rules, regulations and wages was signed by the representatives of the employer and employees, which was also approved by the Board, and it is returned herewith as part of our report.

All of which we have the honour to submit.

(Sgd.) COLIN G. SNIDER,
Chairman.

(Sgd.) C. O. KNOWLES,
For Employer.

(Sgd.) W. M. KENNEDY,
For Employees.

AGREEMENT.

MEMORANDUM OF AGREEMENT made this 14th day of October, 1919, between the Canadian Press, Limited, through its representatives, party of the first part, and the subordinate unit, No. 52, of the Commercial Telegraphers' Union of America, by its committee duly authorized to act in its behalf, party of the second part.

Witnesseth, as follows:

1. It is agreed that from and after the fourteenth day of October, 1919, the said party of the first part binds itself to the employment in the telegraph service of only competent telegraphers who are members of the Commercial Telegraphers' Union of America, provided said union can furnish such competent telegraphers as are necessary for the business of the said party of the first part, and agrees to respect and observe the conditions and scale of wages of the aforesaid organization incorporated in this agreement.

2. It is agreed that a complete list of all telegraphers in the service in each division, showing seniority standing, dating from the day that the telegrapher entered the service last, and salary, will be supplied by the chief operator to any telegrapher in the service, on demand; errors, if any, in such list, to be corrected on proper representation.

3. It is agreed that when a vacancy occurs in the telegraph service, telegraphers working under this agreement are in line for promotion, other things being equal, length of service in the division where the vacancy occurs shall govern in selecting the man for promotion. All vacancies shall be bulletined immediately as they develop, in a message from the chief operator to all operators in the division in which the vacancy occurs, and forty-eight hours shall be allowed for application to be made. All appointments shall also be bulletined. Appointments shall be open only to operators in the division in which the vacancy occurs; except that operators in other divisions, having previously filed with their chief operator their application for transfer, and establishing reasonable grounds for the request shall be considered as eligible, and as carrying their seniority status with them. Applications for transfer to positions must in all cases be accompanied by proof of sufficient reason for the transfer.

4. It is agreed that in case of reduction of staff, the junior employee in length of service shall be the first to be dispensed with. If for any reason a position at a given point shall be abolished, or transfer made necessary, the telegrapher vacating the position shall have the right to take the position held by the junior telegrapher in the service. When the telegrapher has been forced to transfer on account of position being abolished he shall be given the first opportunity to return to his former place of employment in the event that the service is renewed at that point. Should the telegrapher not care to take the junior position in the service, he shall, nevertheless, retain his seniority rights for twelve months.

5. It is agreed that a telegrapher declining or being unable to accept promotion does not forfeit his right to promotion when another vacancy occurs.

6. It is agreed that no telegrapher covered by this agreement shall be suspended or discharged without just cause. In case a telegrapher is transferred against his will, suspended or discharged, for reasons which he may consider unjust, he may refer the matter to the proper officers for adjustment, who shall hear his appeal forthwith, and he may be accompanied by a fellow employee in presenting his case. If, upon investigation, the telegrapher is cleared of the charges made against him, he shall be reinstated in his former position without prejudice in any respect, receive full pay for all lost time, and be reimbursed for any expense he may have been forced to incur con-

nected with the investigation of such charges. Operators' grievances shall be submitted to the chief operator, with the right to appeal either personally or through the committee to the general manager of the Canadian Press, Limited.

7. It is agreed that a written statement setting forth the results of an investigation will be furnished by the Canadian Press, Limited, to the telegrapher, if requested by him.

8. It is agreed that all telegraphers at sending points shall be required to transmit the news in readable Morse characters, and at a rate of speed that will permit of accuracy on the part of the receiving telegrapher, and be compatible with human endurance. All complaints of a sender's incompetency by the receiving telegrapher on any circuit shall be made to the chief operator for investigation, and if, on investigation, the proof of the sender's incompetency is established, the sender shall be transferred to another position as provided for in this agreement. Telegraphers at sending points shall be obliged to spell out the date line and the first five words of each new item, and transmit all punctuations. Sending telegraphers shall be furnished properly edited copy to facilitate service.

(a) It is agreed that telegraphers shall be responsible only to chief operators.

9. Two consecutive weeks' vacation, with full pay, to be taken between May 1 and November 1 of the current year, shall be taken annually by all operators of one year's continuous service prior to October 1 of the current year. All vacations are to be taken at the time allotted by the chief operator, or the operator shall secure a competent substitute, acceptable to the circuit chief operator.

(a) In the event of a telegrapher who is entitled to a vacation period with pay being discharged, without fault on his part, or leaving the service on proper notice after the time allotted to such telegrapher for his holidays, or after the first of November in the then current year, and before obtaining such vacation, he shall be paid his salary at his regular rate in lieu of the holidays, to be paid at the time of severance of service.

10. It is agreed that suitable typewriters shall be furnished for the telegraphers' use, and kept in good repair. Telegraphers shall not be responsible for distribution of copy, making up of copy books, cutting of paper, or the care of battery jars. Office facilities permitting, telegraphers shall be provided with a separate room, at least ten feet by ten feet, which shall have outside window, electric light, and proper heating and ventilation.

11. It is agreed that all applications for positions on the part of telegraphers not in the employ of the Canadian Press, Limited, shall be made direct to the chief operator. Recommendations or certificates shall be returned to the telegrapher within ten days after his appointment.

12. It is agreed that full holidays will be allowed on all Dominion statute holidays, without deduction of pay. Night telegraphers shall, in addition to regular salary, be paid extra pay at the rate of half time for the night previous to each such holiday.

13. It is agreed that the functions of a telegrapher cease with the sending or copying of the despatch prepared by a responsible editor of Canadian Press, Limited.

14. It is agreed that eight hours, including a thirty minute lunch period, and two ten-minute rest periods, shall constitute a day's work on all circuits. Six days or six nights shall constitute a week's work.

15. It is agreed that the hours of duty shall begin not earlier than 8 a.m. Atlantic time, 8 a.m. Eastern time, with the exception of the telegraphers on the Maritime circuit, who are governed by Atlantic time; 7 a.m. Central and Pacific time, for day men. Hours of duty for night telegraphers shall begin not earlier than six p.m. Earlier calls shall constitute overtime, and no trick shall be split more than once.

16. It is agreed that overtime for the first hour shall be paid on the basis of the next higher even five cents above the wage rate per hour; but after the first hour at time and one-half. Five minutes or under shall not be considered; ten minutes to be considered as one-half hour. For Sunday day calls the rate shall be double the current rate per hour. On all circuits there shall be a lunch relief of not less than half an hour in each day trick and each night trick, and two reliefs of ten minutes each for each trick.

17. It is agreed that if a telegrapher is called back before or after his regular hours, or called on Sunday or a Dominion statutory holiday, he shall be paid at the overtime rate applicable, and for at least one and one-half hour. Each day's time shall be separate from every other day's time.

18. It is agreed that any telegrapher desiring to resign shall give the chief operator of the division at least ten days' notice thereof, or be fined, or suspended, or both, by the union; and the Canadian Press, Limited, agrees that it will give the telegrapher at least ten days' notice of the suspension of the service, or the equivalent in money, or transfer him to another position.

19. It is agreed that no telegrapher, regularly employed by the Canadian Press, Limited, shall be permanently engaged as a telegrapher operator in any other position, and violation of this rule shall be considered sufficient ground for suspension or dismissal.

20. It is agreed by Canadian Press System, Division No. 52, Commercial Telegraphers' Union of America, through its committee duly authorized to act, that no telegrapher or telegraphers covered by this agreement shall participate in sympathetic strikes or walk-outs of

any nature, except as sanctioned by the International officers of the Commercial Telegraphers' Union of America.

21. It is agreed that difference as to the rights of either party to this agreement shall be submitted to a Board of Arbitration whose decision shall be final and binding. The said Board to consist of a representative of the Canadian Press, Limited, a representative of the telegraphers, and a third to be selected by the two nominees, and failing to agree on the third arbitrator the Department of Labour at Ottawa shall be asked to name him.

22. It is agreed that in case of sickness a telegrapher may obtain leave of absence for a period of three months, after which time it will be in the discretion of the chief operator and chairman of the Telegraphers' Committee as to the necessity for further extension of leave, in a bona fide case, retaining continuous service record in each or both cases.

The following scale of wages is agreed upon:

	Day.	Night.
Maritime Section	\$33.00	\$34.00
Ontario and Quebec, Lines.	40.00	41.00
" " Bureau	45.00	46.00
Western Lines	41.00	42.00
" Bureau.....	45.00	46.00

Said Bureau Offices to be at Victoria, Vancouver, Calgary, Winnipeg, Ottawa, Toronto and Montreal.

This agreement shall take effect on and from the fourteenth day of October, 1919,

and remain in force until the first day of September, 1920, and from year to year thereafter, until thirty days' notice in writing prior to the first day of September, in any year, is given by either party to the other of an intention to cancel it, in whole or in part, and of such change or changes as the party giving the notice desire to have made.

It is agreed that the scale of wages herein agreed on shall be effective on and from September 28th, 1919.

In witness whereof the parties hereto have by their duly authorized agents set their hand.

Canadian Press, Limited:

C. O. KNOWLES,

General Manager

W. M. KENNEDY,

General Chairman,

Local 52, Canadian Press System

Division C.T.U.A.

F. A. MACDOUGALL,

Assistant General Chairman.

C. H. GIBBS,

Assistant General Chairman,

(per F. A. MacDougall,
power attorney.)

ROSCOE H. JOHNSON,

International President,

Commercial Telegraphers'

Union of America,

(per W. M. Kennedy,
power of attorney.)

Report of Board in Dispute between the Marconi Wireless Telegraph Company of Canada and certain of its employees.

A report was received from the Board established to deal with the dispute between the Marconi Wireless Telegraph Company of Canada, Limited, and certain of its employees, being Marconi Wireless Operators, members of Commercial Telegraphers' Union of America, Local 61, Certified Operators of the Great Lakes Division only. The Board was composed as follows: The Honourable Mr. Justice F.S. MacLennan, Montreal, chairman, appointed by the Minister in the absence of a joint recommendation from the two other members, Messrs. Bernard S. Rose, Montreal, and Thos. Taylor,

Toronto, nominees of the company and employees respectively. The report was unanimous and was accompanied by a proposed schedule of wages, rules, regulations, etc.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Marconi Wireless Telegraph Company of Canada, Ltd., employers, and its Marconi wireless operators, members of the Commercial Telegraphers' Union of America, Local 61, certified operators of the Great Lakes Division, employees.

Montreal, October 21st, 1919.

Honourable Gideon D. Robertson,
Minister of Labour, Ottawa, Ont.

The Board of Conciliation and Investigation, composed of the Honourable Mr. Justice F. S. MacLennan, chairman, Mr. Bernard Rose, representing the Company, and Mr. Thomas Taylor, representing the employees, established under the Industrial Disputes Investigation Act, 1907, in connection with the differences between the Marconi Wireless Telegraph Company of Canada, Limited, and its employees, being Marconi wireless operators, members of the Commercial Telegraphers' Union of America, Local 61, certified operators of the Great Lakes Division only, met at the Court House, in the City of Montreal, on 15th October, 1919, have been in daily session continuously from day to day and have the honour to report as follows:

1. The Company was represented by Messrs. Thomas Robb, vice-president, A. H. Morse, managing director, A. L. MacCullum, manager, and T. H. Pearson, traffic manager, and the operators by Francis Cuthbert Allen, general chairman, Henry Lightbown and C. J. Prance.

2. The Board wish to strongly emphasize the splendid spirit shown by the Company and its officials in dealing with and meeting the representatives of the employees. There was an evident desire on the part of all those representing the Company, particularly Mr. Thomas Robb, vice-president, and Mr. A. H. Morse, managing director, to fully and freely discuss, without any bias whatsoever, the demands of the men. In fact, they at once admitted without any further parley, that the men were entitled to concessions, but although desirous of complying with any reasonable demands made, they regretted their inability to do so, owing to the conditions being such that any increase in wages would add to the substantial deficit which the Company already suffers in the operating of its coast stations on the Great Lakes.

3. The Board after listening to the evidence adduced by the Company, concluded that it could do very little towards making an award unless the disabilities under which the Company laboured were removed.

4. It came out, in the course of the evidence submitted by the Company, that the stations on the Great Lakes were operated under a contract entered into between it and the Government of Canada, in the year 1911, under the terms of which the Government pays the Company \$3,500.00 per annum for each station. The Government itself is operating ten stations on the West coast at an approximate cost of \$5,000.00 each per annum. It was quite apparent that at the time the contract was made it could not have readily been foreseen that the cost of maintenance, operation, etc., would have increased so remarkably as it did owing to the war and which still prevail with no likelihood of abatement. When these facts were known, the men expressed an appreciation of the Company's position, that won the Board's commendation. They saw, as readily as did the members of the Board, how impossible it was to grant their demands unless there was a radical revision of the contract.

5. The evidence disclosed showed that the stations on the Great Lakes were being operated at an annual loss of approximately five thousand five hundred dollars (\$5,500.00), and this deficit will be greatly increased if the Company accepts the recommendations of the Board, unless the Government consents to the payment of an increased annual allowance for the service rendered to it. The Company therefore could not concede the demands of the men in the matter of increased compensation, while at the same time admitting that the operators were entitled to such.

6. In view of these circumstances the Board, after further deliberation, decided that it would hold a session in Ottawa in order to lay these facts before the Honourable, the Minister of Labour. Notwithstanding the financial position of

the Company being such as has already been described, it was thought that nothing could be gained by further adjournment or discussion, and that, seeing that the matter was one between the Company and the Government, its award had best be made without any further delay. They were furthermore induced to reach this conclusion as a result of the Company declaring its belief that it could secure increases from the shipowners in connection with the employment of operators on the ships.

7. The Board wishes to strongly emphasize the justice, both in the interest of the Company and its men, of an immediate revision of the contract. It is unfair to the Company and its employees that they should be governed or affected by an agreement entered into several years ago, which it is impossible for the Company to carry out as a result of the happening of causes over which it had no control. The revision of this contract is something that the Board can merely refer to in passing. However, the members are unanimous in suggesting to the Honourable, the Minister of Labour, that steps be taken without any delay to have this contract radically modified.

8. The Board would be anxious to have the men enjoy the benefits of the award without any undue delay. Knowing the present financial position of the Company it foresees difficulty if this is not done.

9. It is unnecessary for the Board to point out that the service involved is a very important one, and nothing should be left undone by the Government to have it in continuous operation, which is only possible where the men employed are satisfied with working conditions and remuneration.

10. The Board after very careful consideration of all the evidence and circumstances bearing on the questions submitted unanimously recommends that the Rules, Regulations, Working Conditions and Rates of Pay set forth in Schedule "A" hereto annexed should be accepted by both parties.

The whole respectfully submitted.

(Sgd.) F. S. MACLENNAN,
Chairman.

(Sgd.) BERNARD ROSE.

(Sgd.) THOS. TAYLOR.

SCHEDULE "A."

RULES, REGULATIONS, WORKING CONDITIONS AND RATES OF PAY recommended to govern the Marconi Wireless Telegraphers of the Great Lakes Division, in the employ of the Marconi Wireless Telegraph Company of Canada, Limited.

ARTICLE No. 1.

(a) A list showing the seniority of all telegraphers shall be supplied the general chairman, the division superintendent and the officer-in-charge of each coast station, such list to be kept corrected to date by the Company.

(b) Telegraphers' right of promotion will extend over each telegraph superintendent's division, and will be governed by merit, fitness and ability. Where these are sufficient the senior telegrapher will be given preference.

ARTICLE No. 2.

(a) Any telegrapher in good standing whose services have been dispensed with on account of reduction of force shall be given a certificate and preference in the filling of new positions or vacancies for such new position or vacancy.

ARTICLE No. 3.

(a) In case of reduction of staff, the junior telegrapher will be dispensed with, and if reductions necessary in higher grades, the junior in higher grade will have the preference of continuing in the service, but at a reduced salary, and so on through each class until the junior class is reached.

ARTICLE No. 4.

(a) Coast station telegraphers on completion of one year's service shall be granted two weeks' leave of absence at the Company's convenience each year with full salary and maintenance allowance.

ARTICLE No. 5.

(a) In the event of a coast station being short-staffed—that is being a 24-hour station—having less than three operators on its payroll—for more than one week, then the pay of a second year operator shall be distributed among the two working operators for such time beyond one week as they shall maintain a 24-hour watch.

ARTICLE No. 6.

(a) The Company shall meet a committee of two to five employees to deal with all matters in dispute, such as wages, conditions of labour, grievances, etc., whether the foregoing be alleged or actual.

ARTICLE No. 7.

(a) Telegraphers leaving the service of their own accord shall be required to give the Company fifteen days' previous notice in writing.

(b) Before dispensing with the service of a telegrapher, the Company shall give telegrapher fifteen days' previous notice in writing.

(c) Above mentioned notice may be in the form of service message or letter, but a clear fifteen days' previous notice must be in possession of party receiving such notice before same shall be considered as taking effect.

(d) A telegrapher, leaving the service of the Company, will, upon request, as soon as practicable, be furnished with a certificate by the proper official, stating term or terms of service, capacity in which employed.

ARTICLE No. 8.

The rates of pay for telegraphers on coast stations and on ships on the Great Lakes Division shall be as follows:

1st year	\$ 70.00 per month
2nd year	80.00 per month
3rd year	90.00 per month
4th year	100.00 per month
5th year	110.00 per month
6th year	120.00 per month

(a) Charge allowance of \$15.00 per month payable to officers-in-charge of coast stations.

(b) Charge allowance of \$5.00 per month payable to officers-in-charge of ship stations carrying two operators.

(c) Allowance for provisions, fuel and lodging, \$40.00 per month; lighting and water bills to be paid by the Company. Where it is desired to utilize electric current, oil, etc., for purposes other than lighting, special arrangements must be made with the Company.

(d) A uniform allowance of \$50.00 per annum will be paid to operators serving on ships where uniforms are required to be worn. Trim-mings to be supplied by the Company.

(e) Coal will be supplied by the Company in accordance with actual requirements for operating individual stations other than dwellings.

(f) The time served by operators employed temporarily owing to seasonal conditions will be counted towards seniority if they remain in the Company's service and have not quitted

it of their own accord, except at the close of the season of navigation, or been dismissed for misconduct.

ARTICLE No. 9.

(a) Salary shall commence from and shall include date upon which the telegrapher is engaged by the Company, which date of engagement shall mean the day upon which the telegrapher receives written instructions to proceed and does proceed to move to assume the duties to which he has been appointed. On regularly quitting the service, as provided herein, salary shall continue until his return to the place of his engagement, to which the telegrapher will travel with due expedition.

ARTICLE No. 10.

(a) In all cases of transfer, sufficient funds shall be advanced to cover reasonable expenses incurred, and telegraphers travelling on the Company's service shall be entitled to first class rail and steamship fare, hotel accommodation and board.

(b) Vouchers (where procurable) shall be secured and filed with the Company when statements of expense are submitted.

(c) Orders of transfer to or from a station shall be in writing and may be communicated by message (Radio or Landline) or by letter, verbal orders to be of no effect unless accompanied by written instructions.

ARTICLE No. 11.

The Company undertakes to insert in its agreements with ship owners a provision that the latter shall undertake to provide the wireless operator employed upon the said ship with medical and other attendance in accordance with the terms of the ship's articles, as well as with comfortable sleeping accommodation and board in the first cabin or in the officers' mess at sea or in port, and where more than one operator is employed, to provide sleeping accommodation for them in a suitable room separate from the wireless room.

ARTICLE No. 12.

(a) No deduction from salary shall be made where a telegrapher is travelling on Company's service or transferring to another station.

(b) No deduction from salary shall be made in the case of the Company's telegraphers acting as duly elected representatives of the Great Lakes Wireless Telegraphers when proceeding to a point specified by the Company for discussion of matters in dispute.

ARTICLE No. 13.

In the event of the Company and the operators not agreeing as to the interpretation or meaning of any of the foregoing Rules, Regula-

tions or Working Conditions, such difference shall be referred for determination to the Minister of Labour whose ruling shall be final.

ARTICLE No. 14.

The foregoing Rules, Regulations, Conditions

and Rates of Pay shall be made effective from 1st October, 1919.

(Sgd.) F. S. MACLENNAN,
Chairman.

(Sgd.) BERNARD ROSE.
(Sgd.) THOS. TAYLOR.

PROCEEDINGS OF THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

THE Department has received six new decisions of the Canadian Railway Board of Adjustment No. 1. Case No. 40 relates to rates of pay and allowances to engineers and firemen on the Western lines of the Canadian Pacific Railway. Case No. 41 has reference to rates of pay and rules for overtime for engineers on the Eastern lines of the Canadian Pacific Railway. Case No. 42 deals with a dispute as to the wages of conductors and trainmen on the Western lines of the Canadian Pacific Railway. Case No. 43 relates to the payment of engineers and firemen of the Toronto, Hamilton and Buffalo railway when their work combines road and yard services. Case No. 44 has reference to a claim of the railway employees of the Cumberland Railway and Coal Company that they should come under General Order No. 27 and Supplements thereto. Case No. 45 relates to the rates of pay for the clerical staff of the Great North Western Telegraph Company and the effective date of the schedules of the clerical staff and of telegraphers.

Case No. 40.—The Canadian Pacific Railway Company (Western Lines) and the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen.

The matters in dispute in this case had to do with mountain and valley rate differentials, rates of pay for the snow plough service, and allowances for preparing the engines and for switching service. The mountain and valley differentials are two rates in the present schedule on the Western lines of the

Canadian Pacific Railway, both of which are higher than the standard rates. If Supplement No. 15 to General Order No. 27 is applied, there will be an increase in the valley rates, except in the case of firemen in a few classes of engines. The mountain rates are higher than those called for by Supplement No. 15. It was claimed by the employees that these differentials were special allowances that had been long established and that by Article 10 of Supplement No. 15 the differentials are preserved, and it is provided that there shall be the same percentage of increases on them as in the case of the rest of the service of which they are a part. The company contended that the existing rates were higher than the awarded rates and were therefore not affected by Supplement No. 15, Clause (b) of Article 22, which reads, "Rates of pay in road, yard or hostling service, which are not affected by Article 9 and which are higher than herein provided, shall not be reduced."

With regard to the snow plough service the employees contended that the way freight rate for this service was a special allowance for a class of service that subjects the engineers and firemen to unusual hardships, and that Article 10 of Supplement No. 15 provides that this special allowance will be preserved and receive the same percentage of increase as the service of which it is a part. The company, however, contended that Article 4 of the Supplement abolished the way freight rate for snow plough service.

With regard to the allowance for preparing the engine, the present schedule

provides that engineers and firemen in road service shall appear on duty 45 minutes before departure time of their train and that they shall be paid for such time. In Article 11 of Supplement No. 15 it is provided that in all classes of service, engineers', firemen's and helpers' time shall commence at the time they are required to report for duty, and shall continue until the engine is placed on the designated track or until they are relieved at the terminal. The employees contended that the payments for preparatory time and initial and final terminal delay were arbitrary allowances that are paid separately from the mileage made and that Article 10 of Supplement No. 15 provided for the payment of these arbitraries. They further claimed that Article 23 of Supplement No. 15 clearly contemplated that rules providing for arbitraries and special allowances would remain undisturbed. The company contended that Article 11 of Supplement No. 15 definitely set the beginning and ending of a day in all classes of service and that the company might designate the time for reporting for duty.

With regard to switching service, there was a similar matter in dispute. The men contended that preparatory and inspection allowances were for individual service not properly within the scope of yard service, and that they should therefore be permitted to retain these arbitrary or special allowances. The company contended that these arbitrary or special allowances were abolished by Article 20 of Supplement No. 15, and that by Article 11 the company had the right to designate the time for reporting for duty, and that the beginning and ending of a day in all classes of service was definitely set by this article.

In the decision of the Board reference was made to the terms of the agreements of August 7, 1918, between the Canadian Railway War Board and the various railway organizations. The preamble of the agreement confers upon the mem-

bers of the Board full power to determine all differences between any of the railways and any classes of its employees that are signatories to the agreement, including the application to the railways of Canada of General Order No. 27 of the United States Railroad Administration, with authority to make such amendments or additions in line with such amendments or additions as may be made thereto for the railroads in the United States as may be necessary. It was also provided in the agreement that wages and hours established by General Order No. 27 and amendments thereto should be incorporated into existing agreements on the several railways and any differences arising between the management and the employees on any of the railways as to such incorporation should be decided by the Canadian Railway Board of Adjustment No. 1. In the opinion of the Board this indicated that any revision of wages and hours under the application of General Order No. 27 or supplements thereto, would necessarily and automatically carry with them any conditions attached to, and a part of, such revisions of wages and hours. Supplement No. 15 to General Order No. 27 declared in its preamble: "Effective January 1, 1919, except as otherwise provided herein, as to employees herein named, the following *rates of pay and rules for overtime and working conditions* upon railroads in Federal operation are hereby ordered." It was stated that Interpretation No. 1 to Supplement No. 15, which was issued on August 21, 1919, contained a provision which, if applied, would dispose of a number if not of all the questions in dispute. The Board therefore decided that all of the provisions of Supplement No. 15, and as further outlined in Interpretation No. 1 thereto, should be applied unless otherwise mutually agreed. The Board further stated that if there were still any specific questions unsettled after a further conference between the parties it would be prepared to deal with them upon their submission in the usual manner.

Case No. 41.—The Canadian Pacific Railway Company (Eastern Lines) and the Brotherhood of Locomotive Engineers

This case like the preceding one also relates to the application of Supplement No. 15 to General Order No. 27. It has reference to locomotive engineers on the Eastern lines of the Canadian Pacific Railway. The dispute relates to the interpretation of Clause (a) of Article 11 of this Supplement, to which reference is made in Case No. 40 above, and Article 3 of the present schedule which provides that the day's work for road engineers will begin fifteen minutes before the time ordered for, and will end eight hours thereafter, or when registered in at the roundhouse, or when the engine is put in charge of a hostler or inspector. It also provides that road engineers will be paid for thirty minutes for getting the engines ready before going out on the run and that single shift transfer engines will be classed as road engines. The company referred to Article 22, Clause (a) of Supplement No. 15, which states: "Rules for overtime and working conditions which are in conflict with any conditions of this order, but no others, shall be changed to conform to the provisions hereof." The company contended that Clause (a) of Article 11 of this Supplement definitely set the beginning and ending of a day in all classes of service and should therefore apply regardless of present rules; and that Clauses (a), (b) and (c) of Article 3 of the present schedule should be eliminated. The employees contended that payment for preparatory time and initial and final terminal delays were arbitrary allowances paid regardless of the mileage made; and that Article 10 provided for the payment of these arbitraries. The men further contended that Article 7 of the memorandum of agreement of August 24, 1918, referred only to wages and hours and not to conditions established by General Order No. 27 and amendments thereto.

The decision of the Board was exactly the same as that given in Case No. 40.

Case No. 42.—The Canadian Pacific Railway (Western Lines) and the Brotherhood of Railroad Trainmen

This case has reference to two matters in dispute: (1) As to whether the rates which were higher in the existing schedule as a result of differential rules should be increased; (2) As to the incorporation in the existing schedule of certain articles contained in Supplement No. 16. In a statement of their contentions the employees claimed that the existing schedule provides the payment of certain differentials on the mountain sub-division and on the semi-mountain territory in excess of the rates which obtain on the valley territory of the British Columbia district, which is described as the basic rate of that territory. Reference was also made to various other differentials on the Canadian Pacific Railway lines in British Columbia. It was contended by them that, under the agreement between the Canadian Railway War Board and the organizations, the only changes that should be made in their existing schedules in applying Supplement No. 16 were with regard to rates of wages and hours of service—hours of service meaning the hours of the basic day and not the time from the beginning and end of the working day. It was further claimed that the differential rules in the schedule should remain intact and that the men affected did not at any time agree to be governed by the same rules of service as those adopted by the United States Railroad Administration. On behalf of the company, it was contended that rates of pay on certain of the lines in question were higher than those provided for by Supplement No. 16. It was claimed that Article 21 of that Supplement clearly implied that rates which are higher are not affected, except that they shall not be reduced. For this reason the company claimed that in order to apply Supplement No. 16 to the existing agreement, portions of Articles 4 and 11 of the Supplement relating to payment for extra service, and with regard to the beginning and

ending of a work day and payment for mileage, should be embodied.

The decision rendered in this case was similar to those rendered in the preceding cases, Nos. 40 and 41, the parties to the dispute being referred to Supplement No. 16 and Interpretation No. 1 thereof which was issued on August 21.

Case No. 43.—The Toronto, Hamilton and Buffalo Railway and The Brotherhood of Locomotive Engineers, and the Brotherhood of Locomotive Firemen and Enginemen

This case has reference to a disagreement between the Toronto, Hamilton, and Buffalo Railway and its locomotive engineers and firemen in applying the rules of Supplement No. 15 to the existing schedules of rates of pay. Article 41 of the existing schedule provides that "men required to perform a combination of more than one class of service during a day or trip will be paid at the rate and according to the rules governing each class of service for the time or mileage engaged in each, but will be paid for the entire day or trip not less than a minimum day at the highest rate applying for any class of service performed during such day or trip." The company claimed that under this clause it had always been permissible to use enginemen in the combination of road services, or of road and yard service, on the basis of continuous time with the guarantee of a minimum day at the highest rate. The employees contended on the other hand that there was nothing in Supplement No. 15 which contemplated the combination of road and yard service; that the two services were separate and distinct; and that in the absence of a provision for such a combination, clauses in existing contracts providing for such service should be cancelled. It was further contended that the combined road and yard service should be paid for under Article 5 (c) of the Supplement and Article 31 of the existing contract, which reads "Eight hours or less shall constitute a day's work in yard service."

In the decision of the Board the claim of the company was sustained on the ground that the provisions of Supplement No. 15 did not contemplate any change in the application of Article 41 of the engineers' and firemen's schedule quoted above.

Another disagreement arose with regard to the application of Clause (a) Article 11 of Supplement No. 15 to the existing schedule. This clause reads as follows: "In all classes of service, engineers', firemen's and helpers' time will commence at the time they are required to report for duty and shall continue until the time the engine is placed on the designated track or they are relieved at terminal." Articles Nos. 1 (f), 10 (b) and (c) read as follows: "1 (f) In extra passenger service engineers and firemen called at Hamilton will be called to leave Dundurn Street at a specified hour, and time on duty will begin thirty minutes prior to the hour so specified." "10. (b) In all classes of road and switching service, an engineer's and fireman's time will commence at time they are required to report for duty, and will conclude ten minutes after the engine is placed on the designated track or relieved by hostler at terminal. If an engineer or fireman reports later than time required, then time begins when he actually reports. (c) In regular and extra freight and single crewed switching engines, engineers and firemen are required to report 45 minutes before time train is timed to leave." It was contended by the company that these articles of the existing schedule should be eliminated and replaced by Clause (a) of Article 11 of Supplement No. 15, which is quoted above. It was further contended by the company that on account of the heavy rate of payment for overtime in the yard service it was not intended that they should be required to continue the present preparatory time of 45 minutes and be required to pay for such time at the rate of time and one half. The employees contended that there was nothing in Supplement No. 15 cancelling Articles 1 (f), 10 (b) and

(c) of the existing contract, and that these articles should be carried into the new contract, together with Clause (a) of Article 11 of Supplement No. 15.

In the decision of the Board the claim of the employees was sustained on the ground that the United States Railroad Administration did not contemplate by the provisions of Supplement No. 15 any change in the application of the above mentioned articles of the existing contract.

Case No. 44.—The Cumberland Railway and Coal Company and The Brotherhood of Locomotive Engineers, The Brotherhood of Locomotive Firemen and Enginemen, The Brotherhood of Railroad Trainmen and The Order of Railroad Telegraphers

The railway employees of the Cumberland Railway and Coal Company, Nova Scotia, sought to have applied to them the rates and conditions effective under Supplements Nos. 13, 15 and 16 to General Order No. 27. They claimed that they were entitled to the same consideration as granted to employees of the adjacent roads and of the Sydney and Louisburg Railway which is operated by the executive heads of the same company. The railway company did not join in the application to the Board, and declined to approve of the submission of the case for decision by the Board. According to the employees, however, the attitude of the company was that this road did not come under the jurisdiction of the Canadian Railway Board of Adjustment No. 1; and that they considered their employees in train service were as well paid as the employees under the McAdoo Award and its supplements; and that the men having been connected with the Miners' Union and having shared in all advances simul-

taneously with them should not consider it advisable to change; and, further, that other branch lines in Eastern Canada were not working under the conditions requested. At the hearing of the Board a representative of the company stated that the company could not promise to be bound by any ruling which the Board might make.

The decision of the Board was as follows:

The Board decides that the employees in engine and train service shall be paid for the period from August 1, 1918, to December 31, 1918, at not less than the rates prescribed in its decision of Case No. 27, governing similar employees of the Sydney and Louisburg Railway, and from January 1, 1919, at the rates of pay and under the rules for overtime and working conditions prescribed in Supplements Nos. 15 and 16 to General Order No. 27 and Interpretation No. 1 to these Supplements, without prejudice to any further amendments applicable.

The Telegraphers shall be paid for the months of August and September, 1918, rates not less than the rates produced by the application of Section A, Article 2, General Order No. 27, and on and from October 1, 1918, at the rates of pay and under the rules for overtime and working conditions prescribed in Supplement No. 13 to General Order No. 27.

In determining the compensation for the employees, the Board directs that consideration be given to such allowances as cheaper fuel, house rental and lighting if enjoyed by the employees, and proper allowance should be made therefor.

The parties to this dispute should endeavour by mutual agreement to reach a satisfactory settlement as to the various wage rates, rules for overtime, and working conditions that are to be adopted, but, if, after conference, any specific questions remain unsettled, the Board will be prepared to deal with them upon submission in the usual manner.

Case No. 45.—The Great North Western Telegraph Company and certain of its employees, being telegraphers clerical forces, etc.

This case has reference to a dispute as to the rates of pay for the clerical staff of the Great North Western Telegraph Company and the effective date.

of the schedules both for the clerical and telegraphers' staffs. The employees submitted a schedule of rates of pay for the clerical forces by groups, calling for a minimum increase of 25 per cent which they claimed they required in order to place their rates of pay on a parity with those of similar classes of employees of their competitors. They stated that negotiations had been in progress since June and asked that the schedule be made effective from January 1, 1919. The company contended that the rates requested were greatly in excess of the salaries paid to similar employees by industrial, mercantile and financial concerns, and claimed that a minimum increase of 10 per cent to the wages of the clerical staff at functional offices which had been offered to, but refused by, the committee of the men was fair and just.

With regard to wages the decision of the Board was as follows:

The Board has not before it sufficient information to deal in detail with the matter of compensation for clerical forces, but finding that recent increases in rates of pay have not been applied to the Great North Western Telegraph Company's employees to the same extent or in the same manner as they have been applied to wages of clerical forces employed by the Company's principal competitor, and to the wages of the clerical forces of the Railway System with which the Great North Western Telegraph Company is claimed to be associated, the Board therefore directs that the parties to the dispute endeavour to agree on a schedule of wages which gives proper recognition of the two considerations above mentioned, having also due regard to variations which exist in respect to classifications, duties and relative importance of offices or positions.

The telegraphers claimed that their new schedule should take effect from

June 15 on the ground that the old schedule was to continue in effect subject to thirty days' notice from either party, and that such a notice requesting a revision of the schedule was given by the employees to the company on May 11. The company contended that new schedules should take effect on October 1, 1919, on the ground that in applying for a schedule in 1918 the men had contended that the wage schedule should be put into effect from May 1, 1918, to run for the period of one year thereafter subject to thirty days' notice. By decision of the Board of Adjustment the schedule had been made effective on September 1, 1918. While the new schedule did not state how long it should be in operation, the company contended that it should be effective for one year from September 1, 1918, and subject thereafter to thirty days' notice. The application of the committee in May for a new schedule was taken by the company as a notice of termination of the existing schedule which they claimed should take place thirty days after September 1, 1918.

The decision of the Board was as follows:

The Board is of the opinion that there is some justification for each of the contentions in regard to the effective date of the revised schedule for Telegraphers, and therefore decides that the effective date shall be August 1, 1919, for any changes in rates of pay, and October 1, 1919, for any changes in conditions.

By another decision the same effective dates were declared to apply to the clerical forces of the company.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1919

THREE strikes, involving 835 employees, were reported as having commenced during October. There were in existence at some time or other during the month 27 strikes, involving 8,710 workpeople. The total time loss on account of industrial disputes was estimated at 147,996 working days, as compared with 165,949 in the previous month, and 67,918 in October, 1918. The time loss occasioned by the 3 strikes which began in October was 8,420 working days, while a loss of 139,576 days is charged to the 24 strikes that commenced prior to October. Termination was reported in the case of 11 disputes

which commenced prior to October. One of the disputes commencing during October terminated during the month, leaving the following 15 strikes, affecting approximately 4,245 workpeople on record October 31: loggers, Chase, Duncan Bay and Vancouver, B.C.; miners, Kimberley; pottery workers, St. Johns; building trades, Montreal; moulders, Brantford; moulders and coremakers, Sherbrooke and St. Catharines; moulders and patternmakers, Toronto; shipbuilders, Sorel; upholsterers, Kitchener; steam and operating engineers, Amherstburg, and glass workers, Montreal and Thorold.

Disputes by Industries

The following is a review of the disputes by industries in the order in which they appear in the statistical table. A brief summary is given of the more important strikes.

LUMBERING.—British Columbia is the only province in which strikes have been reported concerning this industry during the month of October. Up to the end of the month there was a lack of certain information, and no definite statement regarding the general situation can therefore be made. However, it has been ascertained that the Loggers' Union, which within a few months has grown in strength from a 1,400 to a 10,000 membership, made several major demands upon a number of the companies. These demands were stated to include the following conditions: eight-hour day from camp to camp, better food, employment of labour through Union sources,

semi-monthly pay, abolition of contract labour, and the right to organize in all camps. The strike of loggers at Duncan Bay, involving 150 workers, which commenced early in August, remained unterminated at the end of the month as did also a similar strike at Chase, which commenced on September 18, and affected 160 workers. A strike of loggers at East Wellington, involving 123 employees, terminated on October 2, the company refusing the men's demands. Negotiations ended another strike at Beaver Creek. Approximately, the situation for October remains at five strikes, involving 493 employees with a total time loss of 8,638 working days.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—The principal strike in this group, that of the miners at Kirkland Lake, was settled on October 16. This strike commenced on June 12, and con-

tinued for 107 days, involving 11 companies and 525 employees. The men resumed work on the adoption of a wage scale, which was practically the same as the rates existing previous to the strike. The hours remained the same—8 and 9-hour days—and in future it was conceded that workers' committees should meet mine managers with respect to matters in dispute. The men demanded a minimum of \$4.50 per day for underground work and a 44-hour week. The companies claimed that the status of gold mining would not at present bear the strain of additional wages and shorter hours. It was reported that nearly 500 of the men who walked out secured work elsewhere and the companies gradually filled the vacancies. The strike of the miners at Kimberley, B.C., for a general increase of \$1 per day still continued. This strike commenced on September 12, and 200 men were reported still out at the end of the month. The companies were reported as refusing to negotiate with an alleged One Big Union organization. The situation in the group for October may be considered as three strikes, involving 772 employees with a time loss of 13,247 working days.

RAILWAY, CANAL AND HARBOUR CONSTRUCTION.—On September 11, a strike of about 1,200 construction employees of the Welland Canal commenced; the men walking out for recognition of the 8-hour day and the 44-hour week. The strike was not settled when construction work on the canal terminated for the season.

BUILDING AND CONSTRUCTION. — The only important strike in this group, that of the building trades in Montreal, remained unterminated at the end of the

month. The workers in these trades demanded increased wages and shorter hours. Their demands were not granted and a strike commenced on September 2. This strike involved approximately 2,000 men, with a time loss of 52,000 working days. A brief strike, that of electrical workers of one firm in Victoria, B.C., which commenced September 24, was settled by negotiations on October 7. This strike involved 25 workers with a time loss of 125 working days.

METALS, MACHINERY AND CONVEYANCES.—This group again contained the largest number of strikes for the month, there being six strikes in existence, involving 2,181 employees and causing a loss during October of approximately 42,006 working days. All of these commenced during previous months. The metal workers' and machinists' strike at Kingston was terminated October 7, a compromise on wages and hours being agreed upon. This strike started May 9, and affected some 700 employees. Strikes of moulders and patternmakers at Toronto and of shipbuilders at Sorel, affecting 750 and 650 respectively, were still unterminated at the end of the month. Increased wages and shorter hours were being sought in both cases. Information recently received indicated that the boilermakers' strike at St. Catharines terminated by negotiations some months ago, also that the strike of moulders at Windsor terminated on September 30.

WOODWORKING.—In this group, the month's record showed a total of 307 employees concerned in two strikes entailing a loss of 4,104 days. The larger of the two strikes was that commencing at St. Therese, Que., on September 12, and terminating October 16. It in-

volved 277 piano workers who went out on a matter of increased wages and union recognition. The other strike, of upholsterers at Kitchener, which was for increased wages and shorter hours, remained unterminated.

CLOTHING.—A strike of tailors in London was the only one in this group. Forty tailors went out on September 22 for increased wages and the abolition of piece work. They resumed work October 2, their demands being partially granted.

TEXTILES.—From recent information supplied to the Department, it was learned that the strike of the Dominion Textile Company's employees in Montreal, which commenced last June, terminated during August under conditions somewhat different from those recorded in the September issue of the *LABOUR GAZETTE*. Among the terms of settlement, not available at last publication, were the following: The company promised to re-engage all its employees without exception; it promised a wage increase of 10 per cent, commencing October 1; the company recognized the right of its employees to name committees in each department; and it further promised certain readjustments after consultation with these committees.

FOODS, LIQUORS AND TOBACCO.—The strike of 122 bakers in Toronto, which commenced on September 28, was called off on October 14. The strike, which was for day work instead of night work, did not succeed in bringing about any change, and work was resumed under former conditions. Sugar refinery employees to the number of 465 at St. John

went out on strike September 30 for increased wages, shorter hours and union recognition. The strike was terminated by negotiations on October 6, the demands of the employees being partially granted. The strike summary in this group totals two strikes, with 587 employees involved and a time loss of 3,365 working days.

TRANSPORTATION.—The coal drivers and 'longshoremen of Toronto, numbering 750, declared a strike on October 2, for increased wages, a 9-hour day and recognition of the union. It was settled by negotiations on October 13, when most of the coal merchants agreed to the 9-hour day with a \$2 per week increase. This was the only strike in this group during the month.

MISCELLANEOUS.—Four strikes, totaling 1,543 employees and a time loss of approximately 17,409 working days, are included in this group. The most important strike under this head was that of the rubber workers in Montreal. On September 29, 1,396 employees in this industry went out on strike because of the discharge of one of their number, which act was interpreted to indicate discrimination against the Union. The employees resumed work October 9, on being assured by the employer that no discrimination was intended. Strikes of glass workers in both Thorold and Montreal still remained unterminated. About 80 employees in the former place and 60 in the latter were involved. Seven musicians in a Hamilton theatre orchestra went out on strike on September 1, for an increase of 50 cents each performance. They resumed work October 9, their demand being granted.

STRIKES AND LOCKOUTS DURING OCTOBER, 1919

Industry or occupation.	Particulars	No. of employees affected	Time loss in working days
STRIKES COMMENCING PRIOR TO OCTOBER, 1919.			
LUMBERING.—			
Loggers, Beaver Creek, B.C.....	Commenced August 30. Men demanded that company should engage its employees through the British Columbia Loggers' Union, and later demanded increased wages. Settled by negotiations; demands partially granted. Work resumed October 4.	35	105
Loggers, Chase, B.C.....	Commenced September 18. Demand for the 8-hour day. Unterminated.	160	4,160
Loggers, Duncan Bay, B.C.....	Commenced August 6. For increased wages, shorter hours and better camp conditions. Unterminated.	150	3,900
Loggers, East Wellington, B.C.....	Commenced September 23. Demanding reinstatement of employee and recognition of the union. Demands refused by company. Work resumed October 2.	123	123
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—			
Miners, Kimberley, B.C.....	Commenced September 12. For increased wages. Unterminated....	200	5,200
Miners, Kirkland Lake, Ont.....	Commenced June 12. For increased wages, 44-hour week and recognition of union. Majority of strikers' places filled and mines resumed work October 16.	525	6,825
Pottery workers, St. Johns, Que.....	Commenced November 1913. Against a reduction in wages. Unterminated.	47	1,222
RAILWAY, CANAL AND HARBOUR CONSTRUCTION.—			
Construction workers, (Welland Canal,) Thorold, Ont.	Commenced September 11. For the 8-hour day. Information received indicates that all construction work has closed down for the season.	906	.....
BUILDING AND CONSTRUCTION.—			
Building trades, Montreal, Que.....	Commenced September 2.. For increased wages and shorter hours. Unterminated.	2,000	52,000
Electrical workers, Victoria, B.C.....	Commenced September 24. For increased wages. Settled by negotiations; men returned to work pending the submission of a new scale to all shops in the city. Work resumed October 7.	25	125
METALS, MACHINERY AND CONVEYANCES.—			
Boilermakers, St. Catharines, Ont.....	Commenced April 28. For increased wages. Information received recently indicates this strike had been settled some months ago. Negotiations were carried on with the result that the employees were granted their demands.	75	.....
Metal workers, Kingston, Ont.....	Commenced May 9. For increased wages and shorter hours. A Fair Wages officer of the Department of Labour participated in the final negotiations carried on and a compromise was agreed upon. Work was resumed October 7.	700	3,500
Moulders, Brantford, Ont.....	Locked out May 1. Demand for increased wages. Unterminated....	10	260
Moulders, Windsor, Ont.....	Commenced September 23. For increased wages. Information received indicates that this strike was terminated September 30; a partial increase was granted.	56	.....
Moulders and coremakers, St. Catharines, Ont.	Commenced May 23. For increased wages and shorter hours. Unterminated.	.....	.....

STRIKES AND LOCKOUTS DURING OCTOBER, 1919.—*Continued*

Industry or occupation.	Particulars	No. of employees affected	Time loss in working days
METALS, MACHINERY AND CONVEYANCES.—			
Moulders and coremakers, Sherbrooke, Que...	Commenced September 23. For increased wages. Unterminated....	71	1,846
Moulders and patternmakers, Toronto, Ont..	Commenced May 1. For increased wages and shorter hours. Un-terminated.	750	19,500
Shipbuilders, Sorel, Que.	Commenced August 12. For increased wages and shorter hours. Un-terminated.	650	16,900
WOODWORKING.—			
Piano workers, St. Therèse de Blainville, Que.	Commenced September 12. For increased wages and recognition of the union. Settled by arbitration; increase granted. Work resumed October 16.	277	3,324
Upholsterers, Kitchener, Ont.	Commenced September 25. For increased wages, shorter hours and a minimum wage scale. Unterminated.	30	780
CLOTHING.—			
Tailors, London, Ont.	Commenced September 22. For increased wages and day work instead of piece work. Settled by negotiations; demands partially granted. Work resumed October 2.	40	40
FOODS, LIQUORS AND TOBACCO.—			
Bakers, Toronto, Ont.	Commenced September 28. Demanding that they be changed from night to day work. No change resulted from the strike and work was resumed on October 14.	122	1,342
Sugar refinery employees, St. John, N.B.	Commenced September 30. For increased wages, shorter hours and recognition of the union. Settled by negotiations; demands were partially granted. Work resumed October 6.	465	2,023
CHEMICALS AND EXPLOSIVES.—			
Steam and operating engineers, Amherstburg, Ont.	Commenced June 28. For increased wages and union recognition. Unterminated.	12	312
PUBLIC UTILITIES.—			
Linemen, Greenwood to Allenby, B. C.	Commenced May 28. For increased wages. Information received in the Department indicates conditions no longer affected.	137	.....
MISCELLANEOUS.—			
Glass workers, Thorold, Ont.	Commenced June 18. For increased wages and shorter hours. Un-terminated.	80	2,080
Musicians, Hamilton, Ont.	Commenced September 1. For an increase of 50c for each performance and a new agreement. Settled by negotiations; increase granted. Work resumed October 9.	7	49
Rubber workers, Montreal, Que.	Commenced September 29. Against discharge of employee. Settled by negotiations; men returned to work. Work resumed October 14.	1,396	13,960
	STRIKES COMMENCING DURING OCTOBER, 1919.		
LUMBERING.—			
Loggers, Vancouver, B.C.	Commenced October 16. For increased wages. Unterminated.	25	350
TRANSPORTATION.—			
Coal drivers and longshoremen, Toronto, Ont.	Commenced October 2. For increased wages, 9-hour day, 50-hour week and recognition of the union. Settled by negotiations; demands partially granted.	750	6,750
MISCELLANEOUS.—			
Glass workers, Montreal, Que.	Commenced October 6. For increased wages and shorter hours. Un-terminated.	60	1,320

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING SEPTEMBER, 1919

THE following details with regard to strikes and lockouts in the United Kingdom during September, 1919, based on returns from employers and workpeople, are taken from the October issue of the British *Labour Gazette*.

NUMBER AND MAGNITUDE.—The number of trade disputes beginning in September was 90, as compared with 91 in the previous month, and 101 in September, 1918. In these new disputes about 580,000 workpeople were directly, and 10,000 indirectly, involved; and these figures, when added to the number of workpeople involved in disputes which began before September and were still in progress at the beginning of the month, give a total of about 640,000 workpeople involved in disputes in September, 1919, as compared with 270,000 in August, 1919, and 200,000 in September, 1918. In the following table the new trade disputes for September are summarized by groups of trades:

Groups of Trades.	No. of disputes	No. of workpeople involved.
Building.....	12	3,016
Coal mining.....	12	10,437
Other mining and quarrying.....	2	289
Engineering and shipbuilding.....	9	53,385
Other metal.....	6	1,031
Textile.....	3	183
Clothing.....	2	480
Transport.....	14	508,293
Woodworking and furnishing.....	3	960
Chemical, brick, glass, pottery, etc.....	5	1,498
Food, drink and tobacco.....	1	130
Other trades.....	16	5,535
Local authority service.....	5	2,427
Total September, 1919.....	90	587,664
Total August, 1919.....	91	75,572
Total September, 1918.....	101	174,455

CAUSES.—Of the 90 new disputes, 54 directly involving about 65,000 workpeople, arose on demands for advance in wages; 10, directly involving over 500,000 workpeople, on other wages questions; 4, directly involving nearly 8,000 workpeople, on questions affecting hours; 6, directly involving over 3,000 workpeople, on details of working arrangements; 13, directly involving 5,000 workpeople, on questions respecting the employment of particular classes or persons; and 3, directly involving about 300 workpeople, on other questions.

RESULTS.—During the month settlements were effected in the case of 31 new disputes, directly involving about 17,000 workpeople, and 13 old disputes, directly involving 2,000 workpeople. Of these new and old disputes, 6, directly involving 1,000 workpeople, were settled in favour of the workpeople; 13, directly involving 11,000 workpeople, in favour of the employers; and 25, directly involving 7,000 workpeople, were compromised. In the case of 30 other disputes, directly involving about 515,000 workpeople, work was resumed pending negotiations.

AGGREGATE DURATION.—The number of working days lost in September by disputes which began or were settled in that month amounted to about 2,337,000. In addition, 617,000 working days were lost owing to disputes which began before September and were still in progress at the end of the month. Thus the total aggregate duration in September of all disputes, new and old, was 2,954,000 days, as compared with 3,293,000 days in August, 1919, and 831,000 days in September, 1918. It should be noted that September, 1919, included only four days of the railway dispute.

THE RAILWAY STRIKE IN GREAT BRITAIN

ON September 27 a general railway strike commenced in Great Britain, involving some 500,000 railway workers and ultimately resulting in a time loss of about 4,000,000 working days. It was concluded on October 6, when, after repeated negotiations, the Government guaranteed that there would be no wage reductions before September, 1920, and that until that time the minimum wage would be 51 shillings per week. This was the pivotal factor in the dispute.

The decision to strike resulted from a lengthy dispute carried on since the Armistice by the Government on one side, and what is known as the "Triple Alliance of Labour," an amalgamation of the miners', transport workers' and railwaymen's organizations on the other. The railwaymen were negotiating, particularly, for another wage increase and an assurance that such an increase, and, in fact, wages generally, would not be reduced until there was a substantial reduction in the cost of living. The railway workers considered that pre-war wages were extremely low and not compatible even with the living conditions of that period. From a recent schedule printed in the October issue of the *British Labour Gazette*, it appears that the average pre-war wage of an engine driver was about 42 shillings for a 60-hour week, while the minimum (for porters, etc.) was 18 shillings a week.

On October 1, 1914, it was agreed between the Government and the Triple Alliance that a "Conciliation Scheme" which had been in existence, would remain in force and that no new demands or agreements would be made during this suspensory period. But living expenses rose steadily, and it was decided to grant the railway workers a bonus based upon the cost of living. This bonus was increased from time to time, keeping pace with living conditions. Eventually, the bonus was converted into what was termed a "war wage." The minimum wage paid just

before the strike was 51 shillings per week made up of the 18 shillings pre-war rate plus a 33 shilling war wage.

After the signing of the armistice, notice was given by the National Union of Railwaymen to terminate the truce agreement of October, 1914, with a view to bringing forward a programme for improved conditions. The principle of the eight-hour day was gained and came into operation in February, 1919. Existing conditions of service were to remain unaltered pending the decision of the Committee which was to review wages and other working conditions. A partial schedule of wages was presented in August, 1919, but as negotiations continued, dissatisfaction and differences arose over the standardization of rates of pay. The railwaymen demanded for the lowest grade a new minimum rate of 60 shillings, and that in every grade the full amount of the war wages should be added to the highest pre-war rate paid to any workman in that grade by any railway company in any place. The Ministry of Labour pointed out that if these concessions were granted they would result in a permanent annual increase, with those already granted, of £65,000,000 in the railway wage bill.

A strike becoming imminent, Premier Lloyd George made a final offer, the chief stipulation of which was that the minimum wage should be set at 40 shillings, and that until March 31, 1920, there would be no reduction in the present wages of any grade of railwaymen. This offer was rejected and the National Union of Railwaymen issued a strike order, with the result that practically all employed ceased work at midnight on Friday, September 26. The business of the country was immediately disrupted. Freight and express deliveries soon congested the warehouses and depots. A spasmodic mail service by aeroplane was instituted. The country was again placed under a rationing system and emergency methods of trans-

portation, such as motor lorries, were improvised to meet the situation.

With respect to the settlement that was eventually arrived at and the negotiations leading up to it, the *British Labour Gazette* for October, 1919, contains the following:

"On 1st October a conference was arranged by the National Transport Workers' Federation, at which delegates were present from Trade Unions of general and postal workers, engineers, iron and steel workers, printers and railway clerks, together with representatives of the Parliamentary Committee of the Trades Union Congress and the Labour Party. After hearing statements by the Right Hon. J. H. Thomas, M.P., (General Secretary of the National Union of Railwaymen), and Mr. J. Bromley (General Secretary of the Associated Society of Locomotive Engineers and Firemen), the conference appointed a deputation to interview the Prime Minister with a view to the re-opening of negotiations. The Prime Minister agreed to meet the railwaymen's representatives, but intimated that in the opinion of the Government it would be impracticable to re-open the negotiations until work had been resumed. A meeting was accordingly arranged on the 1st October, and a series of discussions between the Government, the mediating Committee and the Union began. After various proposals and counter-proposals had been made and discussed, the mediating Committee had an interview with Mr. Bonar Law, on 4th October, in the absence of the Prime Minister, as a result of which a conference between the Government and the railwaymen's representatives was held on Sunday, 5th October, and the following terms of settlement were agreed upon.

"First—Work shall be resumed immediately.

"Second—Negotiations will be resumed on the understanding that they shall be completed before the end of the year.

"Third—Wages will be stabilized at the present level until September 30,

1920, and at any time after August 1 they may be reviewed in the light of circumstances then existing.

"Fourth—No adult railwayman in Great Britain shall receive less than 51 shillings per week while the cost of living is 110 per cent above the pre-war level.

"Fifth—The railway unions agree that their men will work harmoniously with the men who returned to work or who remained at work during the strike. Nor shall there be any victimization of strikers.

"Sixth—Arrears of wages will be paid on resumption of work."

The effect of the strike upon the industries of the country is described in the *British Labour Gazette*, as follows:

"The effect of the railway strike was first apparent in the coal mining industry, which is peculiarly susceptible to a stoppage of transport facilities. In the very early days of the dispute a considerable number of pits were laid idle, and though at other collieries a certain amount of coal was stacked, each day of the strike showed an increase in the number of collieries closed or working with reduced staff. The district most severely affected was South Wales, where over 200 pits were laid idle.

"There was considerable unemployment in the textile industries in Yorkshire, especially at Bradford where stocks of coal were still low owing to the recent coal strike in Yorkshire. The cotton trade was not greatly affected, but in the hosiery trade at Leicester short time had to be resorted to for a few days. At certain ports a number of dock labourers were thrown out of work, and delays to shipping affected seamen.

"As regards other industries, individual establishments were affected according to local circumstances which in the aggregate resulted in a considerable amount of unemployment for a short period; but in the main the duration of the strike was not long enough to cause much general unemployment."

COAL MINERS' WAGE DISPUTE IN THE UNITED STATES

ON pages 1317-8 of this issue is printed the new wage scale which was approved at the recent convention of the United Mine Workers of America for submission to a joint conference of representatives of the miners and the operators of the Central Competitive Field at Buffalo, N.Y., on September 25. This conference did not succeed in framing a contract to take the place of the "Washington" agreement at present in force, and adjourned on October 2, to reconvene at Philadelphia, Pa., on October 9. No agreement was reached at the second session, and the conference was about to break up, the miners' officials having decided to issue a general strike order for November 1 to all branches of the Union, when the United States Secretary of Labour interposed with an invitation to the leaders of both parties to meet him at Washington on October 16 to discuss the questions at issue. The invitation was accepted by both sides, though the operators announced their continued intention to refuse to consider the introduction of a 6-hour day. A series of conferences took place but no settlement was reached, and the strike order, affecting some 450,000 soft coal miners, was issued. The Secretary of Labour then invited the miners and the operators to send their full scale committees to Washington. This invitation also was accepted, and further conferences took place but the deadlock continued. The Secretary of Labour then made the following proposals as the basis of settlement:

That wages be increased at the expiration of the present contract in an amount equal to the difference between increases in wages received by mine workers since July, 1914, and the increase in the cost of living since that date.

That the increase be effective from the termination of the present agreement until March 31, 1920.

That on these conditions the strike order be withdrawn and that the miners continue at

work on these terms; that negotiations be entered into at the usual time for making the new scale effective after March 31, 1920.

A sharp difference of opinion arose out of the expression "expiration of the present contract." The miners contended that the wartime wage agreement under which they have been working ended with the armistice, while the operators argued that it will hold until peace is formerly declared by ratification of the peace treaty. The above proposals being unfavourably received, the Secretary then suggested a new basis of settlement as follows:

That the pick-mining be advanced 15 cents per ton.

That machine-mining, yardage, deadweight and day wages be advanced at the same rate.

That the day work shall be 8 hours from bank to bank.

That there shall be a Saturday half-holiday.

That with these changes the existing agreement continues in effect until March 31, 1922.

That while the legal termination of the war will not take place until some unknown time in the future the increase in the cost of living is an existing fact, therefore, these changes will go into effect as of November 1, 1919.

These proposals the miners, although not satisfied, showed a willingness to consider, but the operators refused to discuss them until the strike order was withdrawn.

On October 25 President Wilson issued a statement on the situation created by the refusal of the officers of the miners' organization to rescind the order. The President pointed out that this order had apparently been issued without any vote upon the specific proposition by individual members of the organization and suggested the submission of questions in dispute to arbitration, with continued operation of the mines pending a final settlement. The statement was in part as follows:

This [the anticipated strike] is one of the gravest steps ever proposed in this country affecting the economic welfare and the domestic comfort and health of the people. It is proposed to abrogate an agreement as to wages which was made with the sanction of the United States Fuel Administration and which was to run during the continuance of the war, but not beyond April 1, 1920.

This strike is proposed at a time when the Government is making the most earnest effort to reduce the cost of living and has appealed with success to other classes of workers to postpone similar disputes until a reasonable opportunity has been afforded for dealing with the cost of living. It is recognized that the strike would practically shut off the country's supply of its principal fuel at a time when interference with that supply is calculated to create a disastrous fuel famine. All interests would be affected alike by a strike of this character, and its victims would be not the rich only, but the poor and the needy as well, those least able to provide in advance a fuel supply for domestic use. It would involve the shutting down of countless industries and the throwing out of employment of a large part of the workers of the country. It would involve stopping the operation of railroads, electric light and gas plants, street railway lines and other public utilities, and the shipping to and from this country, thus preventing our giving aid to the allied countries with supplies which they so seriously need.

The country is confronted with this prospect at a time when the war itself is still a fact, when the world is still in suspense as to negotiations for peace, when our troops are still being transported, and when their means of transport is in urgent need of fuel.

From whatever angle the subject may be viewed, it is apparent that such a strike in such circumstances would be the most far-reaching plan ever presented in this country to limit the facilities of production and distribution of a necessity of life and thus indirectly to restrict the production and distribution of all the necessities of life. A strike under these circumstances is not only unjustifiable, it is unlawful.

The action proposed has apparently been taken without any vote upon the specific proposition by the individual members of the United Mine Workers of America throughout the United States, an almost unprecedented proceeding. I cannot believe that any right of any American worker needs for its protection the taking of this extraordinary step, and I am convinced that when the time and manner are considered, it constitutes a fundamental attack, which is wrong both morally and legally, upon the rights of society and upon the welfare of our country. I feel convinced that individual members of the United Mine Workers would not vote, upon full consideration, in favour of such a strike under these conditions.

When a movement reaches the point where it

appears to involve practically the entire productive capacity of the country with respect to one of the most vital necessities of daily domestic and industrial life, and when the movement is asserted in the circumstances I have stated and at a time and in a manner calculated to involve the maximum of danger to the public welfare in this critical hour of our country's life, the public interest becomes the paramount consideration.

In these circumstances I solemnly request both the national and the local officers and also the individual members of the United Mine Workers of America to recall all orders looking to a strike on Nov. 1, and to take whatever steps may be necessary to prevent any stoppage of work.

It is time for plain speaking. These matters with which we now deal touch not only the welfare of a class, but vitally concern the well-being, the comfort, and the very life of all the people. I feel it my duty in the public interest to declare that any attempt to carry out the purposes of this strike and thus to paralyze the industry of the country with the consequent suffering and distress of all our people, must be considered a grave moral and legal wrong against the Government and the people of the United States. I can do nothing less than to say that the law will be enforced, and means will be found to protect the interests of the nation in any emergency that may arise out of this unhappy business.

I express no opinion on the merits of the controversy. I have already suggested a plan by which a settlement may be reached, and I hold myself in readiness at the request of either or both sides to appoint at once a tribunal to investigate all the facts with a view to aiding in the earliest possible orderly settlement of the questions at issue between the coal operators and the coal miners, to the end that the just rights, not only of those interests but also of the general public, may be fully protected.

With respect to the President's appeal for the withdrawal of the strike order, the officers of the United Mine Workers stated that this could not be done without action by the convention upon whose authority the order was issued.

On October 31, the federal court at Indianapolis issued an injunction forbidding the strike on the ground that the miners' organization was conspiring to limit the facilities for the production of coal. On November 1 it was reported that many thousands of miners had laid down their tools, and the strike became general within a day or two throughout the union membership of about 450,000 in the bituminous coal fields.

NATIONAL INDUSTRIAL CONFERENCE IN THE UNITED STATES

THE United States Industrial Conference, called by President Wilson to consider problems bearing on industrial conditions and to initiate measures for the promotion of better relations between capital and labour, began its sessions in Washington on October 6, under the chairmanship of Mr. Franklin K. Lane, Secretary of the Interior.

Mr. B. M. Baruch was elected chairman of the public group, Mr. H. A. Wheeler of the employers' group and Mr. Samuel Gompers of the labour group. According to the rules of the Conference, a committee of fifteen was chosen, composed of representatives from each group, to consider all resolutions submitted before placing them before the full conference. A majority of each of the three groups constituted a quorum of the Conference, and in the transaction of business by any single group the majority of that group constituted a quorum. For a motion to carry either by the Conference or by the Committee of Fifteen a majority of representatives of each group was required.

Resolutions were submitted by the public group in favour of an immediate industrial truce for three months, and for the creation of a national board of conciliation and arbitration consisting of four members appointed by the President, including at least one woman; two to be appointed by the House of Representatives; with all the former presidents of the United States and the Secretary of Labour ex-officio members. In a resolution introduced by Mr. John D. Rockefeller, Jr., and agreed to by the public group, it was proposed that the Conference approve the principle of the representation of labour in industry under which employees should have an effective voice in determining their terms of employment and working and living conditions, but that the form of such representation should be left to the parties concerned in each individual plant or corporation.

Two other resolutions were submitted by this group through Mr. H. S. Dennison, manufacturer. The first declared that (1) Employers should at all times recognize the right of their employees independently to organize for the purpose of collective bargaining and should always be ready to meet any groups of their employees either directly or through its representatives; and (2) Labour should recognize the right of the employer to deal with the employee directly, through freely elected shop committees or otherwise, as well as through trade unions. The second one had reference to shop committees and was to the effect that "the employers and employees in every factory should unite in bringing about the development of committees freely elected by the employees (whether as a part of the trade union system or otherwise, but not in antagonism to trade unionism) for the joint consideration of these committees and the employers of such constructive matter as methods of enlisting workers' interest, and of improving efficiency of production, which are of mutual value to employers and employees."

A plan for the adjustment of labour disputes was submitted by Mr. Wilson, Secretary of Labour. This provided for the creation of a board composed of an equal number of employers and employees in each of the principal industries and a board for miscellaneous industries, the members to be selected in such manner as the employers and employees may respectively determine. Any dispute incapable of being adjusted locally should be referred to the proper board. A board should also act when in the judgment of one-half its members a strike or lockout is imminent. Decisions of the board on questions of wages, hours and working conditions should be by unanimous vote. When a board is not unanimous the dispute should be referred to a general board appointed by the President of the United States.

One-third of the general board should be appointed in agreement with employers' organizations, one-third in agreement with labour organizations, and the remaining third direct by the President. Failing a unanimous decision by the general board, the dispute should be referred to an umpire selected by unanimous choice of the general board or by lot out of a panel of twenty persons named by the President. Decisions of a board or umpire should have all the force and effect of a trade agreement, which employers and employees should be morally bound to accept and abide by.

On behalf of the labour group, a resolution was submitted by Mr. Gompers for the appointment of a Board of Arbitration to deal with the steel strike, the board to be composed of six members, two to be appointed by each of the groups in the Conference. A declaration of principles on which labour stood at the Conference was also submitted. These principles included the right of wage earners to organize; right of collective bargaining; right of wage earners to representatives of their own choosing in negotiations with employers; freedom of speech, of the press, and of assemblage; an eight-hour day with a day of rest each week, with a half-holiday on Saturday whenever possible; limitation of overtime; payment of a living wage; women to receive the same pay as men for equal work; prohibition of employment of children under sixteen years of age; the formation of a national conference board consisting of an equal number of representatives of employers and workers; and prohibition of all immigration for at least two years after the declaration of peace and at such times thereafter as there may be an abnormal condition of employment; no immigration to be permitted at any time exceeding the nation's ability to Americanize the incoming foreigners.

The employers' group submitted a declaration setting forth twelve fundamental principles on which they were

agreed. These were briefly as follows: (1) No employment relation can be satisfactory which does not require management and men to improve and increase the quality and quantity of production to as great an extent as possible consistent with the health and well-being of the workers. (2) The establishment rather than the industry as a whole or any branch of it should be considered as the unit of production and of mutual interest on the part of the employers and employees. (3) It is the duty of the management of industries to make working conditions as safe as satisfactory to the workers as possible, and every effort should be made to maintain steady employment. (4) Wages should be determined by the efficiency of the worker and the prevailing wage standard and should be sufficient to maintain a satisfactory standard of living. Plans of bonus payments, profit-sharing and stock ownership should be studied. Women doing work equal to that of men should receive equal pay and should be accorded the same opportunities for training and advancement. (5) Hours of work should be fixed at the point consistent with the health of the worker and his right to rest, recreation, home life and self-development. Overtime work should be avoided as far as possible and there should be one day's rest in seven. (6) Each establishment should provide adequate means for the just and prompt settlement of all industrial disputes. (7) The association of men, whether of employers, employees or others for collective action, involves no right of compulsion over those who do not desire to act or deal with them as an association. The arbitrary use of such collective power to coerce or control others without their consent is an infringement of personal liberty. (8) Every association whether of employers or employees must be equally subject to public authority and legally answerable for its own conduct or that of its agents. (9) With the right to associate recognized, every person must be free to engage in any

lawful occupation and be secure in the continuity and rewards of his effort. (10) There should be no interference with the open shop, that is, the shop in which membership or non-membership in any association is not made a condition of employment. Coercive methods aimed at turning the "open shop" into a closed union "or a closed non-union shop" should not be tolerated. (11) In private industry the right to strike or lockout should not be denied as an ultimate resort, but the sympathetic strike, the blacklist, the boycott and the sympathetic lockout are indefensible, anti-social and immoral. In public utility services, the state should impose such regulations as would assure continuous operation, and in government employments no strike should be tolerated. In both these occupations the government should provide means for the prompt hearing and adjustment of grievances. (12) Practical plans should be inaugurated for the training of industrial workers and for the extension of vocational education. A resolution was also submitted through this group on behalf of the farmers represented at the conference in which they demanded that they should have such returns as would fairly compensate them for capital investment, for their technical skill, their managerial ability and their manual labour, and that they and their families should have social, educational and political opportunities equal to those of persons engaged in other activities. They also claimed that the present cost of living was not due to the prices received by the farmer for his products, as shown by a comparison between farm prices, food prices and wage levels.

These resolutions and declarations were all referred to the Committee of Fifteen for consideration. The committee decided to report to the Conference without recommendation the resolution of the labour group calling for mediation in the steel strike. It then proceeded to consider an industrial code to govern conciliation and arbitration proceedings in all trade disputes which was

under preparation by the public group. The basis of the arbitration plan was that proposed by Secretary Wilson, mentioned above.

When the resolution with regard to the appointment of an arbitration committee to settle the steel strike came before the Conference, it was opposed by the employers' group, and after four days of deliberation a resolution was moved by Mr. Baruch to postpone action without prejudice until the sub-committee on collective bargaining should bring in a permanent plan for the adjudication of all strikes. Although opposed by the employers' group, the motion carried by a large majority of the Conference, and it was ruled by the chairman that as it was merely a motion to postpone a resolution and not to determine the policy of the conference, he should declare it carried.

The right to collective bargaining was then taken up by the Committee of Fifteen. Although the representatives of the public and labour groups were able to reach an agreement on this question, the representatives of the employers' group proved unwilling to adopt any form of resolution in which this principle was recognized, that could be favourably considered by the other members of the committee. The resolutions endorsing the right of collective bargaining and providing for the arbitration of the steel strike then came before the whole Conference, without recommendations from the Committee of Fifteen, and both were voted down. The public group with a few dissentients voted with the employers in the negative in both cases. The decision of the public group to vote in the negative in regard to collective bargaining in spite of their previous support of this principle was stated to be due to the interpretation of the resolution by the labour group as recognizing only trade union organizations, a proposal of the public group that the words "and other organizations" be inserted being rejected by the representatives of labour.

Following the rejection of these resolutions, when it appeared as though the Conference would end in a deadlock, Secretary Lane, the chairman, read a message from President Wilson which had been prepared in view of such an emergency. In this message, the President made an earnest appeal to the members of the conference to continue the work. He said: "It is my understanding that you have divided upon one portion only of a possible large programme which has not fully been developed. Before a severance is effected, based upon present differences, I believe you should stand together for the development of that full programme touching the many questions within the broad scope of your investigations. It was in my mind when this conference was called that you would concern yourselves with the discovery of those methods by which a measurable co-operation within industry may have been secured and if new machinery needs to be designed by which a minimum of conflict between employers and employees may reasonably be hoped for, that we may make an effort to secure its adoption. It cannot be expected that at every step all parties will agree upon each proposition or method suggested. It is to be expected, however, that as a whole a plan or programme can be agreed upon which will advance further the productive capacity of America through the establishment of a surer and heartier co-operation between all the elements engaged in industry." After the reading of the message, a motion was offered by Mr. John Spargo, of the public group, to the effect that each group pledge the President that it would make every effort to accomplish the work for which the Conference was called. This, however, was withdrawn on objection being taken to it by the labour group. The Conference then adjourned to enable the labour group to decide upon a course of action. When the Conference again convened, Mr. Gompers submitted the following resolution: "The right of wage earners to organize without discrimination, to bargain collective-

ly, to be represented by representatives of their own choosing in negotiations and adjustments with employers in respect to wages, hours of labour and relations and conditions of employment, is recognized." Upon a vote being taken, the resolution was supported by the labour and public groups, but was defeated by the employers' group by one vote. According to the rules of the Conference, this was sufficient to defeat the resolution. The labour group then withdrew from the Conference.

On the following day, October 23, when the two remaining groups met in conference, Secretary Lane excused the members of the employers' group from further attendance and adjourned the Conference. At the same time he transmitted a request from the President that the public group continue to carry out the work for which the Conference had been called. The employers' group therefore withdrew and issued a statement giving their views as to the results of the Conference as follows: "First,—It has been demonstrated that failure is inevitable where preliminary organization of the elements composing such a conference is absent, and where no preparation is made for the orderly presentation of a programme which shall include all of the known factors upon which industrial relations are based. Second,—Collective bargaining, an accepted and desirable policy in industry, has been brought more prominently before the country and will induce a sincere effort on the part of innumerable manufacturers to find an acceptable medium through which this collective relationship may be secured and maintained in the industrial establishment. Third,—Collective bargaining as a policy or principle cannot be safely used in the broad and general sense with which the public has been accustomed to express it, but must be defined clearly as to its applicability to the varying conditions of industry and the varying relations that exist between the wage earner and the employer. Fundamental to the whole question of collective bar-

gaining is the responsibility of those who bargain, and this is directed quite as much at the employer as at the wage earner or the organization of which the wage earner is a member. Only where there is a definite dual responsibility lived up to as scrupulously as is required in other contractual relations can collective bargaining in any form or under any interpretation be successful."

The labour group also issued a statement in which were pointed out the numerous concessions which they had made with regard to collective bargaining while this matter was under discussion.

The public group took into consideration the request of President Wilson to carry on the work of the Conference, but declined to assume the task. Before finally adjourning on October 23, the public representatives drew up a report on the proceedings of the Conference. In the report the plan for the formation of industrial boards proposed by the Secretary of Labour Wilson was approved; a recommendation was made

that the President create a commission to carry on the work which the Industrial Conference was unable to accomplish; and the results of the Conference were outlined. It was claimed that the Conference accomplished more than appeared on the surface, in the following respects: "First,—It brought the issues involved home to the entire nation. Second,—It demonstrated the great difficulty of the solution. Third,—The discussion had the effect of setting the entire people to thinking and from this thought will come the solution. Fourth,—There was brought home to all participants the intimate relation that exists between the farming interests and all industrial questions. Fifth,—What was not brought out clearly was, that both capital and labour owed to society—which is inclusive of capital and labour—the duty to produce in quantity at the lowest possible cost commensurate with the protection of both capital and labour all of the things that are necessary to keep up the proper, just and humane standards of modern life."

TRADE BOARDS IN THE UNITED KINGDOM

Progress made under the Trade Boards Act, 1918

THE Trade Boards Act, passed in the United Kingdom in 1909, was amended in 1918, and a summary of the new Act, which went into effect in October, 1918, was printed in the September, 1918, issue of the LABOUR GAZETTE. The results achieved by the Trade Boards Act, 1909, had shown that it was possible to raise substantially the wages in poorly paid industries in the United Kingdom without injuring their prosperity. Under the 1918 Act, it was the intention of the government that this system should be very widely extended, and that Trade Boards should be increased in number so as to cover as far as possible all the ill-paid industries that

are not sufficiently well organized to justify the formation of Joint Industrial Councils.

Since the Armistice the establishment in the United Kingdom of Trade Boards has been proceeding steadily, although the movement has attracted comparatively little public notice. At the present time the Trade Boards in existence, or about to be set up, cover a large proportion of the less well organized workers, and they have fixed, or are about to fix, minimum rates of wages for the industries in which such workers are engaged.

The following summary, from the *British Labour Gazette*, September, 1919, indicates the nature of a Trade Board,

its chief powers and duties, and how the rates fixed by a Board and confirmed by the Minister of Labour, are enforced.

CONSTITUTION OF TRADE BOARDS.

A Trade Board is composed of equal numbers of representatives of employers and of workers (the number on the Board varying according to the size of the trade and the various interests affected), together with a small number of persons (usually three) known as "appointed members," who are independent persons unconnected with the trade. One of the appointed members usually acts as chairman of the Board and one as deputy chairman. Women are eligible to serve on a Trade Board, and, where a considerable number of women are employed in the trade, one of the appointed members must be a woman. Provision is also made for the representation of home workers on the Board, in cases where a considerable proportion of home workers are engaged in the trade.

The representative members of the Trade Board are usually appointed by the Minister of Labour from the nominations sent in by the employers and workers respectively. Full weight is, of course, given to the views of the Employers' Associations and Trade Unions concerned.

The appointed members perform the functions of conciliators, and endeavour to promote agreement between the two sides of the Board; and if on any question agreement cannot be reached, the votes of the appointed members will turn the scale and so prevent a deadlock.

MINIMUM RATES OF WAGES.

Before fixing any minimum rates, the Trade Board must give notice to employers in the trade who are affected of the rates which it proposes to fix. Any objections to the proposed rates, which may be raised by employers or workers within two months, must be considered by the Board.

The workers' or employers' representatives on the Trade Board are thus given time, if they desire to do so, to report to their respective organizations and to go over the proposals with their fellow workers or with the other employers.

After the rates have been fixed by the Board, the Minister of Labour is allowed one month within which to confirm the rates so fixed. After such confirmation, the rates become legally enforceable, and any employer affected who pays to any of his workpeople wages at less than the appropriate rate renders himself liable to prosecution.

Since the passing of the Trade Boards Act, 1918, a Trade Board has power to fix the following kinds of minimum rates of wages:

- (a) General minimum time-rates;
- (b) General minimum piece-rates;

- (c) Piece-work basis time-rates;
- (d) Guaranteed minimum time-rates;
- (e) Overtime rates.

The rates fixed by the Trade Board may be made applicable to the whole of the trade, or to different districts in which the trade is carried on, or to different classes of workers. For example, the Board may fix special rates for learners, and lay down conditions for securing the effective instruction of learners in the trade while they are being paid such rates. This provision makes the powers of the Trade Board very elastic and renders it possible to prevent anomalies arising owing to the different economic conditions existing in the various parts of the country. The rates which are fixed by a Trade Board may be varied by it from time to time as required by changing conditions, and also, if necessity arises, any rate which has been fixed may be cancelled, subject to confirmation by the Minister.

In order to avoid hardship, in any case in which the Trade Board is satisfied that a worker is affected by any physical infirmity or injury which makes him unable to earn the general minimum time-rate, and that his case cannot be suitably met by putting him on piece-work, a permit may be granted by the Board to the worker allowing him to be employed at less than the general minimum time-rate.

DISTRICT TRADE COMMITTEES.

Where a trade is widely distributed, a Trade Board can, for the purpose of more effectively carrying out its work, divide the area with which it deals into suitable districts, and may establish for each of these districts what is known as a District Trade Committee. The object of these District Trade Committees is to enable local questions to be considered by the representatives of the local people interested. These District Trade Committees may have delegated to them all the powers of a Trade Board except the power to fix minimum rates of wages (other than specified minimum piece-rates). A District Trade Committee consists of an equal number of representatives of local employers and local workers, together with a certain number of representative members of the Trade Board and at least one appointed member.

It is the business of the District Trade Committee to recommend to the Trade Board what minimum rates of wages should be fixed for the area, and no rate can have effect in any area for which a District Trade Committee has been established unless the Committee has recommended it or has had an opportunity of considering it and reporting on it.

ENFORCEMENT OF THE TRADE BOARDS ACTS.

For the purpose of securing that the minimum rates of wages are paid, Investigating Officers are appointed by the Minister of Labour (who is responsible for the administration of the Trade Boards Acts) with power to enter

factories and workshops and all other places used for giving out work, to examine persons, and to inspect records of wages. The Acts contain stringent provisions to prevent evasion of the Trade Boards' determinations and any employer who pays wages at less than the appropriate minimum rate is liable to a fine of £20 for each offence, and to pay in addition any arrears due to workers.

TRADE BOARDS AND INDUSTRIAL QUESTIONS.

In addition to fixing minimum rates of wages, Trade Boards are now empowered to make

recommendations to Government Departments on questions concerning industrial conditions in their trades, for example, recommendations as to amendments to the Factory Acts, hours of labour, and matters affecting reconstruction problems. They will also be consulted by the Government on appropriate occasions on questions of an industrial character affecting the trades which they represent. In this way Trade Boards will afford a considerable measure of self-government for the trades concerned, and be a considerable factor in solving the questions which are agitating the industrial world at the present time.

PROPOSED LEGISLATION ON HOURS AND WAGES IN THE UNITED KINGDOM

Recommendations of British National Industrial Conference

THE recommendations of the Provisional Joint Committee of the National Industrial Conference in the United Kingdom were reviewed briefly in the LABOUR GAZETTE, May, 1919. As a result of these recommendations two bills, one dealing with hours of labour, the other with minimum wages, have been introduced into Parliament by the Minister of Labour, Sir Robert Horne.

In the Hours of Employment Bill it is laid down that, with few exceptions, no man or woman shall normally be employed more than 48 hours per week. Where more than 48 hours are worked, additional remuneration is compulsory. This is to apply not only to factories and workshops, but also to shops and commercial establishments. Important exceptions are: (1) Domestic and outdoor servants, except where employed for the purpose of gain; (2) persons holding responsible positions who are not usually employed on manual labour; (3) masters and crews of sea-going vessels, who will be dealt with separately;

(4) persons employed in agriculture. The method of applying the law in the various industries will be determined on the advice of Joint Industrial Councils, Trade Boards or Conciliation Boards. In the case of agricultural workers, a Royal Commission has under consideration the whole question of employment in agriculture.

With respect to minimum wages, the Minimum Rate of Wages Commission Bill proposes the setting up of a Commission to deal with the establishment of minimum rates of wages for all workers. In certain industries this is already being done by means of the Trade Boards, but it is the intention of the bill that workers in all industries shall be guaranteed a living wage. The Commission will inquire into and decide what rates of wages should be paid in the different industries and districts in view of the cost of living, and the successive steps by which these rates should be brought into operation, including proposals for any legislation that may be necessary.

HOURS FOR UNDERGROUND COAL MINERS IN THE UNITED KINGDOM

AS a result of the recommendations of the British Coal Industry Commission, which were reviewed in the April and July issues of the *LABOUR GAZETTE*, the maximum working time of underground miners in the United Kingdom was reduced in July last from 8 hours to 7 hours per day. At the same time the hours of surface workers, which had been reduced in January to 49 hours per week, were further reduced to 46½ hours. On August 15, last, a confirmatory act was passed amending the Coal Mines Regulation Act, 1908, with re-

spect to the hours of employment underground. The amending act provides that from July 16, 1919, the hours of employment for miners shall be 7 hours per day instead of 8 hours; and for other underground workers, 8 hours per day instead of 9½ hours. It further provides that if at the end of 1920 the economic position of the coal industry is such as to allow further reduction in working hours, then from July 13, 1921, the hours of employment shall be further reduced to 6 hours per day for miners, and 7 hours per day for other underground workers.

NEW AGRICULTURAL LABOURERS' CODE IN GERMANY

ON January 27 last, the German Government issued a new Agricultural Labourers' Code to become immediately operative in that country. The code is intended to regulate conditions of labour on the land, to check the exodus from rural districts, and to attract urban wage-earners to agriculture. It deals particularly with the question of dwelling accommodation for agricultural labourers. The main provisions of the new code are given in the *Wages Board Gazette*, July 1, 1919, as follows:

HOURS OF LABOUR.—The number of daily hours of labour is not to exceed, on an average, eight for four months of the year, ten for other four months, and eleven for the remaining four months. Payment for overtime is at a special rate. The time spent in going and coming between the farm and the place of work is included in working hours, but not the interval for rest nor the time spent in baiting horses or oxen. In the summer half of the year at least two hours' rest a day must be allowed.

WAGES.—As a rule, wages in cash must be paid by the week. Where payment is partly in kind, the produce paid must be of the average quality of the year's crop and must be measured by the metric system. Payments in kind must

be made quarterly in so far as the nature and use of the produce allow. Where the produce due as wages in kind cannot be delivered, its value must be paid in cash, reckoned according to the official maximum producers' prices, or, failing such, according to the maximum prices obtaining in the nearest market.

Since dwelling accommodation, allotments, and other allowances often form part of labourers' pay, they must, if they have been guaranteed by the employer as part of such pay and if they have no market value, have their monetary value determined and recorded in writing.

When contracts of service have been concluded for the period of a year, the pay must be distributed evenly over the various seasons. Should there be a breach of a contract of service, the deduction from wages by way of penalty must not exceed one-fourth of the cash wage due, and in the aggregate such deductions must not exceed fifteen times the local standard daily wage for common labour, as laid down in the National Insurance Code.

At least one-tenth of the local standard daily wage, as laid down in the National Insurance Code, plus a 50 per cent bonus, must be taken as the hourly rate of payment for overtime. In estimating payment for overtime, the time occupied in baiting and looking after cattle must be reckoned as overtime unless it be the local custom to include this work in the contract of service. Other urgent kinds of work done on Sundays and holidays must be paid for at the rate of double the daily wage locally current under the National Insurance Code.

WORKERS' COMMITTEES.—The new code provides that a workers' committee shall be formed for each farm or other agricultural unit, and shall draw up working rules, to be conspicuously posted within the farm.

PROTECTION OF WOMEN WORKERS.—Women agricultural workers who have charge of a household must be released from work in time to allow them to return home an hour before the principal mealtime. They must be released from work on Christmas Eve, Easter Eve, and the day before Whit-Sunday. If they have to look after a large household, or if they board workers not belonging to their own family, they must not be obliged to work, except in cases of necessity, to an extent which seriously interferes with the performance of their domestic duties.

DWELLING ACCOMMODATION.—Housing accommodation must be unexceptionable from a moral and a sanitary point of view. In the case of a married couple it must be adequate, allowing for the number and sex of children. The dwellings of unmarried labourers must be durable, must admit of being locked up, and must be furnished at least with a table, bed,

chair, lock-up cupboard, and washing accommodation.

CANCELLING OF CONTRACTS OF SERVICE.—Violence, coarse insults, immoral incitements in the course of employment, obstinate refusal or neglect to fulfil duties, repeated irregularities in paying wages, bad food, insanitary housing, constitute sufficient grounds for the cancelling of a contract of service, but not political activity or agitation in connection with trade unions.

The code also provides for safeguarding the interests of pensioners, especially disabled soldiers, for the prevention and settlement of labour disputes, and for joint consultations between the employers' associations and the agricultural labourers' delegates.

In a report on the recent work of the German Ministry of Agriculture the Minister stated that 80 per cent of the agricultural workers in Germany are now working under conditions laid down in collective agreements.

FACTORY INSPECTION IN THE UNITED KINGDOM

IN his annual report to the Home Office for the year 1918 the Chief Inspector of Factories and Workshops of the United Kingdom has outlined the activities of this department with respect to safety, health and welfare, including reduction in hours of labour. These activities, apart from special war work, are mentioned as being the principal feature of the work of the department. It is stated in the report that experience has shown that an increase in the ordinary hours of work does not necessarily mean an increase in production, that the more the comfort and welfare of the worker is studied and provided for the greater is his output, and that attention given to health and the prevention of accidents means greater efficiency and reduced charges. Permanent results and further improvement are expected from new powers obtained

by the Home Office which enable the Secretary of State to issue orders requiring special welfare provisions to be made whenever necessary; from the establishment of National Industrial Councils as recommended in the report of the Whitley Committee; and from the appreciation large numbers of employers have already shown of the benefits of improved conditions.

In the matter of industrial accidents, a great improvement has been noted in recent years. Notwithstanding the increased amount of machinery used, with the adoption of new types of machines, coupled with the increased number of factory employees, and the use of female labour in processes formerly confined to men, the reports on factory inspection show an actual decrease in the number of reportable accidents. In the Midlands the total number of accidents re-

ported in 1914 was 35,706, and in 1917 and 1918 the numbers were 29,556 and 28,699 respectively; the decrease, however, was entirely in accidents of the non-machinery class. An increase in the number of machinery accidents is attributed to the difficulty in obtaining labour and materials for fencing, while the greater care exercised by managers and foremen in works where women were largely introduced and the extension of the Safety First movement are suggested as among the causes contributing to the reduction of accidents in the non-machinery class.

The report of the work of the medical inspectors showed an increase in the number of cases of industrial poisoning in certain war industries, and among woolworkers who are subject to anthrax.

These conditions were remedied by the installation of exhaust ventilating plants in the doping rooms of aeroplane factories and the use of acetone substitutes in place of tetrachlorethane which was found to produce jaundice. A departmental committee appointed by the Home Secretary to inquire into the prevention of anthrax in the woollen and worsted industries formulated a chemical method for the disinfection of wool which would destroy the anthrax spores without damaging the material. In order to carry out the scheme recommended by this committee, an Act has been passed which provides for the prohibition of the importation of goods infected with anthrax and for the establishment of a trial disinfecting station to treat infected material.

CONVENTION OF UNITED MINE WORKERS OF AMERICA

Approval of a New Wage Schedule and Opposition to the One Big Union

THE twenty-seventh successive convention (the fourth biennial convention) of the United Mine Workers of America was held in Cleveland, Ohio, during September 9-23, last. More than 2,000 delegates were in attendance, representing nearly half a million members throughout the United States and Canada. Owing to the illness of the president, Mr. Frank J. Hodges, the chair was taken by the vice-president, Mr. John L. Lewis.

The committee on credentials reported against the seating of 38 delegates from 24 Illinois local unions whose charters had been revoked by the executive for participating in an unauthorized strike.

The decision of the credentials committee was upheld by the convention.

The acting president in his report referred to the recently created District 26 of the U.M.W., covering the Nova Scotia coal fields, as follows:

Our membership will recall with interest the struggle made to organize the miners of the Maritime provinces of Eastern Canada. In 1910 our International Union expended vast sums of money to accomplish this purpose, and without avail. Of recent years the miners of this district, recognizing the necessity for a union, organized the Amalgamated Mine Workers of Nova Scotia, after which they began to appreciate the need for affiliation with the United Mine Workers of America. A year or more ago recommendations were made to the International Union to issue a charter of affiliation to this organization. Negotiations with representatives of the Amalgamated Mine Workers and the Canadian operating coal in-

terests were continued for a considerable period and finally arrangements for this action were concluded without friction. . . . Some 11,500 mine workers, working under complete agreements, were affected by this change, and are to-day a part of our organization. Proper steps are being taken to safeguard the interests of this district in future wage negotiations. We extend to the mine workers of District No. 26 a most hearty welcome into our official family.

With respect to the affairs of District 18 in Western Canada the report contained the following:

In March, 1919, a delegate conference of representatives of local unions in the provinces of Western Canada was held in Winnipeg, Manitoba. This conference gave consideration to the possible formation of an organization to be termed the "One Big Union," and directed that a referendum vote of the trade unionists in the Western Provinces be taken to determine the issue. Meanwhile, ardent propagandists and paid advocates carried on an enthusiastic campaign among the local unions for the adoption of the idea. The International officials conferred at headquarters with President Christophers and International Board Member Livett of District No. 18 upon this subject matter, and were assured that the organization of District No. 18 would be opposed to the One Big Union. Later it became apparent that the President and the members of the Executive Board of District No. 18 were in harmony with this false propaganda and were giving aid and comfort to the effort to carry the referendum vote. As a result the membership of District No. 18, led astray by their false leaders, voted to affiliate with this so-called organization and a district-wide strike was entered into against the coal operators and the Dominion Government. The agreement under which the district was working was arbitrarily repudiated and all men ordered to stop work. Engineers, firemen, pumpmen and other men necessary to protect the mines were withdrawn and inestimable damage was done the properties. The strike became effective on June 23, 1919, and at the time of compiling this report is still in effect. The International Executive Board on July 12 authorized the sending of a Commission, representing the International Organization, to District No. 18 to take charge of its affairs.

This Commission was composed of Board Member Ballantyne, District No. 13; Board Member Caddy, District No. 10, and Board Member Dalrymple, District No. 21. They were empowered to exercise the entire authority of the International Organization in seeking to rehabilitate District No. 18 and restore order to its affairs. After arriving at Calgary, the headquarters of the district organization, they conferred with the representatives of the Dis-

trict and found that the President and other officers were members of the One Big Union, and had, under the provisions of the International Constitution forfeited their claims to affiliations with the United Mine Workers. The Commission accordingly recommended the revocation of the District charter, which action was taken on July 28, 1919. Notification of the policy of the International Union was given the membership by the International Commission, and every effort is being made to effect the reorganization of the District to permit of the negotiation of a new contract and the resumption of operations of the mines.

The convention definitely decided the attitude of the United Mine Workers towards the One Big Union by voting almost unanimously against a resolution favouring such an organization. Another resolution proposing withdrawal from the American Federation of Labour was also voted down by an overwhelming majority.

The main question before the convention had to do with the formulation of the wage scale which the miners were to place before the Operators of the Central Competitive Field at the Joint Conference at Buffalo on September 25. The report of the Wage Scale committee, which was adopted by the convention, was as follows:

1. We recommend that this report be accepted as a substitute for all wage scale resolutions that have been presented to the convention.
2. We recommend that this convention demand a 60 per cent increase to be applicable to all classifications of day labour and to all tonnage, yardage and dead work rates throughout the Central Competitive Field.
3. We recommend that this convention demand that all wage agreements that are negotiated to replace existing agreements shall be based on a six-hour workday, from bank to bank, five days per week.
4. That all day labour shall be paid time and a half for overtime and double time for all work done on Sundays and legal holidays.
5. That all agreements entered into by the United Mine Workers of America shall have incorporated therein a provision providing for weekly paydays.

6. That all double-shift work on the coal shall be abolished except as may be necessary for development and ventilating purposes, and development for increased tonnage shall not be regarded as being a reason for double-shift work; it being understood that this rule shall not be applicable to new mines that are in the process of development.

7. That no automatic penalty clause shall be written into any agreement entered into by the United Mine Workers of America.

8. That all internal differences not covered by joint interstate agreement shall be referred back to the respective districts for adjustment.

9. That all contracts in the bituminous field shall be declared as having automatically expired November 1, 1919, and that no sectional settlement shall be allowed and new contracts must run concurrently for a period of two years in all bituminous districts under our jurisdiction.

10. That agreements negotiated for outlying districts shall be retroactive and become effective on the date upon which the agreement for the Central Competitive Field becomes effective.

11. That no agreement for the Central Competitive Field shall be concluded until after this convention has been reconvened and the agreement has been ratified by the reconvened convention, which reconvened convention shall also define a policy to be applicable to outlying districts, and that the reconvened convention shall be held in Indianapolis, Indiana, on such date as may be designated by the resident international officers.

12. We recommend that in event a satisfactory agreement is not secured for the Central Competitive Field before November 1, 1919, to replace the one now in effect, that the international officials be authorized to and are hereby instructed to call a general strike of all bituminous miners and mine workers throughout the United States, the same to become effective November 1, 1919.

13. That this convention go on record as favouring the ratification of the wage demands made by the anthracite miners in their Tri-State Convention, which was held in Wilkes-Barre, Pa., from August 19 to 23 inclusive, and that we pledge to the anthracite mine workers our power and influence in aiding them to the fulfilment of their demands.

Among the resolutions passed by the convention was one endorsing the plan for the nationalization of mines in the United States, and recommending that the United Mine Workers "carry its fight for nationalization of mines" into the Dominion of Canada and throw its influence whenever possible behind our members in Canada to the accomplishment of that end."

Other resolutions were also adopted as follows: Recommending the formation of a political labour party; Endorsing the co-operative movement; Protesting against the system of physical examination of miners before employment in the State of Colorado; Recommending the establishment of night schools in all mining communities in order particularly that foreign language speaking miners might learn the language of the country; Recommending the enactment of old-age pension laws in all States; Opposing the Cummins bill for the regulation and management of United States railroads; Endorsing the Plumb plan for government ownership and management of railroads; Endorsing a proposal of alliance between the United Mine Workers of America and the organizations of railroad workers; Recommending that continued pressure be placed on the various legislative bodies to the end that the cost of foodstuffs and other necessities be reduced without delay.

Indianapolis, where the headquarters of the organization are situated, was selected as the next convention city.

INTERNATIONAL CONGRESS OF WORKING WOMEN

AN international congress of working women called by the Women's Trade Union League of America, met at Washington, D.C., on October 28. Representatives of working women's organizations from many countries were present, invitations having been sent to about thirty-four similar national women's organizations throughout the world. The object of the Congress, which is said to have been the first of its kind ever held, was to promote an interchange of ideas on subjects of legislation which chiefly affect women workers. The topics discussed were classified under four main headings: women's employment, employment of children, eight-hour day or forty-eight hour week, and prevention of unemployment. Efforts of the British delegation to effect an affiliation with labour parties were defeated. Resolutions were passed recommending legislation to safeguard mothers and babies; to prohibit night work both for men and women except in continuous industries regarded as a public necessity; and to prohibit the employment of women in industries in

which poisonous materials are used; recommending the establishment of bureaux under the direction of the League of Nations to study methods for correction of conditions inimical to motherhood, and to co-ordinate the work of national research in dangerous trades with a view to substituting non-poisonous substances wherever possible; recommending the establishment of free employment bureaux under the supervision of the international labour office, and the provision of employment insurance. Mrs. Raymond Robins, of the United States, was elected permanent chairman of the Congress; Mme. Jeanne Bouvier, of France, Mrs. Katherine Derry, of Canada, and Mme. Lukasenka, of Poland, were elected vice-presidents; and Miss Maud Swartz was appointed secretary. The question of forming a permanent council was discussed, but it was decided to postpone this step until the next meeting which will be held at the place and time fixed for the next session of the International Labour Conference. The Congress adjourned on November 6.

EMPLOYMENT CONDITIONS IN CANADA FROM SEPTEMBER 20 TO OCTOBER 18, AS REPORTED BY EMPLOYERS

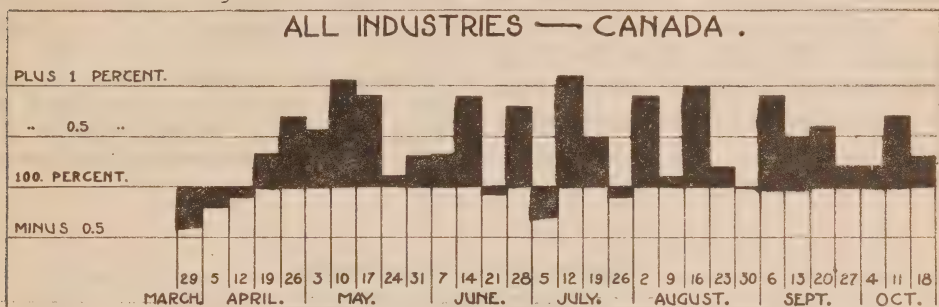
WEKKLY reports from employers to the Dominion Headquarters of the Employment Service of Canada, Department of Labour, for the four weeks from September 20 to October 18 show that further considerable increases in the volume of employment were made during that period. During the period reports were received regularly from over 4,000 firms, returns being received as follows: Week ending September 27, from 4,414 firms; week ending October 4, from 4,311 firms; week ending October 11, from 4,425 firms; week ending October 18, from 4,672 firms. More than 640,000 persons have regularly been reported on payroll, 674,032 persons

being reported for the week ending October 18.

The following chart shows week by week the percentage increase or decrease in the volume of employment which the firms reporting have registered. No attempt has yet been made to present a cumulative record of employment conditions, but the chart shows, as formerly, a series of percentages, each percentage recording the increase or decrease in the personnel of a definite number of firms. The chart indicates that during the last four weeks of the record (previous weeks having been reviewed in other issues of the *LABOUR GAZETTE*) substantial increases in the volume of employment

were registered, the gains having been: Week ending September 27, .2 per cent; week ending October 4, .2 per cent; week ending October 11, .7 per cent; week ending October 18, .3 per cent. While a number of the weekly increases were

not as large as during some of the preceding periods, the gains indicate a general improvement in the employment situation, which improvement was maintained over all of the four weeks under review.



Reports from the various districts indicate that the improvement has, with the exception of British Columbia, been quite general in all the Provinces. British Columbia has, with the exception of the week ending October 11, reported weekly decreases in the volume of employment over the full period. Quebec firms registered a slight decrease in the volume of employment during the week ending September 27, but this decrease was considerably more than offset by increases during the other weeks of the period. The Maritime Provinces, Ontario and the Prairie Provinces registered substantial increases during all of the four weeks.

Summarized by industrial groups, Commercial and Mercantile, Metals, Textiles, Quarrying and Mining, and Clay, Glass and Stone Products, registered the most substantial gains, the in-

creases in the first four of these groups being especially noticeable. The increases in these groups, moreover, were maintained over the full period. Building and Construction; Food, Drink and Tobacco; Leather and Leather Goods; Pulp, Paper and Printing; Vehicles, Woodworking and Railway Operation likewise made substantial gains, taking the period as a whole, although decreases were registered during individual weeks. Chemicals, Railway Construction and Miscellaneous industries showed irregular tendencies, the increases registered being more than offset by the decreases which took place. Lumbering was the only group to register decreases over the whole period, but it was anticipated that substantial increases would shortly be made in this group, which increases have been delayed on account of the difficulty of getting men for logging operations early in the season.

REPORT OF THE EMPLOYMENT SERVICE OF CANADA FOR FOUR WEEKS' PERIOD, SEPTEMBER 13 TO OCTOBER 11, 1919

REPORTS from Employment Offices to the Dominion Headquarters of the Employment Service of Canada, Department of Labour, for the four weeks from September 13 to October 11, show that the number of placements was not

as high as during the preceding period, the number of placements being 32,583 as compared with 38,955 during the previous four weeks.

The following table shows the number of regular placements week by week

from March 1 to October 11, regular placements being recorded only when the Service has been instrumental in securing for the applicant work of more than one week's duration, while placements which are likely to be of less than one week's duration are recorded as "casual." The table shows that from March 8 to September 13, 193,470 regular placements and 22,374 casual placements were made. The 32,583 regular placements registered during the four

weeks' period under review, September 13 to October 11, were distributed as follows:

Week ending September 20.....	8,547
Week ending September 27.....	8,991
Week ending October 4.....	7,943
Week ending October 11.....	7,102

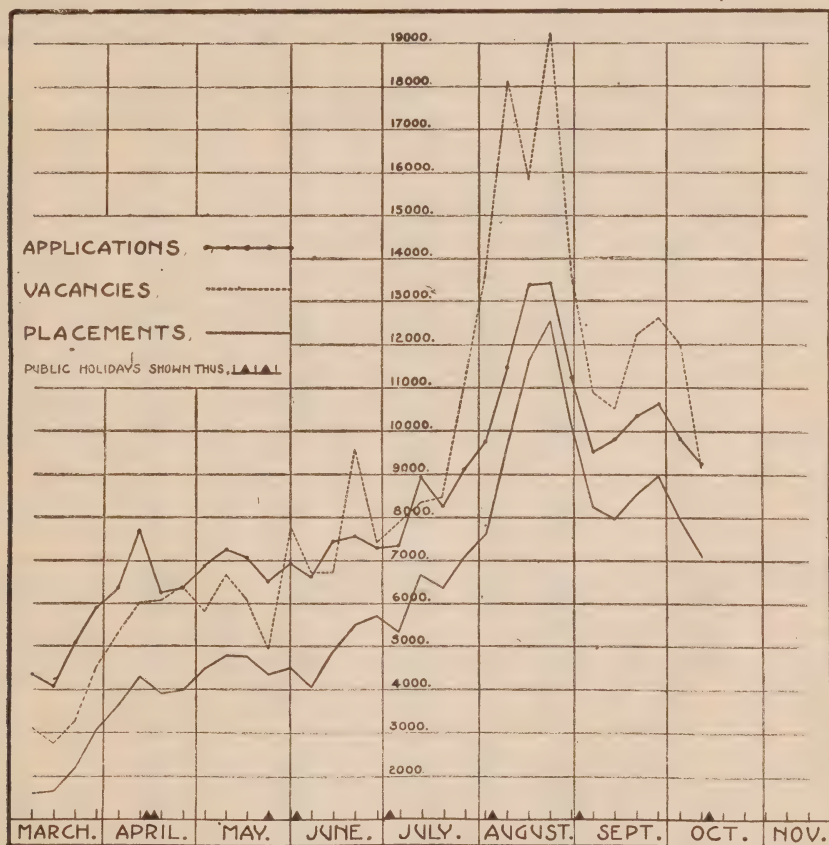
The weekly average during the last four weeks' period was thus 8,146, as compared with a weekly average of 9,739 during the preceding four weeks' period.

HISTORICAL SUMMARY OF PLACEMENTS.

		REGULAR PLACEMENTS									Casual place- ments Canada
Week ended	Maritime provinces	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia	CANADA			
								Men	Women	Total	
March 8.....	13	94	670	88	236	271	231	1,330	273	1,603	210
" 15.....	33	101	647	96	285	196	303	1,380	281	1,661	249
" 22.....	52	106	1,016	85	260	327	348	1,900	294	2,194	242
" 29.....	105	79	1,169	295	448	532	443	2,666	405	3,071	327
April 5.....	145	128	1,332	371	559	493	621	3,315	334	3,649	277
" 12.....	226	101	1,467	457	587	719	754	3,896	415	4,311	370
" 19.....	282	108	1,290	440	542	620	626	3,571	337	3,908	320
" 26.....	228	164	1,474	456	530	596	561	3,712	297	4,009	447
May 3.....	280	319	1,661	406	478	715	639	4,193	305	4,498	546
" 10.....	360	410	1,833	360	505	776	549	4,413	380	4,793	591
" 17.....	445	436	1,735	326	510	813	514	4,438	341	4,779	407
" 24.....	372	407	1,581	235	538	792	431	4,086	270	4,356	409
" 31.....	353	386	2,159	245	416	463	500	4,221	301	4,522	463
June 7.....	371	321	1,715	214	578	507	359	3,791	274	4,065	374
" 14.....	381	499	1,875	385	695	570	495	4,578	332	4,900	406
" 21.....	516	477	2,293	425	638	546	610	5,055	450	5,505	473
" 28.....	493	401	2,062	791	740	565	662	5,181	533	5,714	539
July 5.....	556	391	1,674	861	673	535	646	4,882	454	5,336	551
" 12.....	503	438	2,211	1,150	699	640	1,025	6,205	461	6,666	959
" 19.....	485	436	2,250	1,150	670	613	773	5,754	623	6,377	515
" 26.....	564	478	2,507	1,253	824	636	836	6,608	490	7,098	933
August 2.....	454	490	2,417	1,791	944	735	787	7,196	422	7,618	879
" 9.....	380	619	2,102	3,274	1,522	789	963	9,216	433	9,649	771
" 16.....	416	669	2,415	4,340	2,051	875	883	11,129	520	11,649	1,124
" 23.....	434	747	2,387	4,527	2,359	1,027	1,080	12,030	531	12,561	1,322
" 30.....	496	717	2,618	2,652	1,425	1,319	937	9,710	454	10,164	1,261
Sept. 6.....	396	542	2,144	1,971	1,693	784	730	7,913	347	8,260	1,141
" 13.....	425	633	2,072	1,806	1,247	784	1,004	7,647	324	7,971	1,274
" 20.....	447	729	2,299	1,983	1,023	910	1,156	8,098	449	8,547	1,238
" 27.....	411	710	2,469	2,576	1,111	902	812	8,630	361	8,991	1,246
Oct. 4.....	483	687	2,127	1,810	980	943	913	7,599	344	7,943	1,216
" 11.....	482	588	2,051	1,600	705	862	814	6,735	367	7,102	1,294
Total.....	11,587	13,411	59,722	38,419	26,471	21,855	22,005	181,078	12,392	193,470	22,374

The chart below shows the number of vacancies reported as well as the number of applications registered and placements recorded, week by week, since the beginning of March. From September 13 to September 27, the first two weeks of the period under review, vacancies,

applications and placements all show increases, while during the last two weeks, September 27 to October 11, decreases were recorded by all three curves. The number of placements remained higher, however, than previous to the period of the active harvest demands.



The following table presents in detail the work of the various offices from September 13 to October 11. At the beginning of the period there were 7,037 registered applicants unplaced as compared with 9,223 applicants unplaced at the beginning of the preceding period. At the same time there were 25,298 vacancies unfilled as compared with 23,539 vacancies unfilled at the beginning of the preceding period. Thus, while there were fewer applicants unplaced, there were more vacancies reported as unfilled, at the beginning of the period now un-

der review, than at the beginning of the preceding period. During the four weeks, September 13 to October 11, 40,680 applicants were registered as compared with 46,028 vacancies notified, an excess of vacancies over applicants of 5,348. This is not as wide a margin as during the preceding period when an excess of 8,944 vacancies was recorded, but indicates that a still larger number of applicants could be placed than at present providing that they were available and willing to take the work offered them.

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR FOUR WEEK PERIOD ENDING OCTOBER 11, 1919.

Office.	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Placements registered during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Charlottetown.....	58		130		11		105		130		93	
Prince Edward Island	58		130		11		105		130		93	
	58		130		11		105		130		93	
Amherst.....	31	2	60	4	10	0	89	1	25	1	23	1
Halifax.....	303	24	541	89	167	100	361	108	451	110	271	53
New Glasgow.....	95	9	125	34	52	70	47	3	125	46	44	20
Sydney.....	58	0	183	0	57	0	304	0	322	0	107	0
Sydney Mines.....	10	0	43	4	7	0	6	0	74	5	8	0
Yarmouth.....	6	0	68	0	11	5	67	0	65	0	59	0
	503	35	1,020	131	304	175	874	112	1,062	162	512	74
Nova Scotia.....	538		1,151		479		986		1,224		586	
Bathurst.....	23	0	210	0	32	0	201	0	209	0	209	0
Campbellton.....	7	1	155	1	117	0	154	0	154	0	146	0
Fredericton.....	30	6	170	2	100	30	430	1	156	1	136	1
Moncton.....	66	7	536	12	141	12	414	15	498	9	449	8
Newcastle.....	9	0	77	0	8	0	72	0	72	0	72	0
St. John.....	94	2	402	4	18	0	182	2	223	2	122	1
	229	16	1,550	19	411	42	1,453	18	1,312	12	1,134	10
New Brunswick..	245		1,569		453		1,471		1,324		1,144	
Hull.....	81	0	211	8	1,471	0	390	14	168	7	168	7
Lachine.....	51	0	60	0					75		63	
Montreal—												
St. James.....	314	13	715	37	2,558	62	590	75	512	34	230	13
Windsor.....	1,405	0	1,873	0		0		0	2,042	0	1,406	0
Quebec.....	282	0	759	0	158	0	560	0	707	0	528	0
Sherbrooke.....	70	15	216	34	153	40	84	14	203	34	201	34
Three Rivers.....	79	10	80	15	20	0	65	42	72	28	54	10
	2,282	38	3,514	94	4,360	102	1,689	145	3,779	103	2,650	64
Quebec.....	2,320		4,008		4,462		1,834		3,882		2,714	
Arnprior.....	0	0	43	0	0	0	330	0	45	0	42	0
Belleville.....	0	0	94	5	42	3	198	5	93	5	93	5
Brantford.....	0	0	105	6	1	0	103	6	100	6	100	6
Brookville.....	1	0	132	0	166	0	109	8	137	0	126	0
Chatham.....	0	0	164	0	0	0	164	0	163	0	164	0
Cobalt.....	12	2	183	0	95	2	202	0	172	0	172	0
Ft. William.....	66	0	464	5	541	6	1,222	10	392	2	321	1
Galt.....	0	0	65	0	12	10	79	6	65	0	65	0
Geelp.....	153	0	191	3	120	0	178	3	174	3	125	3
Hamilton.....	58	29	423	142	135	50	370	164	433	132	399	83
Kingston.....	0	0	235	0	14	0	171	0	223	0	193	0
Kitchener.....	1	0	147	0	158	0	152	0	147	0	146	0
Lindsay.....	9	0	51	0	270	0	43	0	50	0	42	0
London.....	0	27	193	90	0	181	191	108	177	70	135	49
Niagara Falls.....	3	0	61	0	55	0	47	0	63	0	61	0
North Bay.....	40	0	235	0	114	1	668	0	272	0	272	0
Orillia.....	6	0	42	0	0	0	41	0	41	0	41	0
Oshawa.....	0	0	117	0	22	0	103	0	116	0	116	0
Ottawa.....	29	26	1,229	64	469	65	1,014	70	1,159	40	1,063	30
Owen Sound.....	0	0	83	5	74	2	92	4	83	4	83	4
Pembroke.....	2	0	146	7	716	3	111	3	144	4	139	4
Peterborough.....	31	4	306	1	7	1	277	6	302	5	265	1
Pt. Arthur.....	18	0	668	5	315	5	633	11	670	3	597	3
St. Catharines.....	1	0	324	15	16	3	328	14	320	14	316	14
St. Thomas.....	5	0	133	2	20	0	196	2	138	2	126	2
Sarnia.....	1	0	98	0	2	0	91	0	89	0	87	0
S.S. Marie.....	8	1	386	4	60	0	458	4	397	6	390	4
Stratford.....	3	0	101	3	91	8	130	0	103	94	94	0
Sudbury.....	22	0	580	6	1,660	0	668	4	593	5	577	3
Timmins.....	0	0	254	0	0	0	615	0	254	0	252	0

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR FOUR WEEKS' PERIOD ENDING OCTOBER 11, 1919.—*Concluded*—

Office.	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Placements registered during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Toronto:—												
45 King St. W.	829	296	2,165	763	1,118	1,114	3,111	1,473	1,469	519	972	321
45 King St. (P. & B.)			120	0			75	0	65	0	52	0
1254 Bloor St. W.	26	0	200	0	0	0	180	0	173	0	159	0
172 Bloor St. W.	0	0	439	0	2,763	0	170	0	365	0	211	0
Welland.	5	0	97	3	9	2	153	4	96	3	84	1
Windsor.	6	2	430	16	77	10	332	10	318	14	318	14
	1,340	387	10,699	1,145	9,142	1,466	13,005	1,915	9,601	837	8,398	548
Ontario.	1,727		11,844		10,808		14,920		10,438		9,946	
Brandon.	10	4	354	13	92	34	544	42	269	14	261	13
Dauphin.	4	0	111	2	0	0	129	2	113	2	107	2
Deloraine.	0	0	53	0	4	0	54	0	53	0	53	0
Portage la Prairie.	3	1	616	19	109	14	566	31	682	21	557	18
Winnipeg (4 offices).	254	299	6,703	384	3,192	1,227	9,232	601	6,880	345	6,600	259
311 Tribune Bldg. (P. & B.).	249	4	150	20	13	1	96	7	130	8	93	6
	620	308	7,987	438	3,410	1,276	10,621	683	8,127	390	7,671	298
Manitoba.	828		8,425		4,686		11,304		8,517		7,969	
Estevan.	1	0	74	2	19	0	78	2	72	2	71	2
North Battleford.	2	0	30	0	63	0	135	0	27	0	21	0
Moose Jaw.	62	2	437	21	121	11	587	33	372	14	351	12
Prince Albert.	6	0	174	0	90	2	188	1	174	0	163	0
Regina.	8	6	1,097	81	107	20	1,102	126	1,011	70	999	70
Saskatoon.	122	0	1,754	89	1,228	55	3,344	156	1,735	87	1,521	85
Swift Current.	7	2	267	5	58	1	768	4	238	3	203	2
Weyburn.	4	0	42	1	24	7	51	9	37	1	36	1
Yorkton.	0	0	305	0	39	0	279	0	284	0	282	0
	212	10	4,180	199	1,749	96	6,532	331	3,950	177	3,647	172
Saskatchewan.	222		4,379		1,845		6,863		4,127		3,819	
Calgary.	99	10	1,729	73	38	38	2,087	78	1,625	68	1,490	26
Drumheller.	0	0	210	1	12	0	306	1	210	1	210	1
Edmonton.	12	8	1,633	234	325	22	746	284	1,430	220	1,355	199
Lethbridge.	7	5	224	13	104	1	247	8	214	8	175	8
Medicine Hat.	9	0	123	5	0	0	176	4	128	4	119	4
Red Deer.	0	0	30	0	82	1	26	0	30	0	30	0
	127	23	3,949	326	561	62	3,588	375	3,637	301	3,379	238
Alberta.	150		4,275		623		3,963		3,938		3,617	
Cranbrook.	5	1	98	2	171	2	69	0	80	0	74	0
Fernie.	0	0	56	0	15	0	140	0	54	0	66	0
Kamloops.	24	0	231	0	1,161	0	168	0	215	0	187	0
Kelowna.	0	0	16	1	0	0	15	1	15	1	15	1
Nanaimo.	41	0	101	0	0	0	69	0	68	0	66	0
Nelson.	26	1	59	0	121	2	131	0	50	0	44	0
New Westminster.	67	0	206	0	0	0	155	0	155	0	155	0
Prince Rupert.	39	0	182	0	41	0	264	0	142	0	142	0
Vancouver, Dunsmuir	506	24	1,487	189	13	13	976	122	1,209	106	984	94
Vancouver, Powell Ave	85	0	1,692	0	530	0	2,013	0	1,597	0	1,504	0
Vernon.	0	0	116	0	6	0	146	0	116	0	116	0
Victoria.	111	19	404	59	24	32	263	50	249	23	225	22
	904	45	4,648	251	2,082	49	4,409	173	3,950	130	3,578	117
British Columbia.	949		4,899		2,131		4,582		4,080		3,695	
Total for Canada.	6,175	862	38,077	2,603	22,030	3,268	42,276	3,752	35,548	2,112	31,062	1,521
Grand Total for Canada.	7,037		40,680		25,298		46,028		37,660		32,657	

UNEMPLOYMENT IN TRADE UNIONS AT THE CLOSE OF SEPTEMBER, 1919

THE present article on unemployment among the members of local trade unions deals with unemployment as at the end of September, 1919, and is based on returns received from 1,434 labour organizations with a total membership of 191,955. For all occupations represented, 2.19 per cent of the members were unemployed as compared with 2.33 per cent in August, 1919, and with percentages of .72, 1.71 and 1.47 in September, 1918, 1917, and 1916, respectively. Unemployment as used in this report has reference to involuntary idleness due to economic causes. Persons occupied in work other than their own trades, or who are idle because of sickness, or as the direct result of strikes or lockouts, are not considered as unemployed. The slight improvement over the preceding month is due to a greater volume of employment in the manufacturing and mechanical industries, while in all the other groups the changes were slight, except in the mining, quarrying and refining of ores group where the percentage of unemployment was considerably larger.

Unemployment in the manufacturing and mechanical industries, as reported by 384 unions having a combined membership of 55,873, was less general than in the preceding month, 2.57 per cent of the members being idle as compared with 3.33 per cent in August. In comparison, however, with the same month of the three previous years, September,

1917, alone shows a larger proportion of unemployed, the percentages being .96 for September, 1918, 4.05 for September, 1917, and .70 for September, 1916. Textiles and printing, publishing and paper goods were the only groups to show larger percentages of unemployment as compared with August, 1919. The food, tobacco and liquors, pulp, paper and fibre, and woodworking and furniture groups showed improvement over September, 1918. Food, tobacco and liquors, printing, publishing and paper goods, and woodworking and furniture reported less unemployment than in September, 1917, and in the clothing, leather, boot, shoe and rubber and glass-working groups, conditions were better than in either September, 1917, or September, 1916. In the metals, machinery and conveyances group, the unemployment, which was less than in August, though greater than in previous Septembers, was largely due to lack of material and to the closing down of an iron works in Toronto. There was considerable short time reported, especially in the printing, publishing and paper goods, metals, machinery and conveyances, textiles and clothing groups.

Reports from 579 organizations of transportation workers, having a total membership of 76,233, indicate that 2.06 per cent were unemployed as compared with 2.02 in August, .38 in September, 1918, .55 in September, 1917, and .59 in September, 1916. There was less unemployment among the steam railway

employees (whose returns constitute over 72 per cent of the entire group membership reporting) than in the preceding month, but the percentage unemployed was larger than in September of previous years. A number of engineers and firemen, trainmen and maintenance of way employees were not working full time. Street and electric railway employees and teamsters and chauffeurs were more fully engaged than in August, 1919, but they showed more unemployment than in September, 1918, and September, 1916. On the other hand, when compared with September of 1917, there was a smaller proportion of street and electric railway employees reported as out of work. Navigation workers were not as fully employed as at any of the periods here used for comparative purposes, but this is largely a reflection of shipbuilding conditions, some of the British Columbia shipyard labourers, riggers and fasteners' unions (which are branches of the 'longshoremen's association) being affected by dullness in that industry.

In the mining, quarrying and refining of ores group reports were received from 34 unions with an aggregate membership of 10,097 which show that 1.11 per cent were unemployed, as compared with percentages of .45, .35, .22 and .70 respectively, in August, 1919, September, 1918, September, 1917, and September, 1916. Miners were less active than in the other months as were also mill and smelter men. In some miners' unions there was, as well, considerable short time.

The percentage out of work in the building and construction group, as reported by 217 organizations having a combined membership of 25,673 was

2.91, as compared with 2.86 in August, 1919, 1.31 in September, 1918, 2.26 in September, 1917, and 6.34 in September, 1916. Electrical workers, granite and stone cutters, painters, decorators and paperhangers, plumbers and steamfitters and hod carriers and building labourers were more fully engaged than in August. Granite and stone cutters show less unemployment than in September of any previous year. Hod carriers and building labourers reported a smaller percentage out of work than in September, 1918, and 1916, while bricklayers, masons, plasterers and electrical workers were better employed than in September, 1917 or 1916, and painters, decorators and paperhangers, plumbers and steamfitters, tile layers, lathers and roofers show improvement over September, 1916. In this group, as in the navigation group, certain tradesmen, notably carpenters and joiners, were affected by slackness in the shipbuilding industry.

In the public employment group, as reported by 72 unions having a total membership of 7,590, the percentage out of work was .11 as compared with .17 in August, 1919, 1.54 in September, 1918, .04 in September, 1917, and .11 in September, 1916.

Unemployment in the group of miscellaneous trades, as indicated by returns received from 147 unions with 16,448 members, was more prevalent than in the preceding months used for this comparison, 2.07 per cent of the members being idle as compared with 1.58 per cent in August, 1919, 1.40 per cent in September, 1918, .80 per cent in September, 1917, and 1.91 per cent in September, 1916. Slight increases in the percentage of unemployment as com-

pared with August, 1919, are recorded by all the occupations in this group. Barbers and unclassified workers were better employed than in September of last year, while retail clerks and hotel and restaurant employees show improvement, respectively, over September,

1917, and September, 1916. Some short time was recorded by unions of musicians and theatre employees, barbers and stationary engineers and firemen.

The percentages reported idle in the different groups of occupations are indicated in the following table:

TABLE I

Occupation.	Sept., 1919	Aug., 1919	July, 1919	June, 1919	May, 1919	April, 1919	Mar., 1919	Feb., 1919	Jan., 1919	Dec., 1918	Sept., 1918	June, 1918	Mar., 1918	Dec., 1917	Sept., 1917	June, 1917	Mar., 1917	Dec., 1916	Sept., 1916	June, 1916
Manufacturing & Mechanical Industries.....	2.57	3.33	2.95	3.18	4.05	3.17	4.18	4.29	3.32	2.89	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	.70	1.1
Metals, machinery and conveyances.....	4.60	5.39	4.84	4.69	7.27	4.26	5.51	5.54	3.21	3.53	1.24	.14	.28	.76	1.5	.11	.29	.71	.06	0
Food, tobacco and liquors.....	.80	5.42	1.83	1.90	3.82	4.06	6.79	8.90	8.24	8.63	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.5	4.9
Textiles, carpets and cordage.....	1.08	.87	.60	1.54	.32	2.04	3.99	12.99	11.50	1.41	0	.05	.05	0	0	0	0	0	.5	0
Clothing.....	.05	.55	0	.32	.73	0	2.27	.26	3.22	3.42	0	1.18	3.40	11.21	11.13	4.95	5.46	6.4	1.0	.6
Pulp, paper & fibre.....	.30	1.07	.34	1.61	1.17	.76	3.29	.96	2.23	.43	1.75	0	0	.34	0	0	0	0	0	0
Printing, publishing and paper goods.....	1.71	1.45	1.86	1.64	.46	.59	.59	.70	.69	.86	.83	.72	.78	.67	2.05	.79	.52	.3	1.2	.8
Woodwork & furniture.....	.13	.59	0	4.08	0	1.07	2.21	2.78	10.57	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0	5.9
Leather, boots, shoes and rubbers.....	.15	.37	.06	.19	.13	8.63	4.22	4.00	1.19	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.3	.19	0
Glass bottle blowing.....	1.18	64.33	0	9.89	5.96	7.93	10.03	9.44	0	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17	0
Jewelry workers.....	0	0	0	0	0	0	.48	.74	.27	0	0	0	0	0	0	0	0	0	0	0
Oil refiners.....	0	0	0	0	0	0	0	.69	5.88	0	0	0	0	0	0	0	0	0	0	0
Transportation..	2.06	2.02	2.05	1.84	2.21	3.48	4.75	.56	2.02	1.48	.38	.42	1.22	.70	.55	.51	1.26	1.6	.6	.5
Steam railways.....	.99	1.42	1.83	1.95	1.62	2.40	2.87	2.74	1.78	.35	.16	.21	.29	.76	.25	.35	1.12	.6	.6	.5
Street and electric railways.....	.13	1.39	.14	.53	.15	.20	.38	3.42	.33	0.6	0	0	.38	.17	.44	.18	1.09	.2	0	.3
Navigation.....	8.62	5.05	3.99	2.93	10.29	9.60	17.73	18.17	6.73	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.5	1.2	2.3
Teaming & driving.....	.36	2.26	1.25	2.28	.82	4.66	2.63	3.69	2.98	2.57	.87	.05	.08	0	0	0	0	0	0	0
Mining, quarrying, & refining of ores	1.11	.45	.47	.53	2.84	2.69	1.87	3.79	1.42	1.24	.95	.18	.40	2.09	.22	.32	.80	.65	.7	1.2
Building & construction	2.91	2.86	3.88	4.71	8.69	12.95	16.45	16.44	16.29	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.2	6.3	8.6
Public employment	.11	.17	0	0	0	.01	.07	.48	.33	.47	1.00	.02	0	.17	.04	.04	.47	.1	.1	0
Fishing.....	0	0	0	0	4.10	0	0	17.54	50.50	0	0	0	.....	0	0	0	0	0	0	0
Miscellaneous...	2.07	1.53	2.79	3.99	7.26	4.80	4.74	4.07	2.84	2.29	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9	3.1
All occupations..	2.19	2.33	2.40	2.57	3.83	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.1	1.47	2.1

The following table summarizes the returns by provinces. As compared with August, 1919, only Ontario and British Columbia reported larger percentages of unemployment. In no province were conditions as good as in September, 1918, while Quebec and Manitoba reported improvement over September, 1917, and Saskatchewan over September, 1916.

TABLE II

Province	Sept., 1919	Aug., 1919	July, 1919	June, 1919	May, 1919	April, 1919	Mar., 1919	Feb., 1919	Jan., 1919	Dec., 1918	Sept., 1918	June, 1918	Mar., 1918	Dec., 1917	Sept., 1917	June, 1917	Mar., 1917	Dec., 1916	Sept., 1916	June, 1916
Nova Scotia & Prince Edward Island...	1.53	5.44	4.11	2.68	4.66	2.41	2.41	5.63	1.25	2.01	.03	.16	.03	2.64	.11	.23	5.72	.74	.47	.49
New Brunswick....	1.22	1.69	1.15	2.43	3.38	2.46	2.93	2.53	.84	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09	.8
Quebec....	2.12	2.52	2.51	3.79	5.15	4.21	6.93	6.70	4.07	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43	1.8
Ontario....	1.41	1.25	1.52	1.87	2.69	4.25	6.65	5.43	4.64	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72	1.7
Manitoba...	.73	.31	.92	1.19	1.47	1.65	1.29	2.82	3.62	1.31	.45	.29	.78	1.07	.80	.58	2.31	1.01	.83	1.2
Saskatchewan....	1.29	1.95	2.77	2.51	2.86	3.95	5.31	4.47	5.73	2.15	.28	.18	1.72	2.41	.43	.25	1.77	1.63	2.19	2.6
Alberta....	.94	1.09	1.90	1.68	1.43	2.26	3.56	4.16	1.97	2.07	.89	.39	1.03	1.55	.17	.84	1.09	1.70	.92	3.03
British Columbia	3.03	5.81	5.82	3.32	6.52	9.65	8.05	7.97	5.20	3.81	1.95	1.70	1.59	3.05	2.05	2.59	3.09	3.36	3.37	5.3
Canada...	2.19	2.33	2.40	2.57	3.83	4.33	5.62	5.61	3.94	2.76	.72	.50	1.63	2.42	1.71	1.25	2.16	2.17	1.47	2.1

The percentages reported idle in some of the larger industrial centres are indicated in the table that follows:

TABLE III.

City.	Sept., 1919	Aug., 1919	July, 1919	June, 1919	May, 1919	April, 1919	Mar., 1919	Feb., 1919	Jan., 1919	Dec., 1918	Sept., 1918	June, 1918	Mar., 1918	Dec., 1917	Sept., 1917	June, 1917	Mar., 1917	Dec., 1916	Sept., 1916	June, 1916
Halifax....	1.65	1.12	6.13	3.56	1.90	2.69	7.36	4.10	4.40	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0	4.03
St. John ..	1.27	2.14	.80	4.95	6.48	2.01	2.04	2.62	1.94	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18	.09
Montreal...	2.35	1.93	2.97	3.10	6.30	4.95	6.77	10.31	6.21	2.77	.58	.60	6.35	3.73	4.43	2.75	4.17	4.61	.50	2.6
Toronto....	2.55	.84	1.73	1.61	1.88	6.34	8.96	6.74	6.36	4.61	.11	.13	.81	3.81	1.63	1.74	1.06	1.32	.63	1.8
Winnipeg...	.76	1.09	.17	1.35	.95	1.75	1.08	2.32	3.55	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58	1.9
Regina.....	1.63	2.76	2.79	.93	3.17	5.28	11.13	5.41	8.66	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65	1.38
Edmonton..	.86	.56	.97	1.90	2.80	3.20	4.99	5.20	2.57	1.54	.67	.23	.51	.41	.55	1.68	1.11	3.32	4.27	1.78
Vancouver..	3.43	5.30	5.54	3.35	4.65	6.01	8.73	6.31	5.59	3.65	1.42	1.05	1.94	3.28	2.99	2.67	4.75	4.95	4.56	8.1

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON SEPTEMBER 30, 1919,

OCCUPATIONS	Nova Scotia & Prince Ed. Island ^d				New Brunswick				Quebec				Ontario			
	No. re- porting		Unem- ployed		No. re- porting		Unem- ployed		No. re- porting		Unem- ployed		No. re- porting		Unem- ployed	
	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent
1-Manufacturing and Mechanical Industries.	10	1063	65	6.17	12	720	4	.56	70	17580	475	2.70	203	26267	699	2.66
2-(a) METALS, MACHINERY & CONVEYANCES.	7	739	65	8.81	7	459	0	0	28	7210	349	4.84	102	12133	637	5.25
3 Moulders.	2	91	3		1	17	0	0	4	1075	25		19	2216	47	
4 Blacksmiths.					2	190	0	0	5	344	9		12	591	6	
5 Boiler-makers & Ironshipbuilders.					2	145	0	0	5	2855	51		12	2380	501	
6 Patternmakers.									1	192	14		6	217	6	
7 Metal polishers, buffers and platers.													8	225	0	
8 Machinists.	3	322	4		1	82	0	0	12	2412	192		39	5275	72	
9 Sheet metal workers and tinsmiths.	2	325	58		1	25	0	0	3	302	58		6	729	5	
10-(b) FOOD, TOBACCO AND LIQUORS.					1	16	0	0	4	1070	19	1.78	17	2615	6	.23
11 Flour and cereal mill employees.													2	326	0	
12 Meat cutters and butchers.													8	1384	4	
13 Bakers and confectioners.									3	1009	19		5	789	2	
14 Cigar and tobacco makers.					1	16	0	0	1	61	0		2	116	0	
15 Brewery workers.													2	116	0	
16-(c) TEXTILES, CARPETS AND CORDAGE.	1	265	0	0					2	2909	38	1.31	2	340	0	0
17-(d) CLOTHING AND LAUNDERING.									3	397	1	.25	21	1494	0	0
18 Tailors.													8	299	0	
19 Garment workers.									1	150	0		9	518	0	
20 Hat, glove and fur workers.									2	247	1	.03	4	677	0	
21-(e) PULP, PAPER AND FIBRE.					1	112	0	0	10	1163	12	1.03	10	2300	0	0
22-(f) PRINTING, PUBLISHING & PAPER GOODS.	2	50	0	0	3	133	4	3.01	11	1813	50	2.76	31	4295	52	1.21
23 Compositors.	1	26	0		2	103	4		5	985	20		13	2123	37	
24 Pressmen and assistants.	1	24	0		1	30	0		3	438	20		6	779	9	
25 Bookbinders.									1	321	9		2	781	0	
26 Stereotypers and electrotypers.													4	127	0	
27 Engravers and lithographers.									1	45	0		5	420	6	
28 Others.									1	24	1		1	65	0	
29-(g) WOODWORK AND FURNITURE.									2	368	2	.54	5	1143	0	
30-(h) LEATHER, BOOTS, SHOES & RUBBERS.									2	2515	0	0	11	1295	4	.31
31-(i) GLASS BOTTLE BLOWING.									2	135	4	2.96	3	252	0	0
32-(j) JEWELRY WORKERS.													1	400	0	0
33-(k) OIL REFINING.																
34-Transportation.	34	2964	37	1.25	31	4569	69	1.51	83	17887	186	1.04	245	28541	175	.61
35-(a) STEAM RAILWAYS.	30	2189	37	1.69	26	3015	44	1.46	72	12649	172	1.36	222	22673	173	.76
36 Conductors.	1	41	0		2	123	0		5	313	1		23	915	0	
37 Locomotive engineers.	5	138	0		3	252	0		12	798	3		31	2118	0	
38 Locomotive firemen.	4	225	4		1	72	0		7	658	2		30	2956	39	
39 Carmen.	3	159	0		2	575	0		9	4552	75		31	3236	27	
40 Trainmen.	4	524	25		6	798	33		9	1613	16		31	5412	78	
41 Telegraphers (local unions).	1	73	0						1	21	0		2	104	0	
42 *Telegraphers.																
43 Road maintenance men.	5	494	0		6	409	0		17	2061	3		38	4670	1	
44 Shop employees.																
45 Railway employees (N.E.S.).	7	535	8		6	786	11		12	2633	72		36	3268	28	
46-(b) STREET AND ELECTRIC RAILWAY EMP.	2	118	0	0	1	209	0	0	1	160	0	0	10	3686	2	.05
47-(c) NAVIGATION.	2	118	0		3	1195	22	1.84	7	4538	4	.09	8	578	0	
48 Marine engineers.					1	76	2		3	188	4		4	146	0	
49 Longshoremen.					2	1119	20		3	3630	0		4	432	0	
50 Others.									1	720	0					
51-(d) TEAMSTERS AND CHAUFFEURS.	2	657	0	0	1	150	3	2.00	3	540	10	1.85	5	1598	0	0
52-Mining, Quarrying & Refining of Ore.	14	4973	20	.40					1	710	0	0	3	891	31	3.48
53 Miners.	14	4973	20						1	710	0					
54 Quarry workers.																
55 Mill and smeltermen.													3	891	31	
56-Building and Construction.	9	1363	37	2.71	10	505	0	0	30	6285	301	4.80	121	13260	64	.48
57 Bricklayers, masons and plasterers.	3	365	0		2	88	0		1	430	0		26	2243	5	
58 Carpenters and joiners.	1	260	0		2	262	0		19	3384	208		43	4999	17	
59 Electrical workers.	2	174	0						1	630	72		10	1193	2	
60 Granite and stone cutters.									1	97	10		5	343	2	
61 Painters, decorators and paperhangers.	1	268	15		3	75	0		5	674	3		15	1371	25	
62 Plumbers and steamfitters.	2	296	22		3	80	0		1	252	4		14	828	2	
63 Tile layers, lathers and roofers.													4	133	8	
64 Bridge and structural iron workers.													1	60	3	
65 Steam shovel & dredgemen.													1	190	0	
66-Hod carriers and building labourers.									2	748	4		2	1900	0	
67-Public Employment.	2	70	0	0	5	180	0	0	9	2121	0	0	29	2882	0	0
68 Civic employment.					3	134	0		6	1905	0		10	2347	0	
69 Letter carriers and postal employees.	2	70	0		2	46	0		3	126	0		19	535	0	
70-Fishing.													1	41	0	0
71-Miscellaneous.					1	15	0	0	21	5365	94	1.76	83	7213	149	2.07
72 Retail clerks.									3	653	0		1	178	2	
73 Hotel and restaurant employees.									1	61	4		5	815	20	
74 Barbers.									2	284	0		19	737	3	
75 Musicians and theatre employees.									3	701	79		21	2459	22	
76 Stationary engineers and firemen.					1	15	0		4	627	3		21	1175	67	
77 Others.									8	3029			16	1849	33	
All occupations.	69	10423	159	1.53	59	5399	73	1.22	214	43918	1056	2.12	685	73395	1118	1.41

^dCommercial and Railway—Organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada							
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed					
Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Per cent					
																		Members	Ann 1919	Sept. 1919	Sept. 1918	Sept. 1917	Sept. 1916
13	3735	24	.64	14	755	5	.66	24	1420	12	.85	38	4342	151	3.48	334	55873	1435	3.33	2.57	.96	4.05	.70
1	1830	0	0	4	189	2	1.06	8	735	4	.54	15	2431	127	5.22	174	25725	1184	5.39	4.60	1.24	.15	.06
3	90	0	0					1	27	0		2	112	32		30	3628	107	2.13	2.95	.25	.50	.18
1	1600	0	0	2	117	0		1	125	0		3	31	0		2	1156	15	.77	1.30	.58	0	0
1	140	0	0	2	72	2		4	497	4		6	602	30		26	9416	617	5.34	6.55	4.18	0	0
2	915	0	0	1	235	0	0	4	155	2	1.29	6	335	16	4.76	7	499	20	3.75	4.89	.62	.71	1.3
1	395	0	0					2	86	0		1	22	0		8	225	0	0	0	1.96	0	7
1	520	0	0					1	11	0		1	170	16		68	9472	304	2.29	3.23	.26	.01	0
								2	109	2		3	53	0		13	1489	121	8.96	8.13	.62	0	9
																3	846	0	0	0	0	0	12
																10	991	2	.23	.20	0	2.74	.22
																8	513	2	0	.39	3.01	.17	0
																5	3514	38	.87	1.08	0	0	.57
																28	2220	1	.55	.05	0	11.13	1.01
																10	454	0	.84	0	0	.22	0
																12	842	0	0	0	12.61	1.09	19
																6	924	1	11.11	.11	0	0	135
																23	4141	12	1.07	.30	.75	0	.21
																82	8413	144	1.45	1.71	.83	2.05	1.26
																37	4512	88	1.62	1.95	.34	1.45	1.46
																19	1693	39	2.07	2.30	.13	.77	.99
																8	1416	9	.32	.64	3.33	6.97	1.10
																9	198	0	.96	0	0	0	.24
																7	515	7	1.17	1.39	0	.47	0
																2	89	1	1.12	0	1.23	.72	.28
																7	1511	2	.59	.13	.63	.89	0
																20	3919	6	.37	.15	0	30.70	.19
																7	422	5	64.33	1.18	1.49	13.84	12.17
																2	597	0	0	0	0	0	.32
																1	163	0	0	0	0	0	.33
																579	76233	1570	2.02	2.08	.38	.55	.59
																514	54890	543	1.42	.99	.16	.25	.60
																47	2317	4	1.47	.17	.12	.22	.56
																74	4704	4	1.16	.09	.65	.88	1.53
																69	6955	63	1.95	1.04	.42	.58	1.58
																64	9388	102	3.09	1.09	.07	.02	.39
																68	10366	196	1.90	1.89	.12	.17	.34
																5	278	0	.98	0	0	0	.41
																3	4404	0	.06	0	0	0	.42
																110	13301	5	.20	.04	1.09	.01	.18
																77	8481	169	1.08	1.99	.04	0	.44
																17	6090	8	1.39	.13	0	.48	.46
																29	11665	1006	5.05	8.62	1.76	2.38	1.15
																12	1171	68	5.39	5.81	1.15	1.34	3.93
																13	8146	920	5.20	11.29	1.67	.96	0
																4	2348	18	2.78	.77	2.27	6.15	3.03
																19	3593	13	2.26	.35	.27	0	.51
																34	10997	112	.45	1.11	.35	.22	.70
																30	8556	81	.46	.95	.44	.19	.79
																4	1541	31				0	.54
																45	1541	31				201	0
																74	25573	748	2.86	2.91	1.31	2.26	6.34
																45	3787	70	1.19	1.96	1.94	3.95	4.81
																74	10981	432	2.24	3.93	.84	1.74	2.86
																19	2422	75	6.70	3.07	.38	3.50	3.72
																9	567	12	2.59	2.12	2.81	6.80	44.74
																26	2429	43	4.66	1.77	0	2.86	61
																30	2290	40	4.68	1.75	0	1.03	2.19
																5	144	8	2.00	5.56	0	5.26	8.43
																2	209	46	16.33	22.01	8.65	2.03	17.79
																3	383	16	.60	4.18	.69	.98	0
																4	2648	4	1.05	.15	5.57	0	1.77
																72	7590	8	.17	.11	1.54	.04	.11
																36	6074	7	.22	.12	.50	.12	1.02
																36	1516	1	0	.07	2.63	0	0
																1	41	0	0	0	0	0	.70
																7	1110	4	.10	.36	0	.56	0
																11	1540	53	3.32	3.44	2.76	2.15	13.80
																33	1488	4	.24	.27	.67	0	.74
																40	4606	117	1.79	2.54	1.04	.81	1.18
																30	2138	120	3.41	5.61	2.94	2.18	.98
																26	5566	43	.55	.77	.82	0	.77
71	10441	76	.73	94	6367	82	1.29	108	10429	98	.94	134	19293	1550	8.03	1434	191955	4212	2.33	2.19	.72	1.71	1.47

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES, OCTOBER, 1919

REPORTS from fifteen cities, showing the number of workers temporarily engaged and the wages paid these employees during the first two weeks in October, showed decreases of slightly over 3 per cent in the number of workers, and of nearly 2 per cent in the wages paid, as compared with the preceding month. In October 9,862 persons were temporarily employed during the two weeks, and the pay-rolls amounted to \$405,556.46, as compared with 10,172 employees and an aggregate pay-roll of \$413,398.62 in September. In comparison with the same period in 1918, increases of over 3 per cent in the number of workers, and of nearly 31 per cent in the wages paid, are indicated, there having been 7,419 employees with a total pay-roll of \$280,974.37 in the first two weeks in October, 1918.

Regina, Moose Jaw, Saskatoon, Calgary, Vancouver and Victoria all report increases in the number of em-

ployees, both as compared with the preceding period and with the same fortnight in 1918. Montreal showed an increase in comparison with September, 1919, and a slight decrease in comparison with October, 1918, while St. John, Ottawa, Toronto, Hamilton, London, Winnipeg, Brandon and Edmonton recorded declines as compared with September, 1919, and increases as compared with October, 1918.

As to wages, St. John, Ottawa, Winnipeg, Regina, Saskatoon, Calgary, Vancouver and Victoria all showed increases both as compared with September and with October of last year. Montreal reported a gain in comparison with the preceding period and a loss in comparison with October of 1918, while at Toronto, Hamilton, London, Brandon, Moose Jaw and Edmonton, decreases were recorded as compared with September, 1919, and increases as compared with October, 1918.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORKPEOPLE TEMPORARILY EMPLOYED BY CITY CORPORATIONS, OCTOBER, 1919, COMPARED WITH SEPTEMBER, 1919 AND WITH OCTOBER, 1918.

City	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily employed in first fortnight in:—		
	September, 1919	October, 1919	October, 1918	September, 1919	October, 1919	October, 1918
St. John.....	340†	334	300	\$10,490.84†	\$13,259.86	\$8,419.26
Montreal.....	2,500	2,763	2,788	84,293.28	87,186.14	92,632.46
Ottawa.....	699	607	380	24,805.69	25,958.84	16,735.25
Toronto.....	2,130	1,848	1,050	90,917.06	79,853.75	40,432.36
Hamilton.....	761	632	404	31,613.86	27,203.40	15,413.44
London.....	378	371	200	18,727.16	16,906.43	6,988.34
Winnipeg.....	1,042	928	537	45,281.00	46,259.40	22,366.20
Brandon.....	65	63	39	2,681.02	2,340.83	1,383.83
Regina.....	310	323	273	15,944.39	16,389.73	13,396.52
Moose Jaw.....	110	116	72	5,558.20	5,551.55	3,375.40
Saskatoon.....	275	281	208	14,352.54	14,470.77	9,567.30
Calgary.....	372	396	283	18,627.95	18,963.60	12,222.60
Edmonton.....	425	417	277	17,334.60	16,904.91	12,637.42
Vancouver.....	542	555	405	22,728.20	24,196.17	16,115.93
Victoria.....	223	228	203	10,042.83	10,111.08	9,288.06
Total.....	10,172†	9,862	7,419	\$413,398.62†	\$405,556.46	\$280,974.37

† Revised figures.

EMPLOYMENT IN THE BUILDING TRADES DURING SEPTEMBER, 1919, AS INDICATED BY BUILDING PERMITS

EMPLOYMENT in the building trades, as indicated by the value of building permits issued in thirty-five cities, showed an increase during September as compared with the preceding month, the total value of building permits rising from \$9,622,887 in August to \$11,645,456 in September, an increase of \$2,022,569 or 21.0 per cent. Ontario was the

only province to record a considerable increase in this comparison.

As compared with the corresponding month in 1918, there was an increase of 332.8 per cent, the value for September, 1918, being \$2,690,821. In this comparison all the provinces recorded substantial increases.

Of the larger cities, Toronto alone showed increases both as compared with

ESTIMATED COST OF BUILDING WORK AS INDICATED BY BUILDING PERMITS ISSUED IN THIRTY-FIVE CITIES.

City.	August 1919	September, 1919	September, 1918	September, 1919 compared with August, 1919.		September, 1919 compared with September, 1918.					
				Increase +	Decrease —	Increase +	Decrease —				
				Amount	Per Cent	Amount	Per Cent				
	\$	\$	\$	\$		\$					
Nova Scotia.	598,725	874,210	376,185	+	275,485	+	498,025	+	132.39		
Halifax.....	480,075	802,690	315,080	+	332,615	+	487,610	+	154.75		
Sydney.....	118,650	71,520	61,105	—	47,130	—	10,415	+	17.04		
New Brunswick.	477,750	130,450	25,825	—	347,300	—	72.69	+	405.13		
Moncton.....	420,750	121,950	25,825	—	298,800	—	71.02	+	372.22		
St. John.....	57,000	8,500	—	—	48,500	—	85.09	+	—		
Quebec.	2,068,020	1,757,376	329,527	—	310,644	—	15.02	+	1,427,849	+	433.30
Montreal-Maisonneuve.....	1,541,245	1,050,976	280,325	—	490,269	—	31.81	+	770,651	+	274.91
Quebec.....	162,245	282,565	9,972	+	120,320	+	74.16	+	272,593	+	2,733.58
Sherbrooke.....	97,560	28,630	18,000	—	68,960	—	70.68	—	20,600	—	257.50
Three Rivers.....	84,870	291,255	14,860	+	206,655	+	243.50	+	276,665	+	1,861.81
Westmount.....	182,100	103,710	16,370	—	78,390	—	43.05	—	87,340	—	533.54
Ontario.	4,316,482	7,202,323	1,410,504	+	2,885,841	+	66.86	+	5,791,819	+	410.62
Brantford.....	61,890	287,665	29,695	—	225,775	—	364.80	—	257,970	—	868.73
Ft. William.....	29,875	23,250	19,475	—	6,625	—	22.18	—	3,775	—	19.38
Guelph.....	11,950	60,785	6,891	+	48,835	+	408.66	+	53,894	+	782.09
Hamilton.....	505,745	1,461,465	75,000	+	955,720	+	188.97	+	1,386,465	+	1,848.62
Kingston.....	45,272	43,745	20,579	—	1,527	—	3.37	—	23,166	—	112.57
Kitchener.....	39,930	392,702	8,060	+	352,772	+	883.43	+	384,642	+	4,772.23
London.....	867,420	149,210	66,020	—	718,210	—	82.80	—	83,190	—	126.01
Ottawa.....	168,490	488,665	117,360	+	320,175	+	190.03	+	371,305	+	316.38
Peterborough.....	9,875	11,805	3,475	—	1,930	—	19.54	—	8,330	—	239.71
Port Arthur.....	411,572	1,028,500	23,860	—	616,928	—	149.90	—	1,004,640	—	4,210.56
Stratford.....	12,150	122,808	38,177	—	110,658	—	910.77	—	114,631	—	1,401.87
St. Catharines.....	57,935	253,886	14,416	+	195,981	+	338.45	+	239,470	+	1,661.83
St. Thomas.....	8,290	42,630	9,435	—	34,340	—	414.23	—	33,195	—	351.83
Toronto.....	1,844,303	2,390,232	978,111	+	545,939	+	29.62	+	1,412,131	+	144.37
Windsor.....	241,815	444,965	29,950	—	203,150	—	84.01	—	415,015	—	1,385.69
Manitoba.	718,300	656,165	147,100	—	62,135	—	8.65	+	509,065	+	346.00
Brandon.....	7,490	31,715	2,250	+	24,315	+	328.58	+	294.65	+	1,309.56
Winnipeg.....	710,900	624,450	144,850	—	864,50	—	12.16	—	479,600	—	331.10
Saskatchewan.	1,010,570	595,970	80,215	—	414,600	—	41.03	+	515,755	+	642.97
Moose Jaw.....	110,685	78,600	17,075	—	32,085	—	28.99	—	61,525	—	360.32
Regina.....	338,635	224,875	20,600	—	113,760	—	33.59	—	204,275	—	991.63
Saskatoon.....	561,250	292,495	42,540	—	268,755	—	47.89	—	249,955	—	587.58
Alberta.	216,255	112,525	82,690	—	103,730	—	47.97	+	29,835	+	36.08
Calgary.....	121,500	83,500	65,000	—	38,000	—	31.28	—	18,500	—	28.46
Edmonton.....	94,755	29,025	17,690	—	65,730	—	69.37	—	11,335	—	64.08
British Columbia.	216,785	316,437	238,775	+	99,652	+	45.97	+	77,662	+	32.53
New Westminster.....	20,957	14,000	7,900	—	6,957	—	33.20	—	6,100	—	77.11
Vancouver.....	173,345	203,677	205,850	+	30,332	+	17.50	—	2,173	—	1.06
Victoria.....	22,483	98,760	25,025	+	76,277	+	339.27	+	73,735	+	294.65
Total (35 cities).....	\$9,622,887	\$11,645,456	\$2,690,821	+\$2,022,569	+	21.02	+	+\$8,954,635	+	332.78	

August, 1919, and with September, 1918. Montreal, Winnipeg and Edmonton reported declines in comparison with August of this year and increases over September of last year, while Vancouver reported a gain as compared with the preceding month and a loss in comparison with September, 1918.

Of the smaller centres, Halifax, Quebec, Three Rivers, Brantford, Guelph, Hamilton, Kitchener, Ottawa, Port Arthur, Stratford, St. Catharines, St. Thomas, Windsor, Brandon and Victoria all showed large gains, both as compared with August, 1919, and with September, 1918.

ANNUAL REPORT OF THE BUREAU OF LABOUR OF SASKATCHEWAN

THE eighth annual report of the Saskatchewan Bureau of Labour for the year ending April 30, 1919, contains some interesting information with respect to employment, wages, etc., in that province.

Statistics relating to factories show a slight drop in the number of workers employed, there being 3,639 workers during 1918-19, as compared with 3,930 workers in 1917-18, and 3,802 workers in 1916-17. The number of employees, male and female, in the various factories are given in the report as follows:

Kind of Factory	No. of factories	Number of Employees.		
		Male	Female	Total.
Sash and door.....	17	196	..	196
Garment workers.....	2	17	7	24
Meat packing, abattoir.....	3	274	28	302
Creameries.....	11	196	12	208
Boot repairing.....	1	4	..	4
Breweries.....	1	22	..	22
Printing, publishing.....	33	368	53	421
Flour mills.....	15	345	30	375
Machine repair shops.....	23	159	..	159
Brickmaking.....	4	90	..	90
Tailors, dry cleaners.....	3	13	3	16
Bakeries.....	5	51	5	56
Auto repair shops.....	48	359	..	359
Sawmills.....	8	808	..	808
Sheet metal works.....	3	51	..	51
Aerated water works.....	12	49	1	50
Steam laundries.....	8	68	164	232
Soap works.....	1	3	2	5
Tire making, vulcanising.....	4	21	..	21
Stone cutting, marble works.....	3	22	..	22
Oil works.....	1	185	..	185
Well drill and pump manufacturers.....	1	25	..	25
Rope and binder twine.....	1	8	..	8
	208	3,334	305	3,639

Rates of wages per hour in the building trades during the past four years are given in the report as follows:

Trade	1915	1916	1917	1918
	cts.	cts.	cts.	cts.
Bricklayers.....	70	75	75	85
Carpenters.....	40	55	50	65
Electricians.....	35	45	50	65
Plumbers.....	60	62½	65	75
Plasterers.....	65	65	65	80
Painters.....	35	45	45	60
Woodworkers.....	20-32	40	40	45
Building labourers.....	25	30-35	30-35	40
Common labourers.....	20	27½	30	35

Rates of wages for farm labour and for servant girls during the past seven years are given as follows:

Year	Wages for hired men with board		Wages for servant girls per month with board.
	Per year engagement	Per month (during summer)	
1912	\$278-\$350	\$31-40	\$13-\$19
1913	272- 340	32-41	14- 20
1914	244- 305	25-35	15- 21
1915	300- 360	40-45	18- 21
1916	450- 480	50-55	20- 25
1917	480- 550	55-65	25- 35
1918	600- 650	55-65	30- 40

For harvest labour the figures compiled by the Bureau show that some 13,756 men accepted work on Saskatchewan farms during the season of 1918, as compared with 32,864 in the previous season. The wages paid during 1918 for harvest work averaged \$4.50 per day.

The statistics relating to coal mining show that during the year 1918 there were 51 mines in operation; that 360,081 tons of coal were produced; and that 403 miners and 129 workers above ground were employed.

During the year 1918-19 there were 13 fatal and 771 non-fatal industrial accidents in the province. Of these, nine fatalities and 495 non-fatal accidents occurred in the steam and

electric railway group. No fatalities occurred in coal mining. Nine strikes occurred during the year 1918-19 directly affecting 1,015 workpeople and resulting in a time loss of about 9,000 working days.

The report also contains a summary of labour legislation enacted during the last Session of the Saskatchewan legislature. This legislation was briefly summarized in the March, 1919, issue of the LABOUR GAZETTE.

RECENT INDUSTRIAL AGREEMENTS

THE following is a summary of the more important industrial agreements recently received by the Department. While the conclusion of every industrial agreement implies the acceptance, to a greater or less degree, of the principle of collective bargaining, it should not be overlooked that in a number of cases the agreement was reached only after the employees had been on strike. The agreements are arranged by industrial groups.

Building and Construction

WINNIPEG, MAN.—BROTHERHOOD OF PAINTERS, DECORATORS, PAPERHANGERS, GLAZIERS AND GLASSWORKERS OF AMERICA, LOCAL NO. 79, AND THE MASTER PAINTERS' ASSOCIATION AND RECOGNIZED BONA-FIDE MASTER PAINTERS OF THE CITY.—Agreement in effect from September 1, 1919, to May 1, 1921, and thereafter unless notification given before February 1, 1921, states that forty-four hours shall constitute a week's work, and eight hours a day's work, to be performed between the hours of 8 a.m. and 5 p.m., except on Saturday when work shall cease at noon.

Overtime after 5 p.m. shall be paid at the rate of time and one-half; and double time after midnight, on Saturday afternoon, on Sundays, and on all legal holidays.

The minimum rate of wages for journeymen shall be 70 cents per hour from

September 1, 1919, to April 1, 1920, and 75 cents per hour from April 1, 1920, to May 1, 1921. Members working for others than master painters who are parties to this agreement shall demand at least 15 cents an hour over the above minimum scale.

MOOSE JAW, SASK.—INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS' UNION, No. 80, AND LOCAL ELECTRICAL CONTRACTORS.—Agreement entered into June 16, 1919, states that a regular working day shall be nine hours, from 8 a.m. to 6 p.m. with one hour allowed for dinner.

Overtime between the hours of 6 p.m. and midnight shall be paid for at the rate of time and one-half, with double time between midnight and 8 a.m. and on Sundays and holidays. When employed on farm installations no overtime to be worked except in case of extreme necessity.

The minimum rate of wages shall be as follows: Per hour—Journemen, 70 cents; apprentices,—first year, 20 cents; second year, 35 cents; third year, 45 cents.

Domestic and Personal (including amusements)

OTTAWA, ONT. — MOVING PICTURE MACHINE OPERATORS' UNION, LOCAL NO. 257, AND VARIOUS LOCAL EMPLOYERS. Agreement in effect from

September 1, 1919. Eight hours shall constitute a day's work and two hours shall be allowed for supper. Any theatre operating more than eight continuous hours per day shall employ two journeymen operators at the eight hour per day scale.

The wage scale shall be as follows: Per week — Operators in first class houses, \$28; second class houses, \$26. Operators working the two hour meal shift shall be paid \$2 per shift. Sunday performances shall be paid at the rate of \$3, and special entertainments, including assembling and disassembling the machine, \$5 per performance.

TORONTO, ONT.—MUSICAL PROTECTIVE ASSOCIATION, LOCAL NO. 149, AND VARIOUS EMPLOYERS. Agreement for band prices and for orchestra for balls, excursions, etc., in effect from May 5, 1919, for theatre orchestra pieces, in effect from August 4, 1919. Agreement contains minimum prices for orchestra, theatre and band engagements. City prices to govern all engagements within the city limits. Outside the city limits (up to ten miles from city hall), one dollar per man extra; ten to fifteen miles, two dollars extra per man. Travelling expenses beyond the city car lines to be charged extra. Contractors are required to provide for meals on all-day engagements, or in default, 75 cents per man per meal.

TORONTO, ONT. — INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS, LOCAL NO. 488, AND VARIOUS THEATRE MANAGERS. Agreement in force for 1919.

A working day for stage clearers shall be from 8 a.m. to 5 p.m. with one and one-half hours for dinner, the time after that to be paid for at the prevailing rate per hour. Rehearsals will be paid for as regular performances when they do not exceed three hours and thirty minutes, and time shall commence to run from the time men are called to report. All time later will be paid for at the regular overtime rate. Broken time is

from 5 p.m. to 8 a.m. and shall be paid for at the rate of time and a half, and Sunday work (if permitted) at the rate of double time per hour, and no minimum time shall be accepted for less than two hours; time to commence from the time the men are called to report. Any extra work done before, during or after performances, shall be paid for at the prevailing rate per hour, this to apply to extra men only.

On the opening performance work shall commence at 1 p.m. and 7 p.m. respectively, and shall finish with the striking of the properties used in the last act of the afternoon or evening performances, and for the balance of the week shall commence at 1.15 and 7.15 p.m. respectively, and shall finish with the striking of the properties used in the last act.

The scale of wages shall be as follows: Per performance—Clearers, \$1.40; Per hour—putting on show, 45 cents; putting out show after midnight, 50 cents; Per week—assistant property men in stock house, \$20.

VANCOUVER, B. C. — HOTEL AND RESTAURANT EMPLOYEES' UNION, LOCAL NO. 28 AND VARIOUS EMPLOYERS. Agreement in effect from June 22, 1919.

Cooks.—Eight hours in eleven shall constitute a day, six days a week. Wage scale: Per week—Chef, \$36; second, pastry, night cooks, eight hours straight, \$33; fry cooks, \$25; cooks' helpers, \$18. Women cooks shall receive the same wages as men. When only two cooks are employed, second shall be classed as second cook.

Waiters.—Eight hours in ten shall constitute a day, six days a week. Wage scale: Per week — Counter waiters, \$19.50; table waiters, \$16.50; waiters working split shifts on tables and counter, not to exceed 4 hours on counter, \$17.25. Per hour—Waiters less than 8 hours, 50 cents.

Waitresses.—Eight hours in ten shall constitute a day, six days a week. Wage scale: Per week—Counter waitress, \$16.50; table waitress, \$13.50; waitress

working split shift on tables and counter, not to exceed 4 hours on counter, \$15. Per hour—waitresses, less than 8 hours, 50 cents.

Banquets, Picnics, etc.—Banquets with full dress not to exceed 4 hours, \$4; hot spread not to exceed 2 hours, \$3; cold spread not to exceed 2 hours, \$2.50; places outside the city limits, waiters, \$5 per day; waitresses \$4 per day.

Overtime over the regular shift shall be paid at the rate of time and one-half. Relief cooks, waiters, or waitresses in all cases shall receive the same wages as members relieved. No member will be allowed to work more than eight hours a day, unless in case of emergency. Any member violating this rule will be fined \$2.50 for each offense, and shall stand suspended from the organization until said fines are paid.

Leather

QUEBEC, QUE.—BROTHERHOOD OF LEATHER WORKERS AND THE ASSOCIATION OF BOOT AND SHOE MANUFACTURERS. Agreement in force from August, 1919, to October, 1920, presents schedules for piece workers in the following groups:

1. Classes A, B and C,—cutting 60 pairs of men's, boys' or youths' shoes, hand or machine, in goat, calf or sheep skin, etc. Prices range from \$3.50 to 8 cents per operation.

2. Classes E, F and G,—cutting 60 pairs of women's, girls' or children's shoes, in same as above. Prices range from \$3 to 8 cents per operation.

3. Class H,—Felts. Prices range from \$1.32 to 5 cents per operation.

Metals, Machinery and Conveyances

PETERBOROUGH, ONT.—INTERNATIONAL MOULDERS' UNION OF N. A., LOCAL NO. 191 AND THE PETERBOROUGH MANUFACTURERS' ASSOCIATION. Agreement in effect from September 10, 1919, to May 1, 1920.

Forty-five hours shall constitute a week's work, eight hours per day for the first five days of the week, 8 a.m. to 12

noon and 1 p.m. to 5 p.m., and five hours on Saturdays, being from 7 a.m. to noon. Time and one-half shall be paid for all overtime, and double time on Sundays and holidays.

The minimum wage rate for moulders and coremakers working day work shall be 75 cents per hour.

Printing and Publishing

MONTREAL, QUE.—PHOTO ENGRAVERS' UNION NO. 9 AND THE LOCAL BRANCH OF THE MANUFACTURING PHOTO ENGRAVERS. Agreement which expired October 1, 1919, renewed till May, 1920, raises the wage scale for journeymen on day work from \$28 per week to \$33. Employees on night shift are to receive \$5 additional per week. Foremen are to receive not less than \$5 per week above journeymen's rate.

Apprentices shall receive \$8 per week during the first year, and \$1 increase per week each three months thereafter, until completion of apprenticeship.

The hours of labour are the same as in the previous agreement. Forty-eight hours shall constitute a full week's work. Day work shall be from 7.45 a.m. to 6 p.m., except Saturdays, when work shall cease at noon, and night work shall be from 5 p.m. to 8 a.m.

OTTAWA, ONT.—MILL EMPLOYEES AND THE BEAVER BOARD CO. Agreement in force for 1919.

The regular hours of service for regular day workers will be from 7 a.m. to noon and from 1 p.m. to 4 p.m., six days per week. Four workers shall be organized into three shifts and shall work eight consecutive hours upon each shift, as follows: Tour A—from 7 a.m. to 3 p.m.; tour B—from 3 p.m. to 11 p.m.; tour C—from 11 p.m. to 7 a.m.; shifts shall rotate in sequence weekly. The tour starting at 7 a.m. each Monday morning will have enough men out at 6 a.m. to have everything in readiness on the machine so as to actually start making board at 7 a.m. When a tour begins, each tour worker is required to be in his place. At the end of a

shift no tour worker shall leave his place to wash up and dress until his mate has changed his clothes and reported to take on responsibility for the position. If a tour worker does not intend to report at the beginning of his shift, he shall notify his foreman at least two hours before his tour begins. If a tour worker does not report for his regular shift, his mate shall continue at work for a period of two hours, giving the foreman an opportunity to get a substitute. If it is impossible to secure a substitute at the end of two hours, the tour worker shall finish out the unfinished tour. When a man works an extra tour, arrangements shall be made to provide him with his meals.

Tour workers required to work overtime at other than tour work shall receive time and one-half for such overtime work. Tour workers engaged in putting on felt at a time other than their regular shifts are to receive six hours' time for such work. If tour workers commence to put on felt before their shift begins, or continue such work after their shift ends, they shall receive pay for the hours worked, plus not less than one hour to cover overtime. All overtime and Sundays and holidays shall be paid for at the rate of time and one-half. No day worker called after regular working hours to go on duty for repair work shall receive less than four hours' pay.

Vehicles for Land and Water

MONTREAL, QUE.—INTERNATIONAL BROTHERHOOD, IRON SHIP BUILDERS AND HELPERS, LOCAL No. 134 and THE CANADIAN VICKERS, LIMITED. Agreement in effect from July 17, 1919, to July 17, 1920, terms retroactive to April 1, 1919.

Forty-seven hours shall constitute a week's work, eight and a half hours per day for the first five days of the week, 7.30 a.m. to noon and 1 p.m. to 5 p.m., with four and a half hours on Saturday, 7.30 a.m. to noon. Night shift shall be worked from 7.30 p.m. to 6 a.m. with the hour from midnight to 1 a.m. for

meal hour, and shall be paid at the rate of time and one-quarter, Monday till Friday. For all other time worked, overtime rates shall apply.

Should a man work on a shift to mid-day, and then be notified to cease work and return to start on night shift that night, he shall be paid overtime rate for that night only. No man shall be allowed to work more than two consecutive shifts, neither shall he be called upon by the firm to do so.

Men working several consecutive days at jobs up harbour shall be checked in on the job at 7.30 a.m. and work till 5 p.m. and will be paid 9½ hours for 8½ hours' work.

All overtime shall be paid at the rate of time and one-half on all new work and plant repairs, and double time for repair work on ships and all work on Sundays and holidays.

The minimum scale of wages shall be as follows: Per hour—Plate and angle furnacemen, boiler-shop flangers and layers-out, 85 cents; ship platers, riveters, welders, chippers and caulkers, boilermakers, anglesmiths, 75 cents; shipwrights, loftsmen, 70 cents; holders-on, burners, liner fitters, 65 cents; pneumatic drillers, 60 cents; scarphing machine men, 57½ cents; machine drillers, 57 cents; planer men, staggers, outside riggers, packers, 52½ cents; heaters, slingers, reamers, 50 cents; bolters-up, helpers, 47½ cents; yard labourers, 45 cents.

Charge hands to be paid a minimum of 10 per cent more than above rates. Men working on repair work to receive 5 cents per hour over their day rate, while engaged on such job.

Any work not done on the above day rates will be carried out as either contract or piece work.

Quarrying and Mining

NANAIMO, B. C.—EMPLOYEES IN THE NUMBER ONE, RESERVE AND HAREWOOD MINES, AND THE CANADIAN WESTERN FUEL CO., LTD. Agreement in effect from October 1, 1919, to September 30,

1922, provides for recognition of the following bonuses: 50 cents per day, April 16, 1918; 75 cents, November 1, 1918; 25 cents, September 1, 1919; making a total present bonus of \$1.50 per day worked, being an addition to all rates and wages specified below, it being mutually understood by the company and its employees that the bonuses herein mentioned were granted to cover the high cost of living, and that said bonuses shall continue in effect until the cost of living shall be reduced in like amounts.

The company agrees to a minimum rate of \$4.25 $\frac{1}{4}$ per shift for miners, the superintendent of mines to be the judge as to the ability of each man to earn such minimum.

There shall be an agreement committee on which the employees shall have three members representing Number One mine, one member representing Reserve mine, one member representing Harewood mine, and one member representing any new mine operated by the company after such new mine shall have been placed on an operating basis.

In the event of a fatal accident, if the regular operation of the mine be not suspended upon the day of the funeral, the employees and company will contribute to a Joint Fund which shall be paid to the dependents of deceased in a manner prescribed, or if there are no dependents, to an employees' accident fund. All employees of the mine in which the accident occurred and who work in the morning, afternoon or night shifts of the day of the funeral, agree to contribute 50 cents per man and 25 cents per boy to the Joint Fund, and the company agrees to duplicate the sum contributed by the employees to the Joint Fund.

The agreement presents wages schedules, piece work, for loading coal after machines, for rock in coal of upper seam, for timbers, for mining, for yardage and for turning stalls. Day rates shall be as follows: Firebosses, \$4.92 $\frac{3}{4}$; shot-lighters, \$4.59; facemen, \$4.32; brattice-men, \$3.84 $\frac{3}{4}$ to \$4.25 $\frac{1}{4}$; timbermen,

\$4.25 $\frac{1}{4}$; timbermen's helpers, \$3.71 $\frac{1}{4}$; tracklayers, \$3.84 $\frac{3}{4}$ to \$4.25 $\frac{1}{4}$; track-layer's helpers, \$3.71 $\frac{1}{4}$; roadmen, \$3.71 $\frac{1}{4}$; drivers, — boss, \$4.38 $\frac{3}{4}$, — double, \$4.05, — single, \$3.88, — boys, \$2.16 to \$3.24; pushers, \$3.71 $\frac{1}{4}$; linemen, \$4.18 $\frac{1}{2}$; motormen, \$3.88; motormen's assistants, \$2.16 to \$3.24; engineers, — diagonal slope No. 1, \$4.25 $\frac{1}{4}$, — endless rope, No. 1, \$3.71 $\frac{1}{4}$; winch-drivers, \$1.48 $\frac{1}{2}$ to \$3.71 $\frac{1}{4}$; rope inspectors, \$4.25 $\frac{1}{4}$; endless rope, — men, \$3.71 $\frac{1}{4}$ to \$3.91 $\frac{1}{2}$, — boys, \$1.82 $\frac{1}{4}$ to \$2.56 $\frac{1}{2}$; roperiders, \$2.16 to \$3.71 $\frac{1}{4}$; doorboys, \$1.48 $\frac{1}{2}$; cagers, head, \$4.25 $\frac{1}{4}$, assistants, \$3.71 $\frac{1}{4}$; miners, \$4.25 $\frac{1}{4}$; loaders, \$3.71 $\frac{1}{4}$; machine foremen, \$4.99 $\frac{1}{2}$; machine runners, — 1st class, \$4.92 $\frac{3}{4}$, — 2nd class, \$4.38 $\frac{3}{4}$, — 3rd class, \$4.05, — helpers, \$3.71 $\frac{1}{4}$; drillers, — 1st class, \$4.92 $\frac{3}{4}$, — 2nd class, \$4.38 $\frac{3}{4}$, — 3rd class, \$4.05; muckers, \$3.71 $\frac{1}{4}$; brushers, \$3.78; cogmen, \$3.71 $\frac{1}{4}$; labourers, \$3.71 $\frac{1}{4}$; pipemen, \$3.71 $\frac{1}{4}$ to \$4.18 $\frac{1}{2}$; pumpmen, \$3.71 $\frac{1}{4}$ to \$3.84 $\frac{3}{4}$; stablemen, \$3.84 $\frac{3}{4}$.

Railway Operation

VANCOUVER, B.C.—THE WATERFRONT FREIGHT-HANDLERS' ASSOCIATION AND THE CANADIAN PACIFIC RAILWAY. —Agreement in effect from September 1, 1919, and to remain in force for six months from that date, and thereafter, subject to thirty days' notice given by either party desiring a change.

Eight hours shall constitute a day's work, 8 a.m. to 12 noon, and from 1 p.m. to 5 p.m. Overtime rates shall be paid for all work performed between 5 p.m. and 8 a.m., and on Sundays and holidays.

Meal hours shall be as follows: 6 a.m. to 7 a.m., 12 noon to 1 p.m., 6 p.m. to 7 p.m., 12 midnight to 1 a.m. Should it become necessary to advance or defer a meal hour, it shall not be done for more than one hour, and then only in the case of finishing the job in hand, otherwise the men shall be paid double time, either day or night as the case may be. If the change does not exceed one hour, the regular rates shall be paid.

When men are ordered back to work overtime, they shall not be paid for less than two hours' work. When men are ordered to start work between the hours of 1 a.m. and 6 a.m. and the work should finish before 6 a.m., they shall be paid up till 6 a.m., and shall remain on hand until 6 a.m. or until definitely informed that they may go.

Wages shall be as follows: Per hour—checkers, car sealers, cranemen, 75 cents straight time, \$1.10 overtime; truckers, pilers, loaders, stowers, Barlow elevator operators, linemen,—straight time, 75 cents; overtime, \$1. Men engaged in checking or handling high explosives shall receive \$1 per hour straight time, and \$1.50 overtime.

MINIMUM WAGES AND HOURS FOR FEMALE EMPLOYEES IN MANITOBA

Regulations to apply to the City of Brandon

ON August 30 there were gazetted three new orders of the Minimum Wage Board of Manitoba,* and on September 6 four more were gazetted, all of which were to become effective one month after the date of their publication in the *Manitoba Gazette*. These seven orders had reference only to Brandon, and affected female employees in (42) laundries, (43) hotels, (44) restaurants, (45) offices, (46) dressmaking establishments, (47) offices for printing, lithographing, bookbinding, etc., and (48) millinery establishments. Previous orders had already been issued by the Board relating to these industries applicable to other parts of the province.

In laundries at Brandon the minimum wage rate for experienced workers is fixed at \$10.50 per week, which is an increase of \$1 per week over the rate established by the Board for the province, as given in the *LABOUR GAZETTE* for December, 1918. The minimum wage rate for adult learners and minors is also increased by \$1 per week.

The wage rates for hotels in Brandon do not differ from the rates fixed by the Board for Manitoba generally, which ap-

pear in the July issue of the *LABOUR GAZETTE*. The minimum wage for female employees is fixed at \$12.50 a week from which may be deducted not more than \$6.50 for board and lodging, or not more than \$5 a week for board alone, and \$2 a week for lodging alone. Wages must be paid at least fortnightly and not more than three days' wages may be kept back by the employer. The maximum hours of labour are fixed at 52 a week and it is provided that each female employee shall have either one whole day or two afternoons off in each week.

The wages to be paid in restaurants in Brandon are also the same as those fixed by the Board for the province as a whole. These appear in the July issue of the *LABOUR GAZETTE*. The minimum wage is fixed at \$12.50 a week and it must be paid weekly. No minor under sixteen years of age may be employed, and no minor under eighteen years of age shall work before 7 a.m. or after 7 p.m. The hours of labour shall be not more than ten per day or 48 a week, with one full day off each week. The hours must be arranged so that no work period shall end between 12.30 a.m. and 7 a.m. Overtime shall only be permitted in case of emergency and shall not amount to more than six hours' overtime in a week nor oftener than twenty days throughout the year. Four dollars a week or twenty-

*For previous orders of the Manitoba Minimum Wage Board see *LABOUR GAZETTE*, September, 1919, p. 1093, and previous issues.

five cents a meal may be deducted for board.

For adults employed in offices, the minimum wage is fixed at \$12.50 a week, the same as that fixed by the Board for Winnipeg, St. Boniface and St. James, as given in the September issue of the LABOUR GAZETTE. For adult learners the minimum is \$10.50 a week for the first three months and \$11.50 the second, after which period she shall be considered an experienced employee. Minors shall receive \$8 a week if fifteen years of age, \$9 if sixteen years of age, \$10 if seventeen, and \$10.50 if seventeen and a half. The hours of labour must not be more than eight per day or forty-four a week, and each female employee must receive one afternoon half-holiday each week. Overtime shall only be permitted in case of emergency and shall never exceed three hours a day nor six hours in a week nor be oftener than on thirty-six days in a year. In cases where the office staff works in conjunction with the selling force of a shop or store, the hours of labour shall be the same as for the selling force. Any female employee who has taken a commercial course at a night school or in an accredited business college shall be exempt from serving a learning period if an adult, and if a minor shall be paid wages according to the schedule for employees one year older. Casual workers employed for less than two months shall be paid at a rate not less than the adult minimum rate calculated by hours.

In dressmaking establishments, also, no change is noted from the rates for Manitoba generally, which were given in the July issue of the LABOUR GAZETTE. The minimum wage for experienced adults is fixed at \$12 per week; adult learners shall receive not less than \$8 per week for the first three months, with an increase of \$1 per week every three months until they reach the minimum wage of experienced adults. In the case of minors, a probationary period of four weeks is allowed for which no wages are stipulated; after that they may be paid not less than \$6 per week for the first

six months with an increase of \$1 per week at the end of each successive six months' period. At the end of two years a minor shall receive not less than the adult minimum wage, but if a minor has worked one year before reaching the age of eighteen she shall then be considered an experienced employee entitled to the adult minimum wage. In establishments which remain open Saturday evenings, the hours of labour shall not be more than $8\frac{1}{2}$ in any day except Saturday when they may be $11\frac{1}{2}$, but there must not be more than 49 hours of work in any week, and each female employee shall receive one afternoon half-holiday every week. Where the dressmaking establishment is associated with a shop or store, the same hours shall be observed as are required for the selling force of the shop. In other dressmaking establishments, the hours of labour shall not be more than $8\frac{1}{2}$ in a day or 50 in a week, and Saturday afternoon shall be a half holiday during June, July and August. Overtime shall be governed by the regulations of The Factories Act which requires that it must not be oftener for any worker than 36 days in a year and only on permit from the Bureau of Labour.

In offices of printing, lithographing, bookbinding, envelope manufacturing, and other manufacturing operations of wholesale stationers, the minimum wage rates for Brandon are likewise the same for experienced adults as those mentioned in the March issue of the LABOUR GAZETTE covering the province of Manitoba. For experienced adults the rate is fixed at \$12 per week; adult learners and minors are to receive not less than \$8 per week for the first six months, \$9 for the second, \$10 for the third, and \$11 for the fourth, after which period they are experienced employees. The hours of labour are set at a maximum of nine hours per day and 48 a week. Saturday afternoons shall be a half-holiday. The employment of females at night and on Sundays is forbidden. Overtime is governed by the regulations of The Factories Act. Provision is made

for deductions from the wages where board and lodging are provided by the employer.

As in the case of the other industries, the minimum rates in millinery establishments in Brandon are the same as those fixed early in the year for the province. Experienced adults shall receive not less than \$12 per week; adult learners and minors must receive for the first season a minimum of \$5 per week, for the second season \$6 per week, for the third season \$8 per week and for the fourth season \$10 per week, after which period they shall be considered experienced adults. A season shall consist of at least ten weeks, but if an employee has worked more than six weeks but less than ten in any season, the difference between the time she has worked and the ten weeks may be made up in

any following season. In millinery establishments, which are associated with a shop or store, the same hours shall be observed as are required for the selling force of the shop. Where the establishment is separate, the hours of labour shall not be more than 8½ a day or 50 a week. Saturday afternoon shall be a half holiday during June, July and August. In establishments which remain open on Saturday evenings, the maximum hours shall be 11½ on Saturdays and 8½ on other days, or 49 in any week except during December when they may be 54 a week. Each employee shall receive one afternoon half holiday each week during December. Overtime is to be governed by The Factories Act.

The following table summarizes the sections of these orders dealing with wages and hours:

WAGES AND HOURS FOR FEMALE EMPLOYEES IN BRANDON, MANITOBA.

Industry.	Maximum Hours		MINIMUM WEEKLY WAGE								Remarks	
	Per day	Per week	Ex- per- ienced adults	Adult learners				Minors				
				1st period	2nd period	3rd period	4th period	1st period	2nd period	3rd period		4th period
(42) Laundries.....	9	52	\$10.50	\$ 9.00 for 1st 3 mos.	\$10.00 for 2nd 3 mos.	\$ 8.00 for 1st 6 mos.	\$ 8.50 for 2nd 6 mos.	\$ 9.00 for 3rd 6 mos.	In all grades \$6.50 a week may be deducted for board and lodging, or \$5 for board and \$2 for lodging. No minor under 16 years of age shall be employed in a restaurant.
(43) Hotels.....	.....	52	\$12.50	\$12.50	.....	.....	.....	\$12.50	.....	.....	.....
(44) Restaurants.....	10	48	\$12.50	\$12.50	.....	.....	.....	\$12.50	.....	.....	.....
(45) Offices.....	8	44	\$12.50	\$10.50 for 1st 3 mos.	\$11.50 for 2nd 3 mos.	.....	.....	\$ 8.00 (if 15 yrs.)	\$ 9.00 (if 16 yrs.)	\$10.00 (if 17 yrs.)	\$10.50 (if 17½ yrs.)
(46) Dressmaking estab- lishments.....	8½ (Sat. 11½)	49 or 50	\$12.00	\$ 8.00 for 1st 3 mos.	\$ 9.00 for 2nd 3 mos.	\$10.00 for 3rd 3 mos.	\$11.00 for 4th 3 mos.	None for 1st 4 wks. 6 mos.	\$ 6.00 for next 6 mos.	\$ 7.00 for 2nd 6 mos.	.....
(47) Printing, lithograph- ing, bookbinding, etc...	9	48	\$12.00	\$ 8.00 for 1st 6 mos.	\$ 9.00 for 2nd 6 mos.	\$10.00 for 3rd 6 mos.	\$11.00 for 4th 6 mos.	\$ 8.00 for 1st 6 mos.	\$ 9.00 for 2nd 6 mos.	\$10.00 for 3rd 6 mos.	\$11.00 for 4th 6 mos.	
(48) Millinery estab- lishments.....	8½ (Sat- urday 11½)	49 or 50 (Dec. 54)	\$12.00	\$ 5.00 for 1st sea- son.	\$ 6.00 for 2nd sea- son.	\$ 8.00 for 3rd sea- son.	\$10.00 for 4th sea- son.	\$ 5.00 for 1st sea- son.	\$ 6.00 for 2nd sea- son.	\$ 8.00 for 3rd sea- son.	\$10.00 for 4th sea- son.	

NEW SALARY SCHEDULES FOR SCHOOL TEACHERS

IN the August issue of the LABOUR GAZETTE, page 954, a change in wages for teachers under the Central Catholic School Commission of Montreal was listed. Corrected details of the change have since come to hand.

During the academic year 1917-1918 the salary rate at which teachers were paid was as follows:

1st year....\$ 600	13th year....\$1,300
2nd year.... 650	14th year.... 1,350
3rd year.... 800	15th year.... 1,400
4th year.... 850	16th year.... 1,450
5th year.... 900	17th year.... 1,500
6th year.... 950	18th year.... 1,550
7th year.... 1,000	19th year.... 1,600
8th year.... 1,050	20th year.... 1,650
9th year.... 1,100	21st year.... 1,700
10th year.... 1,150	22nd year.... 1,750
11th year.... 1,200	23rd year.... 1,800
12th year.... 1,250	

For this year on account of the high cost of living the Central Catholic School Commission of Montreal has granted a bonus of \$50 to married teachers holding an Academic diploma and \$25 to unmarried teachers. Holders of a Model School diploma will also receive a bonus of \$50 in the case of married teachers, and \$25 in the case of unmarried teachers. The minimum salary was brought from \$600 to \$700.

In Winnipeg a new schedule of salaries for teachers within the city has been drawn up by the Winnipeg Public School Board, to be in effect from January 1, 1920. Details of this schedule are as follows:

Effective 1st January, 1920.

High Schools.

	Mini- mum.	Annual Increase.	Maxi- mum.
Principals	\$3,400	\$100	\$4,000
Men Assistants	2,200	100	3,000
Women Assistants	1,500	100	2,200

	Mini- mum.	Annual Increase.	Maxi- mum.
Instructors in Manual and Mechanical Arts.	1,800	100	2,500
Instructors in Domestic Science, Household Arts and Physical Culture for Girls ...	1,400	100	1,900
Principal, Junior High School	3,300	100	3,600

Elementary Schools.

Men Principals—Schools 10-15 rooms	2,200	100	3,000
Men Principals—Schools 16 rooms and upwards, after maximum in foregoing schedule has been attained....	3,100	100	3,400
Women Principals	1,700	100	2,200
Manual Training Instructors (Men)	1,500	100	2,200
Instructors in Home Economics	1,000	50	1,500
Supervisors of Primary Grades, Music, Drawing, Sewing and Household Arts	1,700	100	2,200
Assistant Supervisors ..	1,400	100	1,700

Grade Teachers.

Grades 1 to 4	1,000	50	1,500
5	1,050	50	1,550
6	1,100	50	1,600
7	1,150	50	1,650
8	1,200	50	1,700

Teachers holding First Class non-Professional certificates who have satisfactorily completed the course of Normal Training required for Second Class Professional standing, and who have not had two years' satisfactory teaching experience, subsequent to a recognized course of Normal Training, will be eligible for appointment to the elementary staff on probation under the following schedule:

1st 5 months at rate of	\$800 per annum
2nd 5 months at rate of	850 per annum
3rd 5 months at rate of	900 per annum
4th 5 months at rate of	950 per annum

Teachers who have obtained such First Class non-Professional certificates through graduation from a recognized University and who have otherwise complied with the conditions specified in the foregoing, shall begin at the 3rd stage of this probationary schedule.

School Nurses.

Minimum, \$1,050; annual increase, \$50; maximum, \$1,200. Additional allowance of \$50 per annum for transportation.

School Attendance Officers.

	Mini- mum.	Annual Increase.	Maxi- mum.
Men	\$1,400	\$100	\$1,600
Women	900	50	1,200

Substitute Teachers.

High Schools \$7.50 per day.

Elementary Schools. For teachers having Normal Training—\$4.00 per day.

For teachers not having Normal Training — \$3.50 per day.

FURTHER REGULATIONS AFFECTING WESTERN COAL MINES

FOURTEEN new orders have been received from the Director of Coal Operations for Alberta and Eastern British Columbia. Of these, Nos. 121* and 122 have reference to the dismissal of employees of the Mountain Park Coal Co. and of Rosedale Coal and Clay Products, Limited, respectively. No. 125 relates to the wages of an employee of the West Canadian Collieries, Limited. Nos. 126U and 126V prescribe conditions for the resumption of work at certain mines following the termination of the coal miners' strike.† Nos. 127A and 127B authorize advances in selling prices of coal and coke. Nos. 128A, 128B, 128C and 128D have reference to applications for the reinstatement of certain employees who had not been taken back after the strike. Nos. 129 and 130 have reference to the prices paid for mining certain classes of coal at the Hillcrest Collieries, Alberta. No. 131 relates to the wages of a tar melter at a briquette plant.

ORDER NO. 121.—Five men were dismissed by the Mountain Park Coal Co., Alberta, on the ground that they had left their work without permission and had refused to perform work assigned to them. The men denied this charge and alleged that they left their places to interview the management with regard to a grievance. The Director ruled that the men should have remained at work and followed the routine laid down

in the Tentative Agreement. Owing to conflicting evidence he declared that they should be reinstated without compensation.

ORDER NO. 122.—On January 25, 1919, an order (Order No. 112) was issued to the Rosedale Coal and Clay Products, Limited, to reinstate a certain employee. The Company having failed to comply with this order, a further order was issued instructing it to reinstate this employee and to pay him compensation from January 25 for the time in which the mine was in operation.

ORDER NO. 125.—An employee at the Bellevue Mine of the West Canadian Collieries has the duty of disconnecting the rope from the trip at the top of the underground slope, and to do this he gets on the trip while it is in motion. The Company has been paying him the rate specified for eagers. The man contended he should be paid as a rope rider. In the opinion of the Director his work was not that usually performed by a rope rider, but he should be paid as such if it is necessary for him to get on the trip while it is in motion to uncouple the cable.

ORDER NO. 127A.—Owing to the increased cost of production consequent upon the adoption of the eight-hour basis of pay for surface men working at the mines of District 18, the following advances in the selling prices of coal and coke f.o.b. mines were authorized: Lignite coal, 14 cents per ton; bituminous coal and coke, 10 cents per ton.

ORDER NO. 127B.—For reasons recited above, an advance in the selling price of

*For details of previous orders see LABOUR GAZETTE, April, 1919, p. 472, and various preceding issues.

†For details of the strike and other orders issued in connection therewith, see LABOUR GAZETTE, September, 1919, p. 1050.

anthracite coal f.o.b. mines has been authorized as follows: Nut and briquettes, 25 cents per ton; large size, 50 cents per ton.

ORDER No. 129.—A dispute arose at the mines of the Hillcrest Collieries, Alberta, regarding the price paid for the extraction of the bottom bench coal. The question arose as to whether a certain amount of this coal should be paid for at 60 cents per ton or at 48 cents. It was shown that in the extraction of pillars, skipping pillars, and taking out bench coal in cross cuts and rooms, the bottom bench coal was being paid for at the same rate as pillar coal, namely, 48 cents per ton. It appeared to the Director, however, that the coal in question did not come within the scope of pillar coal, but was more in the nature of taking up the bench coal in the room, and he therefore found that the rate of 60 cents should be paid.

ORDER No. 130. — Another dispute arose at the mines of the Hillcrest Collieries with regard to prices. The question in this case was as to the rate paid for driving a place between two rooms.

The company contended that the coal taken out from this place was pillar coal for which 48 cents per ton should be paid. The men contended that it should be the room price of 60 cents per ton. It was the opinion of the Director that the work in question was not covered by the contract, and until a price was made for this work the place should have been driven by day work. However, as the men had been paid on contract, he found without establishing a precedent that the rate to be paid should be 60 cents per ton.

ORDER No. 131.—A dispute arose at the Bankhead Mines of the Canadian Pacific Railway Company regarding the rate of wages paid to a tar melter at the briquette plant who was being paid at the rate of \$4.24 per day of eleven hours. It was declared by the Director that under the adjustment of Order No. 124 the proper rate for this man would be \$3.47 per day of eight hours, plus the cost of living increases. The company was therefore ordered to pay this rate of wages while the employee was engaged at this occupation.

FAIR WAGE CONTRACTS, OCTOBER, 1919

DURING October the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to 12 fair wage contracts, 11 of which were awarded by the Department of Public Works, and one by the Department of Railways and Canals. All but one of these contracts contained the usual fair wage clause which provides for the prompt payment of such wages as are current in the district in which the work is to be performed, and for observance on the works under contract of the prevailing hours of labour, and which otherwise prevents abuses and secures the legitimate rights of the labour employed. The other contract contained a fair wage schedule.

A statement was also received as to

supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Roadways and grading in connection with county hospital, St. John East, N.B. Name of contractor, Lewis Stephen, St. John, N.B. Date of contract, September 24, 1919. Amount of contract, \$5,500.

Construction of examining warehouse, Oshawa, Ont. Name of contractors, Russell-Navin Construction Co., Toronto, Ont. Date of contract, September 26, 1919. Amount of contract, \$21,900; excavation, per cu. yd., \$1.50; concrete work, including forms, per cu. yd., \$16.50.

Alterations for new dormitory in Post Office, Halifax, N.S. Name of contractors, Thomas and Theakston, Halifax, N.S. Date of contract, September 26, 1919. Amount of contract, \$5,160.

Construction of a public wharf, Okanagan Centre, B.C. Name of contractor, Samuel Mills, New Westminster, B.C. Date of contract, September 26, 1919. Amount of contract: schedule of prices.

Renewal of wharf, Depot Harbour, Ont. Name of contractor, R. Brewder, Ottawa, Ont. Date of contract, October 3, 1919. Amount of contract: schedule of prices.

Supply and installation of a new elevator in the Post Office, Fort William, Ont. Name of contractor, J. Hosegood, Fort William, Ont. Date of contract, October 16, 1919. Amount of contract, \$3,469.

Repairs to the breakwater, Shippigan Gully, N.B. Name of contractors, Arcade Landry & Sam. G. Robichaud, Shippigan, N.B. Date of contract, September 27, 1919. Amount of contract: schedule of prices.

New tile drain and alterations to heating plant, pipe line, etc., Jordon Sanatorium, Riverglade, N.B. Name of contractor, J. H. Doody, St. John, N.B. Date of contract, October 6, 1919. Amount of contract, \$24,547.

Alterations and additions to service building, Strathcona Military Hospital, Edmonton, Alberta. Name of contractors, Brown & Hargrave, Edmonton, Alberta. Date of contract, October 2, 1919. Amount of contract, \$5,246.

Wharf repairs and reconstruction, Ste. Anne de Beaupré, Que. Name of contractor, Onésime Poliquin, Portneuf, Que. Date of contract, October 10, 1919. Amount of contract: schedule of prices.

Repairing of the wharf, Pointe Pizeau (Sillery), Que. Name of contractor, Jos. Gosselin, Ltée, Lévis, Que. Date of contract, October 20, 1919. Amount of contract: unit prices.

Trade or Class of Labour	Rates of Wages. Not less than the following:	
Foreman carpenter.....	55	cents per hour, 9 hours per day
Carpenters.....	50	" " 9 " "
Blacksmith.....	45	" " 9 " "
Blacksmith's helpers.....	35	" " 9 " "
Ordinary labourers.....	30	" " 9 " "
Driver with 1 horse and cart....	40	" " 9 " "
Driver with 2 horses and wagon	55	" " 9 " "

DEPARTMENT OF RAILWAYS AND CANALS.

Repairs and reconstruction of the Government elevator at Port Colborne, Ont., partly destroyed by explosion. Name of contractors, Dominion Bridge Company, Limited. Date of contract, October 21, 1919. Amount of contract: cost plus.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in September for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of Orders	Amount of orders
Making metal dating stamps and type and making other hand stamps and brass crown seals.....	\$ 697.13
Making rubber stamps.....	98.70
Supplying stamping materials, pads and ink.....	2,259.53
Supplying mail bag fittings.....	7,900.00
Repairing street letter boxes, etc.....	175.00
Making up new mail bags.....	918.41
Making up and supplying letter carriers' uniforms....	7,213.25
Supplying royal arms transfers.....	103.95
Repairing motor.....	27.00

PRICES, RETAIL AND WHOLESALE, IN CANADA, OCTOBER, 1919

THE feature of the month was a continuance of the decline in livestock and meats and also in vegetables, especially potatoes, but there were the usual autumn advances in eggs, butter, etc. In materials there were advances in textiles and in lumber.

In retail prices the average cost of a list of 29 staple foods in some sixty cities was \$14.21 at the middle of October as compared with \$14.33 in September, \$13.54 in October, 1918, and \$7.99 in October, 1914. The chief decreases for the month were in potatoes and in meats. Foods averaged slightly higher in Nova Scotia, New Brunswick, Quebec, and British Columbia, but lower in the other provinces, especially Ontario and Manitoba. There were increases in eggs, milk, and butter. Coal and wood averaged slightly higher and rents advanced in several cities.

In wholesale prices the index number for October stood at 299.6 as compared with 301.5 for September, 289.6 for October, 1918, and 134.6 for October, 1913. The chief change was the decrease in livestock and meats, but there were also slight decreases in fish, hides, metals, and paints. Increases occurred in dairy products, miscellaneous foods, textiles, lumber, and the miscellaneous group.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly, the relative proportion of expenditure on the various

foods therefore tends to be maintained. In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities, owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 40 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats, prices averaged lower except in veal. In round steak the average decline was slight. In all meats the decreases were found chiefly in Ontario and Quebec. Lard was also lower. Eggs advanced, reaching \$1.00 per dozen in Vancouver, 90c. in other British Columbia cities, and 75c. and 80c. in some cities in Ontario and Quebec. Milk rose in several of the cities, the advance being

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity	Nova Scotia						P.E.I.	New Brunswick				Quebec			
	Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak . . . lb	40	32-35	35	45	40	38.7	30	40	45	35	40.0	35-37	35	30	35
2-Beef, round steak . . . "	35	30-32	35	40	37	35.6	30	35	35	30	33.3	35-37	35	25	35
3-Beef, rib roast prime . . "	38	25	25	38	35	32.2	30	28	35	25	29.3	30	30	25	32
4-Beef, shou. der roast . . "	30-35	22	35	32	30.4	25	24	25	20	23.0	22-25	25	25	25	25
5-Veal, roast, forequarter . . "	22	22	25	22	23.0	22	22	22	16	19.0	22-27	15	20	15	15
6-Mutton, leg roast, h'q. . . "	25-35	35	40	35	35.0	30	35	35	25	31.7	33-35	30	30	30	30
7-Pork, fresh, roast, ham . . "	45	30	35	35	33	37.6	30	35	35	30	33.3	36-38	35	35	35
8-Pork, fresh chops "	45	35	35	35	35	37.0	30	35	35	35	35.0	36	35	35	33
9-Pork, salt, mess "	40	35	35	35	35	36.0	30	35	35	34	34.7	35-37	35	32	35
10-Bacon, br'fast, not slit'd . "	60	45-50	62	50	45	52.9	60	55	50	50	51.7	50	50	52	65
11-Fish, fresh, g. quality . . "	8-30	12-40	5-35	14-40	15-18	10-40	12-35	15-35	12-35	12-15	12-35	15-35	13-35	80	80
12-Fish, salt, herrings . . . doz	75	55-50	50	50	60	60	60	60	70	75	75	75	70	70	70
13-Salmon, canned, med. lb	35	30	30	30	30	40	35	30	32.5	35	40	40	40	40	40
14-Lard, pure leaf, best . . . "	48	40-45	45	35	45	43.1	40	42	42	45	43.0	40	40	40	42
15-Eggs, new laid doz	75	65	70	80	68	71.6	55	60	70	65	65.0	75	75	70	70
16-Eggs, storage "	65	65	65	65	65	65.0	48	65	55	60	65	65	65	65	65
17-Milk, delivered qt	14-16	14	12	15	13	13.8	10	14-15	15	15	14.8	14	14	12.5	12
18-Butter, dairy solids . . lb	55	60	60	60	58.8	48	58	58-65	60	59.8	54-57	63	65	65	65
19- " creamery prints . . . "	70	67-68	65	68	70	68.1	63	62	70	65	65.7	57-60	65	65	57
20-Cheese, old "	40	40	40	40	40	40.8	30	40	40	40	35-37	40	40	40	35
21-Cheese, new "	35	35	35	35	40	36.2	30	38	35	35	36.0	31-33	38	38	35
22-Bread, plain white . . . "	8.7	8.7	8.7	8.7	8.7	7.3	8.7	9.3	8.7	9.3	8	7.5	7.3	7.3	6.0
23-Flour, family "	7.5-7.7	7.8-7.7	6.9	7.3	7.3	7.4	6.7	6.9	6.9	6.7	6.8	7	7.3	6.9	6.9
24-Rolled oats, standard . . "	8	8	8	8	8	8.0	7	8	8	8	8.0	8	9.2	10	10
25-Rice, medium "	14	15-12	15	15	14	10	15	15	14	14.7	13	12.5	15	15	15
26-Rice, Patna, etc. "	15	15	15	15	15	15.0	12	18-20	15	17.0	14	18	15	18	18
27-Tapioca, medium pearl . . "	22-25	15	25	20	20	25.9	20	20	20	16	18.7	16	20	20	20
28-Tomatoes, canned 3's can	25	25	25	25	25	25.0	20	22	20	22	21.3	20	25	20	17
29-Peas, canned 2's "	25	20-22	18	25	20	21.8	15	18	15	16	16.3	18	20	20	20
30-Corn, canned 2's "	25	25	25	20	25	24.0	25	20	22	25	22.3	18	25	25	23
31-Beans, common, dry . . lb	14	11-12	12	15	12	12.9	11	10	12	11	11.0	9	12.5	15	13
32-Apples, evaporated . . . "	25	20	20	30	25.0	25	25	27	27	26.0	18	25	25	30	30
33-Prunes, medium "	25-30	22	25	23	24.4	18	20	25	22	22.3	25	25	25	25	25
34-Sugar, granulated "	13	12.5	12.5	13	12.5	12.8	11.8	11.8	11.8	12.5	12.0	12.5	13	12.5	12.5
35-Sugar, yellow "	12	11.8-12	11.1	11	12.5	11.7	11.1	11.1	10.5	11.1	10.9	11.5	12	11.1	11.8
36-Tea, black, medium . . . "	60-75	60	60	60-65	60	62.0	60-65	55	55-65	55-60	57.5	65-70	60-70	55-70	70
37-Tea, green, medium . . . "	60	60	75-80	60	68.8	50	55	65	55	58.3	65-70	60-70	60-70	70	70
38-Coffee, medium "	60	50-60	60	60	58.8	50	55	65	55	58.3	55-60	45	55	60	60
39-Potatoes, local, per bag of 1½ bu., 90 lbs.	\$ 2.00	\$ 1.88	\$ 1.50	\$ 2.75	\$ 2.10	\$ 2.01	\$ 1.35	\$ 2.10	\$ 2.00	\$ 1.90	\$ 2.00	\$ 1.25	\$ 1.50	\$ 1.88	\$ 1.70
40-Vinegar, white wine, XXX, per quart . . . . .	.13	.12	.10	.15	.13	.124	.15	.12	.13	.10	.117	.22	.15	.15	.13
41-Starch, laundry, per pound . . . . .	.15	.15	.13	.15	.15	.146	.15	.15	.16	.14	.150	.14	.15	.15	.15
42-Coal, anthracite, stove size, per ton, 2,000 lbs.	16.25	14.25	15.25	15.40	8.75	11.00	10.50	13.25	10.00	10.58	11.75	10.00	10.50	10.00	10.00
43-Coal, bituminous, domestic, per ton, 2,000 lbs.	6.65	8.00	9.00	8.00	9.50	7.89	9.50	10.50	13.25	10.00	10.58	11.75	10.00	10.50	10.00
44-Wood, hard, best, per long cord (128 cu. ft.)	5.00	15.00	14.00	9.00	10.75	11.00	10.00	15.00	13.00	12.67	14.67	12.00	12.00	7.00	7.00
45-Wood, soft, best, per long cord (128 cu. ft.)	4.00	9.00	5.00	6.00	9.00	7.00	8.00	5.00	6.77	12.67	9.00	10.00	9.00	9.00	9.00
46-Coal oil, prime white, per gallon . . . . .	.30	.29	.28	.32	.32	.301	.26	.30	.24	.273	.22	.25	.25	.25	.27
47-Rent, house, 6 roomed, san. conveniences, month	14.00	10.00	18.00	30.00	20.00	20.10	15.00	35.00	15.00	18.00	21.00	20.00	15.00	16.00	14.00
48-Rent, house, 6-roomed, no san con., per month	8.00	8.00	10.00	20.00	12.00	13.80	11.00	25.00	12.00	14.00	15.83	10.00	14.00	7.00	7.00

IN CANADA, AT THE MIDDLE OF OCTOBER, 1919

Quebec (Continued)					Ontario													
St. Hyacinthe	St. John's	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Bellefleur	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
25	33	22	30	30.8	35	28-30	38-42	35	40	40-43	27-40	40	32	28-30	40	38	40	30
25	33	20	30	29.9	35	28-30	35-38	30	35	30-33	25-30	38	28	25-30	35	35	35	30
15	35	18	22	25.9	15-30	30-32	30-35	30	25	30-33	30	32	27	30	30	30	31-33	30
20	23	16	28	23.3	20-22	25-28	25-28	25	23	25-28	20	30	22	23	28	25	28-30	25
18	25	20	25	20.3	25	20	22	30	30	32-33	20-25	35	25-28	25-28	35	28	30-32	35
25	35	28	30	30.3	35	30	35	35	35	30	30-35	40	.....	30	40	35	35	30
30	33	38	30	34.1	35	38	45	32	40	40	32-35	45	42	40	50	45	40	40
30	33	40	32	34.3	38	38	45	32	40	42-45	40-45	48	44	33	50	45	40	40
35	35	35	.....	34.7	.....	38	35	.....	30	.....	35-40	40	33	35	40	35	33	43
65	60	45	54	55.1	52	55-58	50	52	60	58	45-50	58	50	43-50	50	50	53	50
20	15-28	25-28	.....	.....	.....	15-35	12.5-30	15-28	15-22	15	14-30	15-30	15-32	15-30	10-30	15-33	15-30	25
.....	60	100	.....	.....	.....	.....	.....	.....	50	.....	60	.....	.....	75	.....	.....	.....	12
.....	40	30	50	.....	.....	40	38	40	45	40	40	40	.....	40	40	.....	40	40
38	40	38	37	39.4	45	40	38	38	40	40	40	43	40	35	40	35	40	38
65	70	75	65	70.6	70	65	65	65	67	60	70	68	65	65	65	65	70	62
.....	55	60	.....	61.3	.....	55	55-60	58	.....	.....	.....	.....	62	.....	.....	.....	65	.....
.....	11	15	13	13.1	13	11-13	12	13	11.1	13	15.4	14	15	15	12	12.5	12.5-14	12.5
.....	60	55	.....	58.4	.....	56	48-55	65	60	58	.....	55	60	62	60	58	58	a58-60
57	62	60	65	61.2	67	60-64	50-60	65	62	62	63	60	60	64	63	62	63	60
.....	45	38	38	38.9	45	35	42	.....	.....	40	.....	40	.....	34	45	40	45	42
30	35	36	34	34.3	32	.....	40	34	40	35	38	37	38	.....	35	30	38	40
6	6.7	8	8	7.1	7.3	7.3	6.7-7.3	6.3	7.3	7.3	7.3	8	8	7.3	7.3	7.3	7.3	*7.3
6.3	6.7	7.1	6.9	6.9	7.3	6.3-6.7	6.3	6.5	6.3	6.5	6.9	6.5	6.5	6.6	6.3	6.7	6.3	6.3
8	10	7.5	7.5	8.6	8	7	7	7.5	8	7	5.7	8	7.1	6.3	8	8.3	7.1	8
15	15	15	.....	14.3	.....	15	12.5	.....	15	15	.....	15	13	15	10	15	15	.....
18	18	18	.....	17.0	.....	.....	15	18	.....	18	15	25	15-16	15	15	20	15	.....
18	20	20	18	19.0	20	20	18	18	18	20	18	18	15	17	15	20	18	20
25	22	20	20	21.1	20	20	18	15	20	20	20	20	18	18	20	20	25	20
25	20	20	20	20.4	20	20	14	15	20	25	20	17	20	18	20	18	20	15
25	22	20	20	22.3	20	22	20	20	22	20	20	23	22-25	20	23	20	20	30
8	8	12	10	10.9	12.5	10-12.5	7	8	12.5	10	10	10	15	10	10	8.3	8.3	10
.....	22	23	25	23.8	25	24	25	.....	25	28	.....	.....	.....	.....	.....	25	.....	10
15	22	25	20	22.4	30	.....	20	25	25	25	25	20	.....	15	25	20-30	22	20
12.5	13.3	12	12.5	12.6	12.5	12.5	11.1	12.5	12.1	12.5	12	12.5	12.5	11.8	13.3	12.5	12.5	12.5
11.5	12.5	11.5	12	11.7	12	12.5	10	11	12.1	11.1	11	11.8	11.1	11.0	12.5	12.5	11.1	12.5
60	60-70	50-60	60-70	63.8	70	60-70	55	60-70	70	50-70	60-70	60-70	60-70	60-70	70	60	60-65	60-70
60	60-70	45-60	50-70	63.1	70	60	50	60-65	70-75	50-70	60-70	60-70	55-70	60-70	70	60	60-65	60-70
60	70	50	50	55.9	60	60	45	50	60	50	55	60	60-70	60	55	65	45	38
\$	\$	\$	\$	\$	\$	\$	\$3.00-	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1.50	2.00	1.75	1.90	1.67	2.00	2.70	3.75	2.50	2.40	1.65	2.45	2.50	63.30	2.55	2.00	2.00	2.50	2.00
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*Including New Glasgow, etc. *a*Dairy prints. *50 tickets (1½ lb. loaf) for \$5.00 cash. *b*Calculated per bag from price per peck. *e*Whey. *c*Calculated per bag from price per 100 lbs. *d*Natural gas.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Ontario (Continued)													Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Saul Ste. Marie	Port Arthur	Fort William	Average	Winnipeg	Brandon	Average	
Per	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
1-Beef, sirloin steak..... lb	38-40	38	35	32-38	38	40	35	40	40	32.5	30	36.2	35	35	35.0	
2-Beef, round steak..... "	30	35	35	30	.....	38	32	35	25	30	30	32.0	23	30	26.5
3-Beef, rib, roast, prime..... "	26-28	32	30	28	28	30-38	30	32	30	25	30	29.6	25	30	27.5	
4-Beef, shoulder roast..... "	25	28	25	28	23	30	25-28	28	25	22.5	30-35	25.8	18	25	21.5	
5-Veal, roast, forequarter..... "	28	28	35	28	28	35	28-30	30	30	32.5	30	29.3	20	30-35	26.3	
6-Mutton, leg roast, hind q'ter..... "	25	38	35	40	35	38	35	.....	30	30	35	34.1	33	40	36.5
7-Pork, fresh, roast, ham..... "	45-50	40	45	45	40	42	35-38	35	40	50	45-50	41.4	40	38	39.0	
8-Pork, fresh, chops..... "	50	40	50	45	45	54	38	35	40	45	45	42.5	45	40	42.5	
9-Pork, salt, mess..... "	.....	30	.....	45	30	.....	.....	.....	.....	40	40	36.5	.....	.....	.....
10-Bacon, breakfast, not sliced..... "	55	45	50	48	50	60	58	58	50	60	55-60	53.0	48	65	56.5	
11-Fish, fresh, good quality..... "	12-30	20-30	10-30	10-30	15-25	15-18	18	20	16-18	14-35	14-30	.....	15-30	18-30	.....
12-Fish, salt, herrings..... doz	50	.....	.....	40	.....	.....	.....	70	.....	.....	.....	.....	.....	.....	.....
13-Salmon, canned, medium..... lb	35	50	35	30	42	40	35	40	40	40-45	45	39.9	.....	40	.....
14-Lard, pure leaf, best..... "	40	38	42	43	38	45	40	40	40	45	.....	40.1	42	45	43.5
15-Eggs, new laid..... doz	65	60	68	62	60	70	60	75	75	70-80	70-75	66.6	65	55	60.0	
16-Eggs, storage..... "	.....	.....	.....	.....	68	.....	.....	65	.....	.....	.....	61.5	60	45	52.5
17-Milk, delivered..... qt	12	11	13	12	14	16-20	12	18	15	20	16.7	13.8	14	15	14.5	
18-Butter, dairy, solids..... lb	a50-55	57	60	62	60	65	a55	60	60	65	60-65	59.2	.....	55	56.0
19-Butter, creamery prints..... "	62	60	62	62	62	70	58	65	65	70-75	70-75	63.2	63	60	61.5	
20-Cheese, old..... "	40	42	38	43	38	45	.....	35	.....	.....	.....	40.5	40	.....	40.0
21-Cheese, new..... "	38	40	35	40	35	40	38	35	40	35	.....	36.9	.....	40	40.0
22-Bread, plain, white..... "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	9.3	8	8.3	8.3	7.5	7.2-7.5	7.2	7.3	
23-Flour, family..... "	6.3	6.3	6.9	6.7	6.7	6	6	6.9	7.1	6.5	6.7	6.5	6.5	7.3	6.9	
24-Rolled oats, standard..... "	8.3	7	7	7	7.5	6	8	8	7	8	8	7.4	8.3	7	7.7	
25-Rice, medium..... "	15	12.5	.....	15	15	15	15	15	12.5	15-20	15	14.4	15	13	14.0
26-Rice, Patna..... "	20	.....	.....	15-18	16	.....	18	.....	15	15	15	16.9	.....	15	15.0
27-Tapioca, medium pearl..... "	20	18	18	18	18	18-20	18	20	18	20	20	18.5	18	18	18	
28-Tomatoes, canned 3's..... can	20	15	23	20	20	22	20	25	20	20	20	20.0	25	23	24	
29-Peas, canned 2's..... "	20	15	18	15	20	20	20	20	18	20	20	18.7	20	20	20	
30-Corn, canned 2's..... "	22	10	23	20	25	22	20	25	25	25	25	21.4	25	23	24	
31-Beans, common, dry..... lb	8.3	10	10	10	8	20	10	15	12	15	10-15	10.9	15	13	14	
32-Apples, evaporated..... "	20	.....	.....	.....	30	.....	25	25	25	25	25	24.0	25	25	25
33-Prunes, medium..... "	20	15	.....	20	20	.....	20	20	25	20	20	21.8	30	25	27
34-Sugar, granulated..... "	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.4	13.3	14.3	13	
35-Sugar, yellow..... "	11.1	10	11.8	11.1	12.5	11.1	11.1	12.5	11.1	11.1	11.1	11.5	12.5	14.3	13.1	
36-Tea, black, medium..... "	60-70	60-70	65-68	60-70	50-80	50-80	60-70	60	65-70	60-70	60-70	64.7	60	60-65	61	
37-Tea, green, medium..... "	70	60-70	65-68	60-70	60-70	50-80	60-70	70	65-70	60-70	60-70	64.8	60	65	62	
38-Coffee, medium..... "	60	55	60	60	50	50-65	60	60	45	50	45-60	55.8	60	55	57.5	
39-Potatoes, local, per bag of 1½ bushels, 90 lbs..... "	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$1.75	\$	\$	\$	\$	\$	
40-Vinegar, white wine, XXX, per quart..... "	2.25	3.00	2.00	2.25	2.75	2.60	2.00	2.50	3.00	2.50	2.10	2.42	1.95	1.50	1.75	
41-Starch, laundry, per pound..... "	.13	.14	.15	.125	.13	.10	.125	.13	.15	.20	.20	.135	.15	.15	.15.0	
42-Coal, anthracite, stove size, per ton of 2,000 lbs..... "	12.00	12.00	13.00	12.50	14.00	14.50	13.00	15.00	13.50	14.00	14.00	12.95	16.25	18.00	17.13	
43-Coal, bituminous, domestic, per ton of 2,000 lbs..... "	10.00	12.50	11.00	10.00	10.00	10.00	9.00	12.00	11.00	13.50	11.00	10.45	12.50	12.00	12.25	
44-Wood, hard, best, per long cord (128 cu. ft.)..... "	12.50	15.00	18.00	13.00	.....	.....	15.00	12.00	11.00	9.00	9.00	13.56	.....	.....	.....
45-Wood, soft, best, per long cord (128 cu. ft.)..... "	15.00	13.00	14.00	.....	.....	.....	10.00	10.00	8.00	7.00	7.00	10.80	11.00	11.00	10.19
46-Coal oil, prime white, per gallon..... "	.30	.30	.23	.22	.25	.22	.25	.30	.25	.30	.30	.264	.30	.27	.285	
47-Rent, house, 6 rooms, san. conveniences, per month..... "	15.00	25.00	30.00	25.00	20.00	30.00	18.00	30.00	25.00	35.00	35.00	23.10	35.00	20.00	24.50	
48-Rent, house, 6-roomed, no san. conveniences, per month..... "	10.00	15.00	20.00	17.00	15.00	22.00	13.00	25.00	15.00	20.00	20.00	16.40	25.00	15.00	17.38	

IN CANADA, AT THE MIDDLE OF OCTOBER, 1919—Concluded

[illegible]

*g*Slabs and millwood. *f*Calculated per cord from price quoted. *h*Stove lengths. *k*Including \$1.00 for delivery. *l*Lignite.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF THE
AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	*1900	*1905	1910	1911	1912	1913	1917	Oct. 1914	Oct. 1915	Oct. 1916	Oct. 1917	Oct. 1918	Sept. 1919	Oct. 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.8	44.4	60.2	50.2	47.6	52.4	62.8	76.2	75.4	72.2
Beef, shoulder, roast.....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	41.3	35.0	32.8	34.4	43.6	54.2	50.6	49.4
Veal, roast, forequarter..	1 "	10.0	11.3	12.8	14.0	14.4	15.7	22.7	18.1	17.5	19.7	24.0	28.0	26.2	26.4
Mutton, roast, hindq'r..	1 "	11.8	12.2	16.8	18.0	17.8	19.1	28.1	21.4	20.8	24.2	29.4	36.4	35.5	34.3
Pork, fresh, roast, ham..	1 "	12.2	13.1	18.0	17.8	17.5	19.5	29.6	20.4	19.6	23.5	32.7	38.0	41.5	39.7
Pork, salt, mess.....	2 "	21.8	25.0	34.4	33.0	33.2	35.2	53.5	38.0	35.8	40.2	59.4	70.0	74.2	72.6
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.3	22.5	24.7	39.5	26.9	26.0	30.5	43.2	51.1	57.3	55.9
Lard, pure leaf.....	2 "	26.2	28.2	40.6	36.0	35.6	33.4	53.4	37.4	35.8	42.2	63.8	74.2	85.0	82.4
Eggs, fresh.....	* 1 doz.	25.7	30.0	33.3	32.6	34.3	33.7	43.9	35.3	36.2	43.6	54.7	60.7	61.4	69.1
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	23.1	42.4	31.5	31.6	38.3	48.5	55.0	57.0	60.4
Milk.....	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	62.2	54.0	51.0	54.6	64.8	75.6	81.6	85.8
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	53.4	53.0	86.4	59.0	60.8	74.2	92.6	101.2	112.8	114.6
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	48.0	34.7	35.1	42.4	50.6	55.7	63.0	61.1
Cheese, old.....	1 "	16.1	17.6	18.5	19.2	20.1	20.5	33.0	22.0	24.0	27.8	33.5	33.3	39.9	39.6
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	30.4	20.3	21.1	26.1	30.3	31.4	37.1	36.9
Bread, plain, white.....	15 "	55.5	58.5	66.0	64.5	60.0	61.5	104.4	67.5	66.0	84.0	109.5	118.5	118.5	118.5
Flour, family.....	10 "	25.0	28.0	33.0	32.0	34.0	32.0	64.2	38.0	35.0	48.0	66.0	69.0	67.0	67.0
Rolled oats.....	5 "	18.0	19.6	21.0	21.0	22.0	22.0	33.5	25.0	24.0	25.0	32.5	40.5	40.0	39.0
Rice, good, medium.....	2 "	10.4	10.6	10.4	10.6	11.0	11.4	16.2	13.2	12.1	13.6	18.4	24.6	28.2	28.2
Beans, handpicked.....	2 "	8.6	9.7	10.8	10.4	11.6	12.4	29.8	13.6	14.8	20.8	33.6	33.2	22.4	22.8
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	15.6	13.7	12.1	13.4	16.5	23.1	26.2	25.6
Prunes, medium size.....	1 "	11.5	9.6	9.9	12.2	12.9	11.9	15.4	13.2	12.9	13.2	16.1	18.8	23.7	23.4
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	25.0	23.9	39.9	31.2	30.0	36.8	42.4	48.8	50.8	50.8
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	18.5	14.0	13.8	16.8	19.6	22.4	23.6	23.6
Tea, black, medium.....	½ "	8.2	8.3	8.7	8.9	8.8	8.9	11.5	9.9	9.7	9.9	12.4	15.5	15.7	15.6
Tea, green, medium.....	½ "	8.7	8.7	9.1	9.4	9.5	9.3	11.3	9.8	9.9	10.2	11.9	14.8	16.0	16.1
Coffee, medium.....	½ "	8.6	8.8	8.9	9.2	9.3	9.4	10.1	9.9	9.8	9.9	10.1	11.5	14.0	14.0
Potatoes.....	2 pks.	24.1	28.0	30.3	44.6	45.3	36.0	89.2	35.3	35.0	53.0	56.7	71.3	87.0	71.7
Vinegar, white wine.....	1 ⅞ pt.	.7	.7	.7	.7	.8	.8	.8	.8	.7	.8	.9	.9	1.0	1.0
All foods.....		\$5.48	\$5.96	\$6.95	\$7.14	\$7.34	\$7.34	\$11.42	\$7.99	\$7.82	\$9.30	\$11.81	\$13.54	\$14.33	\$14.26
Starch, laundry.....	½ lb.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
		2.9	3.0	3.1	3.1	3.2	3.2	4.0	3.2	3.2	3.5	4.4	4.8	4.8	4.8
Coal, anthracite.....	1 ⅞ ton	39.5	45.2	48.1	48.8	51.9	55.0	67.0	53.9	51.2	57.9	69.4	78.8	82.4	84.3
Coal, bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	39.7	52.7	37.8	36.9	39.9	54.6	62.6	63.7	62.5
Wood, hard.....	" cord	32.5	35.3	38.8	41.4	41.3	42.5	52.9	42.6	41.5	43.9	57.3	76.9	77.8	81.1
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.6	38.9	31.5	30.2	31.6	43.2	58.8	56.4	56.5
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	25.0	24.1	23.0	23.0	25.8	27.4	29.3	29.3
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$2.37	\$1.90	\$1.83	\$1.96	\$2.50	\$3.05	\$3.10	\$3.14
Rent.....		\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.76	\$4.32	\$4.55	\$3.98	\$4.08	\$4.47	\$4.85	\$5.41	\$5.55
Grand total.....		\$9.37	\$10.50	\$12.79	\$13.00	\$13.79	\$14.02	\$18.15	\$14.47	\$13.66	\$15.38	\$18.82	\$21.49	\$22.85	\$22.93

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$3.73	\$7.17	\$7.29	\$11.33	\$7.70	\$7.91	\$9.77	\$11.92	\$13.78	\$14.36	\$14.45
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	9.79	6.72	6.66	7.80	10.31	11.90	12.37	12.31
New Brunswick.....	5.33	5.83	6.55	6.84	7.13	7.04	11.22	7.65	7.50	8.87	11.74	13.26	13.93	14.13
Quebec.....	5.15	5.64	5.33	6.49	6.97	6.87	11.15	7.40	7.46	8.95	11.57	13.19	13.33	13.54
Ontario.....	5.01	5.60	6.50	6.67	7.25	7.20	11.50	7.77	7.73	9.41	11.84	13.58	14.45	14.17
Manitoba.....	5.35	6.19	7.43	7.41	7.83	7.87	10.73	8.27	8.03	8.87	11.13	12.94	14.37	13.98
Saskatchewan.....	6.86	6.92	7.83	8.03	8.13	8.25	11.11	8.64	8.01	9.11	11.66	13.51	14.21	14.10
Alberta.....	6.02	6.50	8.00	8.03	8.15	8.31	11.55	8.46	7.91	9.31	11.87	13.27	14.18	14.18
British Columbia.....	6.90	7.74	8.32	8.73	9.03	9.01	11.83	9.51	8.04	9.70	12.42	14.39	14.81	15.32

*December only.

2c. or 3c. per quart in most cases. There was a general advance in butter. In cheese there was little change. In bread, flour, and rolled oats, prices were steady. Sugar was unchanged in most of the cities. Potatoes were lower in many of the cities, particularly in Ontario, but in some localities there were advances.

Anthracite coal was higher at St. John, N.B., Three Rivers, Galt, Kitchener, St. Thomas, Windsor, Cobalt and Winnipeg, but declined slightly at Stratford, Port Arthur, and Fort William. Bituminous coal was lower at Halifax and Truro, Fredericton, Niagara Falls, and Port Arthur, but increased at Moncton, St. Hyacinthe, Galt, and St. Thomas. Hard wood advanced at Sherbrooke, St. Hyacinthe, Belleville, Cobalt, and soft wood advanced at Charlottetown, Belleville, and Winnipeg. Coal oil advanced 2c. per gallon in several of the cities.

Rent advanced in Charlottetown, Ottawa, Brockville, Cobalt, Winnipeg and Edmonton.

Wholesale Prices

GRAINS AND FODDER.—Wheat was unchanged at the prices fixed in August and September. Barley had fallen at Winnipeg to \$1.25 per bushel at the end of September, but reached \$1.46½ by the end of October. At Toronto, barley was up from \$1.30 to \$1.40. Oats continued to fall during the first two weeks of the month, and at Winnipeg No. 2 Canada Western had reached 81c. per bushel, but by the last week had risen to 83¼c. American corn was down to \$1.64 per bushel. Flaxseed fell to \$4.08 per bushel, but later rose to \$4.36. Peas were unchanged at \$2.25. Hay was up to \$23.00-\$24.00 at Montreal and \$24.00-\$25.00 at Toronto.

ANIMALS AND MEATS.—Choice butcher cattle eased off to \$13.50 at Toronto. Beef was steady at the lower price reached toward the end of September. Veal was easier. Hogs had fallen to \$16.75 per hundred pounds f.o.b. country points in Ontario at the end of September, rose

slightly during October, reaching \$17.50, but fell to \$16.75 in the last week. Dressed hogs fell to 24c.-26c. per pound at the beginning of the month. Pork products and mutton were steady at the low prices reached at the end of September. Dressed lamb rose to \$20.00-\$22.00 per hundred pounds at the beginning of October and advanced \$1.00 at the end of the month. Fowl fell to 15c.-24c. per pound at Montreal, and turkeys to 32c.-35c.

DAIRY PRODUCTS.—Finest creamery butter advanced from 54c. per lb. at the end of September to 62c., the price rising about 2c. each week. Creamery solids at Toronto rose from 56c. to 60c. Dairy prints rose from 50c. to 55c. per pound. Fresh eggs at Montreal rose from 68c. to 70c. per dozen. New laid eggs at Toronto rose from 62c. per dozen to 70c. Storage eggs came on at 57c.-58c. and rose to 59c.-60c. The price of milk advanced in several of the cities, as is usual in the autumn.

FISH.—Lake trout fell to 14c.-15c. per pound at Toronto. The new cure of dried cod from the Lunenburg catch sold for \$12 per quintal, the same price as paid for the summer catch. The supplies at Cuba and Porto Rico were said to be short owing to the lack of steamers from New York. The export from Canada was, therefore, increased. The supply of fish at the Windward Islands, however, was said to be large. Prices for spring mackerel were reported down to \$14 per bbl. owing to light demand. The herring market was firmer at \$6.50 per barrel as the short catch of the autumn season firmed the market for the surplus from last year.

FRUITS AND VEGETABLES.—Fall apples were up to \$4.00-\$6.00 per barrel at Toronto. Bananas were higher at 8c. per pound. Lemons were up to \$8 per box. Oranges were easier at \$4.00-\$5.00 per box. Potatoes were easier at \$2.00-\$2.25 per bag at Toronto. At Montreal potatoes in car lots were down to \$1.40 per bag. Onions came on the market at \$3 per 75 pound bag. Canned corn

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR OCTOBER, 1919, SEPTEMBER, 1919, AND OCTOBER, 1918, 1917, 1916, 1915, 1914 & 1913.

(Average price 1890-1899=100.)

	Number of commodities	INDEX NUMBERS.							
		*Oct. 1919	*Sept. 1919	*Oct. 1918	Oct. 1917	Oct. 1916	Oct. 1915	Oct. 1914	Oct. 1913
I.—GRAINS AND FODDERS—									
Grains, Ontario.....	6	330.6	336.0	371.3	344.7	252.7	165.9	167.4	138.1
Grains, Western.....	4	344.2	356.4	300.9	292.3	236.8	149.4	157.0	115.5
Fodder.....	5	283.8	267.0	247.5	195.9	169.5	166.6	175.1	155.8
All.....	15	318.6	318.4	311.3	281.1	220.7	161.1	167.1	138.0
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	342.8	351.9	354.8	290.6	204.8	203.0	223.7	198.3
Hogs and hog products.....	6	359.5	399.1	365.7	334.2	221.6	177.6	171.9	181.4
Sheep and mutton.....	3	214.2	228.1	300.7	251.0	194.5	154.0	148.3	132.8
Poultry.....	2	327.7	478.1	399.9	298.6	227.4	218.5	185.0	186.5
All.....	17	324.2	361.5	354.4	299.9	211.5	187.3	187.6	179.4
III.—DAIRY PRODUCTS.....									
	9	314.7	297.2	275.9	245.0	211.4	172.1	162.6	164.8
IV.—FISH—									
Prepared fish.....	6	211.1	203.3	253.3	234.4	165.9	150.3	155.4	141.6
Fresh fish.....	3	242.7	245.2	260.3	230.3	173.3	154.9	168.1	160.7
All.....	9	221.6	217.3	264.0	233.0	168.2	151.9	159.7	148.0
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	5	158.4	158.0	165.2	135.8	95.1	79.0	82.1	87.7
Fresh fruits, foreign.....	3	210.6	208.6	233.1	105.0	103.6	88.1	81.1	96.6
Dried fruits.....	4	266.1	266.1	275.8	219.7	168.4	143.0	126.9	115.1
Fresh vegetables.....	6	229.4	284.2	289.0	280.3	246.2	182.8	141.8	114.2
Canned vegetables.....	3	204.9	230.6	228.7	243.3	152.7	99.3	101.2	101.0
All.....	21	213.3	233.4	238.0	204.0	165.8	122.2	111.6	112.2
(b) Miscellaneous groceries—									
Breadstuffs.....	10	274.0	274.0	266.5	250.3	190.8	133.5	147.9	123.1
Tea, coffee, etc.....	4	215.0	218.9	191.9	148.1	132.3	121.9	121.8	109.7
Sugar, etc.....	6	306.7	294.0	300.1	234.4	170.8	143.9	120.1	110.4
Condiments.....	5	225.9	229.9	253.2	188.5	149.5	132.5	130.4	102.5
All.....	25	262.8	261.2	259.9	217.8	168.4	133.9	133.5	113.8
VI.—TEXTILES—									
Woolens.....	5	389.2	378.4	429.4	359.5	228.4	199.9	147.3	136.6
Cottons.....	4	344.5	329.2	359.9	250.6	180.9	137.0	129.7	150.4
Silks.....	3	204.6	182.0	149.5	121.9	114.3	86.3	90.0	100.2
Jutes.....	2	631.5	631.5	609.5	514.3	323.9	255.7	235.4	247.5
Flax products.....	4	458.0	458.0	443.3	321.1	227.7	165.6	119.8	141.6
Oilcloths.....	2	272.5	272.5	230.8	168.7	139.8	116.4	104.6	104.7
All.....	20	378.8	369.6	374.4	290.8	202.3	160.6	134.2	137.4
VII.—HIDES, LEATHER, BOOTS & SHOES—									
Hides and tallow.....	4	562.0	582.8	373.3	295.3	293.2	207.4	201.4	187.1
Leather.....	4	318.5	318.5	265.0	265.1	211.9	174.3	155.7	151.4
Boots and shoes.....	3	339.7	339.7	224.6	232.9	198.6	162.4	158.3	155.7
All.....	11	412.8	420.4	293.3	267.3	237.8	183.1	173.0	165.6
VIII.—METAL AND IMPLEMENTS—									
Iron and steel.....	11	204.4	201.3	281.0	301.4	157.9	109.7	100.4	101.7
Other metals.....	12	197.0	203.2	270.1	240.4	240.9	198.4	126.5	130.2
Implements.....	10	237.9	243.7	242.3	198.6	141.2	114.2	106.6	105.6
All.....	33	211.9	214.8	265.3	248.1	177.1	143.3	112.2	113.8
IX.—FUEL AND LIGHTING—									
Fuel.....	6	231.6	230.8	253.0	226.1	165.0	123.1	119.7	134.6
Lighting.....	4	245.3	245.3	236.8	114.2	88.2	90.0	92.6	92.2
All.....	10	237.0	236.6	246.5	181.4	134.3	109.8	108.9	117.6
X.—BUILDING MATERIALS—									
Lumber.....	14	340.9	331.2	277.6	226.7	185.5	174.5	180.8	184.5
Miscellaneous materials.....	20	223.1	222.9	238.1	213.3	165.3	118.9	109.9	113.5
Paints, oils and glass.....	14	420.8	425.9	334.5	267.6	203.7	161.7	142.4	144.3
All.....	48	315.1	313.7	277.7	233.1	179.1	147.6	140.1	143.3
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	447.8	447.8	311.0	205.9	171.5	145.9	146.6	147.2
Crockery and glassware.....	4	404.9	394.2	367.7	280.0	198.1	170.3	144.8	130.9
Table cutlery.....	2	163.4	163.4	155.1	150.7	132.2	80.3	78.4	72.4
Kitchen furnishings.....	4	252.9	253.8	272.3	206.1	143.0	125.5	123.4	124.6
All.....	16	352.8	350.3	296.0	217.6	166.1	138.7	131.9	128.1
XII.—DRUGS AND CHEMICALS.....									
	16	224.7	222.9	276.8	267.2	243.9	224.8	136.4	112.3
XIII.—MISCELLANEOUS—									
Raw furs.....	4	1190.0	1118.0	721.7	424.7	292.3	153.1	172.5	247.9
Liquors and tobaccos.....	6	292.2	286.8	213.3	200.1	143.6	135.1	138.6	136.2
Sundries.....	7	210.7	211.7	223.7	199.0	144.6	120.9	107.8	111.8
All.....	17	469.9	451.6	339.0	252.5	179.8	133.5	133.9	152.4
All commodities.....	267†	299.6	301.5	289.6	244.7	188.2	152.4	138.7	134.6

*Preliminary figures. †Four commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.

was easier at \$1.85 per dozen and canned tomatoes at \$2.00-\$2.25 per dozen.

MISCELLANEOUS FOODS.—Cereals were steady. Rio coffee was easier at 35c.-37c. per pound. Sugar was slightly higher. Maple sugar advanced to 27c.-30c. per pound. Cream of tartar was lower at 75c. per pound.

TEXTILES.—Raw cotton was higher at 34.8c. per pound. Coloured cottons were steady at the advanced prices of September. Spool silk rose to 85c. per dozen and machine silk thread to \$16.40 per pound. Raw silk, Japan, rose to \$10.85 per pound.

HIDES, LEATHER, BOOTS AND SHOES. — No. 1 beef hides declined from 40c. per pound to 35c.

METALS AND IMPLEMENTS.—Iron sheets, tin plates, wrought iron scrap, antimony, lead and silver advanced slightly and tin declined. Coil chain and soldering coppers advanced.

FUEL AND LIGHTING.—Anthracite coal advanced 20c. per ton at Montreal,

reaching \$10.65. Coal and coke in the Crow's Nest Pass district averaged higher.

BUILDING MATERIALS.—Spruce deals at St. John declined to \$34 per thousand. New Brunswick shingles advanced to \$5.75 and \$6.25 for clears and extras. Pine, good sidings, at Ottawa rose from \$80 per thousand to \$85. British Columbia shingles advanced at Winnipeg. Plaster of Paris advanced. Copper wire was easier at 25c.-26c. per pound. Turpentine was lower, but resin was higher. Window glass declined.

HOUSE FURNISHINGS.—Glassware advanced 15 per cent.

DRUGS AND CHEMICALS.—Alum rose from 5c. to 5½c. per pound.

MISCELLANEOUS.—Malt rose to \$1.85 per bushel. In raw furs muskrat skins advanced to \$2.50-\$2.75 each. Hops rose to 70c.-72c. per pound at Montreal. Manilla rope was easier at 31c. per pound. Gunpowder was slightly higher at \$8.85 per keg.

PRICES IN THE UNITED KINGDOM AND IN OTHER COUNTRIES

THE accompanying tables and the following details give the latest available information as to the movement of prices in other countries.

United Kingdom

In the United Kingdom retail food prices at October 1 averaged 122 per cent higher than in July, 1914, the level for September 1 being 116 per cent higher, as reported by the Ministry of Labour in the British *Labour Gazette*. The chief changes for the month were in the price of milk which advanced 23 per cent, about 2d. per quart in the large towns and 1½d. in smaller places. Fish advanced 9 per cent and eggs 8 per cent, while bread and tea averaged slightly

higher. Potatoes averaged 20 per cent higher in London, but 12 per cent lower in other parts of the country, owing to the railway strike. During the war the least increases in the price of principal foodstuffs were flour, 50 per cent; bread, 60 per cent; and the greatest increases were: sugar, 240 per cent; eggs, 300 per cent. At November 1, 1918, food prices were 133 per cent higher than in July, 1914, from this point prices fell until June, 1919, when the average level was 104 per cent above July, 1914. Thereafter an upward movement brought the average level at September 1, to 116 per cent and on October 1 to 122 per cent above July, 1914. The average level of house-rents is reported

to have increased only slightly. Prices of clothing, however, increased proportionately much more than prices of food. The increase in the prices of all items ordinarily entering into the working class family budget above July, 1914 was therefore estimated at 120 per cent for October 1 taking throughout for the calculation the same quantities and qualities of the various items. At September 1 this increase was calculated to be 115 per cent.

At Nov. 1st, the Ministry of Labour reported that retail food prices were 131 per cent above July, 1914, and that including clothing, etc., the cost of all items for a workingman's family had increased 125 per cent. It was estimated, however, that owing to changes in consumption, the average family expenditure on food had increased only 119 per cent and on all items 115 to 120 per cent.

In wholesale prices the index numbers of both the *Economist* and the *Statist* at the end of September were higher than at the end of August. From October and November, 1918, these index numbers fell until April when upward movements set in, the increases being greatest in foods, textiles and minerals. At the end of October all groups were again higher, especially textiles.

United States

The retail food prices index number calculated by the United States Bureau of Labor Statistics, was up to 192 for August 15, 1919, as compared with 190 for July, 171 for August, 1918, and 107 for August, 1914, prices in 1913 being equal to 100. The wholesale prices index number calculated by the Bureau rose to 226 for August as compared with 219 for July, 203 for August, 1918, and 100 in July, 1914, prices in 1913 being equal to 100. The "Gibson" index number of wholesale prices of foods averaged 111.2 for October as compared with

116.9 for September, 119.0 for October, 1918, and 62.9 for October, 1914.

Uruguay

A recent report states that the Uruguayan Government estimates the cost of living to be higher than in June, 1914, as follows: Foods, 52 per cent; fuel, 48 per cent; light, 75 per cent; rent, no increase.

France

The general statistical department calculates index numbers of the retail prices of foods in Paris and in other towns with over ten thousand inhabitants. For the third quarter of the current year in these other towns the index number showed a decrease of 1.7 per cent as compared with the second quarter, with a rise of 188 per cent as compared with the third quarter of 1914. Food prices in Paris in September were found to be 8.7 per cent higher than in August and 159 per cent higher than in July, 1914. The index number of wholesale prices fell from October, 1918, until May, 1919, and then began to rise. The food group, however, advanced from October, 1918, until April, 1919. The materials group fell from October, 1918, until April, 1919.

Italy

The Municipal Labour Offices for Rome and Milan calculate the changes in the prices of household necessities.

In Rome, food prices in August were slightly higher than in July and 107 per cent higher than in 1914, the prices of all items being 105 per cent higher. In Milan, food prices in August were reported to be 226 per cent higher than in 1914; clothing, 224 per cent; fuel and lighting 120 per cent; and all items 202 per cent, rent being unchanged. The wholesale prices index number of Riccardo Bachi fell after November, 1918, until February, 1919, and has since risen steadily, increases appearing in all the groups, except the miscellaneous.

Norway

The statistical office calculates from month to month the cost of an annual budget for a family living on 1,500 crowns in 1914. These figures show the following increases in May, 1919, over July, 1914: foods, 171 per cent; coal, coke, etc., 214 per cent; rent 22 per cent; and all items 159 per cent.

Switzerland

The Swiss League for Reducing the Cost of Living calculates from time to time the increase in the cost of the necessities of life. In June, 1919, foods were 149.8 higher than in 1914. Other commodities had increased 271.9 per cent and the average increase was 161.4 per cent.

Japan

The index number of wholesale prices calculated by the Bank of Japan showed a slight decrease after October, 1918, but a substantial rise after May, 1919. The wholesale prices index number of the *Oriental Economist*, Tokio, was 229.3 in October, 1918; 223.7 in November, 1918; 210.3 in January, 1919; and 201.0 in March, the lowest point, from which it rose to 243.5 in July.

The correspondent of the *London Economist*, August 9, 1919, forwarded information as to retail prices of certain items in Japan, compiled by the foreign secretaries of the Y.M.C.A. at Tokio and Yokahama. The greatest rise since the war was, in coal, 200 per cent, and the least rise in sugar 47 per cent. Pork advanced 180 per cent; rice, 178 per cent; beef, 160 per cent; potatoes, 150 per cent; fish, 80 per cent; janrikisha fares 185 per cent; milk and butter 71 per cent; other foods, clothing, etc., about 100 per cent. The following table shows the accounts of one Tokio family for the first four months of 1916 and the first four months of 1919, with no change in the size of the family or ap-

preciable difference in the manner of living, the figures being converted into dollars and cents.

INCREASE IN COST OF CERTAIN ITEMS IN FAMILY BUDGET IN TOKIO, JAPAN, JANUARY TO APRIL, 1919, AS COMPARED WITH JANUARY TO APRIL, 1916.

Item.	January-April, 1916	January-April, 1919	Increase per cent.
Groceries.....	\$43.17	\$136.37	215.9
Meat.....	13.43	28.24	110.3
Milk.....	34.70	41.97	21.0
Vegetables.....	6.26	17.11	173.3
Fruit.....	10.20	27.88	173.3
Fuel.....	47.86	106.79	123.1
Service.....	69.79	95.13	36.3
All.....	\$225.41	\$354.49	101.2

Australia

The Commonwealth Statistician's index number of retail prices of food and groceries in June, 1919, was 1,706 as compared with 1,696 in May; 1,541 in June, 1918; and 1,164 in June, 1914. The index number of wholesale prices at Melbourne fell from October, 1918, until February, 1919, but showed a rise in March due to increases in dairy produces and meats. The chemical group had risen to 3,462 in July, 1918 and was down to 2,916 in December, 1918, but rose to 3,139 in February. Building materials reached 2,656 in August, 1918, but fell slightly thereafter. The meat group reached 1,490 in October, 1918, but fell to 1,316 by February and rose to 1,465 in March. The grocery group had risen to 1,414 in August, 1918, and fell off slightly thereafter. Dairy produce reached 1,288 in May, 1918, to 1,163 by October, but rose to 1,355 in March. The textiles and leather group rose to 2,410 in September, 1918, but fell to 1,838 in February, 1918. Metals and coal reached 2,234 in October, 1918, but fell to 2,000 in March, 1919.

THE COURSE OF RETAIL PRICES OF FOODS AND GROCERIES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Date	Canada 29 foods 60 cities	United Kingdom 21 foods 600 towns	Austra- lia 46 foods and groceries 30 towns	New Zealand 59 foods 25 towns	Den- mark Copen- hagen	Switzer- land	Spain Provin- cial capitals	France Chief cities except Paris	Italy Milan 9 foods	Hol- land Amster- dam	Norway	Sweden 51 articles 44 towns	United States 17 foods 45 cities
1900.....	\$ 5.48	88.5a	.....	906b	.....	.....	.....	.....	.....	.....	.....	.....	.....
1905.....	5.95	91.0a	.....	990b	.....	.....	.....	.....	.....	.....	.....	.....	.....
1910.....	6.95	96.8a	.....	991b	.....	.....	98.4c	1000	.....	.....	.....	.....	93
1911.....	7.14	96.8a	.....	983b	.....	.....	101.7c	.....	.....	.....	.....	.....	92
1912.....	7.33	101.3a	1.140	1,017b	.....	.....	101.3c	1020	.....	.....	.....	.....	98
1913.....	7.33	101.6a	1.106	1,037b	.....	.....	102.0c	.....	.....	100.0	.....	.....	100
1914.....	7.73	103.4a	1.155	1,098b	.....	.....	.....	.....	.....	103.0	.....	.....	102
1915.....	7.86	131.5a	1.428	1,201b	.....	.....	.....	.....	.....	117.2	.....	.....	101
1916.....	8.79	106.0	1.506	1,268b	.....	.....	.....	.....	.....	120.9	.....	.....	114
1917.....	11.42	199.0	1.481	1,360b	.....	.....	.....	.....	.....	150.4	.....	.....	146
1918.....	13.02	214.7	1,490a	.....	.....	.....	.....	.....	.....	180.6	.....	.....	168
1914													
January.....	7.73	.....	1,099	.....	.....	.....	107.1d	.....	.....	.....	.....	.....	104
April.....	7.50	.....	1,161	.....	.....	.....	.....	.....	.....	.....	.....	.....	97
July.....	7.42	100	1,164	1,070	.....	.....	.....	1004e	92	.....	100	100	102
October.....	7.99	112	1,156	1,096	.....	.....	106.9e	.....	.....	.....	.....	.....	105
1915													
January.....	7.97	118	1,240	1,190	.....	.....	.....	1105e	98	.....	.....	.....	103
April.....	7.79	124	1,318	12,212	.....	.....	107.7d	.....	.....	.....	.....	.....	99
July.....	7.80	132.5	1,522	1,200	116.3	.....	.....	1235e	102	.....	.....	.....	100
October.....	7.82	140	1,551	1,202	20.0	120.3	113.8e	.....	.....	.....	.....	.....	103
1916													
January.....	8.28	145	1,504	1,236	.....	126.0*	.....	1136e	118	.....	143	.....	107
April.....	8.34	149	1,520	1,258	.....	129.4*	117.6d	1379e	.....	.....	155	.....	109
July.....	8.46	161	1,516	1,276	135.9	139.5*	.....	1420e	126	.....	176	.....	111
October.....	9.30	168	1,454	1,289	.....	143.8*	120.3c	1466e	.....	.....	182	.....	121
1917													
January.....	10.27	187	1,453	1,359	.....	147.9*	.....	1547e	142	.....	.....	160	128
April.....	10.77	194	1,473	1,357	.....	157.9*	123.6d	1717e	160	.....	212	175	145
July.....	11.62	204	1,470	1,357	154.7	178.8*	.....	1845e	183	.....	261	177	146
October.....	11.81	202	1,506	1,392	.....	192.0*	136.1c	2008e	198	.....	273	192	157
1918													
January.....	12.42	206	1,505	1,427	.....	197.4*	.....	.....	211	179.6	.....	221	160
February.....	12.54	208	1,510	1,430	166.1	.....	.....	.....	215	191.2	.....	227	161
March.....	12.66	207	1,519	1,454	.....	203.7	145.4d	2120	225	174.9	.....	235	154
April.....	12.57	206	1,528	1,464	.....	.....	.....	.....	233	176.1	239	247	154
May.....	12.66	207	1,539	1,484	.....	.....	.....	.....	256	175.9	.....	258	158
June.....	12.79	208	1,541	1,485	.....	220.7	.....	2331	253	175.7	.....	261	162
July.....	13.00	210	1,491	1,491	181.8	.....	.....	.....	270	175.6	.....	268	167
August.....	13.41	218	1,507	1,507	.....	.....	.....	.....	272	171.3	.....	284	171
September.....	13.31	216	1,489	1,509	.....	251.0	161.8c	2446e	278	197.8	270	310	178
October.....	13.54	229	1,521	1,515	.....	.....	.....	.....	280	201.6	.....	320	181
November.....	13.65	233	1,547	1,535	.....	.....	.....	.....	278	203.1	.....	330	183
December.....	13.65	229	1,565	1,603	.....	252.0	.....	2608e	289	203.1	275	330	187
1919													
January.....	13.78	230	.....	1,553	189.9	.....	.....	.....	290	194.9	279	369	185
February.....	13.41	230	1,645	1,522	.....	.....	.....	.....	291	212.4	278	334	172
March.....	13.05	220	1,661	1,505	.....	257.4	167.7d	2780e	291	205.1	278	331	175
April.....	13.35	213	1,686	1,516	.....	.....	.....	.....	.....	195.8	276	336	182
May.....	13.53	207	1,696	1,524	.....	.....	.....	.....	.....	185.9	.....	328	185
June.....	13.72	204	1,706	1,528	.....	261.4	.....	.....	.....	204.3	.....	319	184
July.....	13.77	209	.....	1,539	211.1	.....	.....	.....	.....	210.4	.....	.....	190
August.....	14.45	217	.....	.....	.....	.....	.....	.....	.....	206.7	.....	.....	.....
September.....	14.31	216	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
October.....	14.21	222	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

a Calculated from annual index number prior to war and price level Aug.—Dec. 1914.

b. Four chief centres only.

c. 6 months ending September.

d. 6 months ending March.

e. Quarter beginning in specified month.

* Previous month.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, AND THE UNITED KINGDOM, AND CERTAIN OTHER COUNTRIES.

	Canada	United Kingdom				United States					France	Australia	Italy	Japan	Sweden
	Department of Labour	Board of Trade Index No.	Economist	Statist†	Bureau of Labour Statistics.	Annalist	Bradstreet	Dun	Gibson	Statistique Générale	Bureau of Census and Statistics	Bank of Japan	Official		
No. of commodities	272*	47	44	45	346	25†	96	200	22†	45	92†				
	1890—1899 = 100	1900 = 100	1901—1905 = 100	1867—1877 = 100	1913 = 100	1890—1899 = 100				1901—1910 = 100	1911 = 100				
							\$	\$							
1890.....	110.3	103.3	102.2	72	83.5	109.252	90.876	43.4	.....	1,053	.....	.....	.....	.....	.....
1895.....	95.6	90.7	87.6	62	69.2	94.604	6,4346	81.251	42.0	.....	760	.....	.....	.....	.....
1900.....	108.2	100.0	110.5	75	81.7	99.388	7.8839	93.355	44.2	.....	894	.....	.....	.....	.....
1905.....	113.8	97.6	103.3	72	85.7	110.652	8.0987	99.315	47.3	98.3	910	.....	.....	.....	.....
1906.....	120.0	100.8	109.5	77	90.6	114.364	8.4176	104.842	49.8	103.8	948	.....	.....	.....	.....
1907.....	126.2	106.0	118.0	80	95.8	117.940	8.9045	110.462	50.9	109.0	1,021	.....	.....	.....	.....
1908.....	120.8	103.0	109.0	73	90.8	125.756	8.0094	110.728	54.2	100.9	1,115	.....	.....	.....	.....
1909.....	121.8	104.1	107.0	74	93.6	133.852	8.5153	115.434	59.2	101.4	993	.....	.....	.....	.....
1910.....	124.2	108.8	113.3	78	67.3	137.172	8.9881	121.301	59.3	108.1	1,003	.....	.....	.....	.....
1911.....	127.4	109.4	113.6	80	95.6	131.068	8.7132	116.616	56.9	113.2	1,000	.....	.....	.....	.....
1912.....	134.4	114.9	123.4	85	98.8	143.254	9.1867	122.858	62.6	117.8	1,172	.....	.....	.....	.....
1913.....	135.5	116.5	122.3	85	100.0	139.980	9.2076	118.576	58.1	115.6	1,088	126.0	132.2	100	.....
1914.....	136.1	117.2	120.8	86	99.0	146.069	8.9030	122.188	60.8	117.9	1,149	119.8	126.3	116	.....
1915.....	148.0	143.9	150.6	108	100.0	148.050	9.8530	124.563	64.0	161.6	1,604	167.2	127.8	145	.....
1916.....	182.0	186.5	196.4	136	123.0	175.720	11.8251	148.808	74.9	217.6	1,504	251.6	154.9	185	.....
1917.....	237.0	243.0	250.0	175	175.0	261.796	15.6385	204.121	110.8	302.4	1,662	385.9	196.4	244	.....
1918.....	278.3	269.8	275.3	193	196.0	287.080	18.7117	229.220	122.8	392.1	1,934	515.5	259.0	339	.....
1914															
January.....	136.5	.....	119.0	83.5	100.0	142.452	8.8857	124.528	58.2	115.4	1,085	.....	.....	.....	.....
April.....	136.7	.....	117.5	82.3	98.0	141.120	8.7562	119.791	57.7	115.7	1,113	.....	.....	.....	.....
July.....	134.6	.....	116.6	82.4	100.0	144.879	8.6566	119.708	58.9	.....	.....	.....	.....	.....	.....
October.....	138.7	.....	124.2	89.8	99.0	150.245	9.2416	123.531	62.9	.....	.....	.....	.....	.....	.....
1915															
January.....	138.9	.....	136.5	96.4	99.0	150.95	9.1431	124.168	64.7	143.9	1,387	132.7	.....	.....	.....
April.....	146.4	.....	151.2	105.9	100.0	153.21	9.7753	125.090	67.8	156.3	1,660	152.3	.....	.....	.....
July.....	150.2	.....	149.1	106.4	101.0	147.29	9.8598	124.958	64.4	163.7	1,822	164.4	.....	.....	.....
October.....	152.4	.....	153.2	110.0	102.0	140.91	9.9774	126.663	60.0	182.4	1,544	186.4	.....	.....	.....
1916															
January.....	172.1	.....	174.5	123.6	110.0	153.17	10.1936	137.666	65.6	.....	1,502	232.3	.....	.....	.....
April.....	181.0	.....	180.5	134.2	117.0	165.73	11.7598	145.690	71.3	.....	1,493	252.7	.....	.....	.....
July.....	180.9	.....	191.1	130.5	120.0	170.11	11.5294	145.142	71.9	210.6	1,505	242.8	.....	.....	.....
October.....	188.2	.....	208.7	141.5	134.0	190.13	12.0399	152.355	82.2	223.0	1,514	260.2	.....	.....	.....
1917															
January.....	212.7	.....	225.1	159.3	151.0	208.88	13.7277	169.562	87.4	249.2	1,525	290.0	.....	.....	.....
April.....	231.1	.....	244.5	173.0	173.0	262.50	14.5769	190.012	109.2	286.7	1,587	333.7	.....	.....	.....
July.....	248.7	.....	254.4	176.9	187.0	265.20	16.0680	211.950	116.4	309.8	1,715	383.3	.....	.....	.....
October.....	244.7	.....	259.1	180.6	181.0	280.20	16.9117	219.679	120.1	327.9	1,804	441.8	.....	.....	.....
1918															
January.....	258.1	.....	262.9	186.2	185.0	278.696	17.9366	222.175	118.9	361.6	1,887	457.6	.....	.....	.....
February.....	263.5	.....	264.4	187.3	187.0	286.844	18.0776	227.020	121.9	369.2	.....	478.6	.....	.....	.....
March.....	269.2	.....	266.6	188.0	187.0	286.430	18.0732	227.977	126.1	378.1	.....	496.8	.....	.....	.....
April.....	269.4	.....	270.0	189.8	190.0	291.404	18.4656	230.313	130.5	385.4	.....	505.6	.....	.....	.....
May.....	275.8	.....	273.0	191.1	191.0	288.030	18.9133	226.665	125.7	387.8	.....	515.4	.....	.....	.....
June.....	280.6	.....	277.5	192.3	193.0	281.758	19.0091	224.843	122.7	380.0	.....	523.5	.....	.....	.....
July.....	284.0	.....	278.5	193.1	198.0	285.744	19.1849	232.575	123.3	389.9	.....	540.6	.....	.....	.....
August.....	284.3	.....	284.9	195.9	203.0	287.376	19.1162	232.058	122.2	405.0	.....	544.1	.....	.....	.....
September.....	285.3	.....	283.5	197.1	207.0	294.276	19.0485	232.882	123.2	410.5	.....	545.8	.....	.....	.....
October.....	289.6	288.0	282.6	197.8	205.0	284.213	19.0167	233.227	119.0	416.1	.....	557.5	285.5	370	.....
November.....	290.9	286.7	282.6	195.3	206.0	288.625	18.9110	230.529	118.8	413.7	.....	551.7	283.4	370	.....
December.....	288.8	300.4	277.0	196.0	207.0	291.220	19.0376	230.375	.....	407.9	1,954	468.9	282.6	372	.....
1919															
January.....	286.5	288.5	265.9	190.7	203.0	299.142	18.5348	230.146	119.7	401.8	.....	412.7	283.2	369	.....
February.....	279.8	289.8	263.8	187.5	197.0	281.723	17.6344	220.050	116.7	393.5	.....	406.4	281.6	358	.....
March.....	277.6	296.3	260.1	184.7	201.0	297.961	17.2244	217.037	122.9	389.1	.....	410.9	272.7	354	.....
April.....	279.6	293.3	262.4	184.6	203.0	311.801	17.2795	219.973	129.8	384.0	.....	415.7	273.2	339	.....
May.....	284.1	274.7	272.2	194.6	207.0	313.041	17.2376	222.193	128.0	375.8	.....	424.4	283.7	.....	.....
June.....	284.1	277.7	281.3	199.4	207.0	301.485	18.0900	227.973	129.9	381.5	.....	448.1	301.6	.....	.....
July.....	294.0	281.4	293.2	206.4	219.0	313.647	18.8964	233.707	127.9	.....	.....	450.4	.....	.....	.....
August.....	301.1	299.7	295.9	212.7	.....	309.820	20.0017	241.650	126.7	.....	.....	460.2	.....	.....	.....
September.....	301.5	.....	299.4	214.8	.....	280.279	19.4720	238.342	116.9	.....	.....	.....	.....	.....	.....
October.....	299.6	.....	308.9	.....	.....	277.028	.....	.....	111.2	.....	.....	.....	.....	.....	.....

*230 Commodities 1890—1909; 272, 1910—1914; 271, 1915—1919.

†Continuing Sauerbeck's index number.

†Foods only.

COST OF LIVING IN THE UNITED STATES, 1914—1919

A Comparison of the Results of Various Investigations

IN the October issue of the *Monthly Labour Review* published by the United States Bureau of Labour Statistics there appeared an article entitled "Summary of the Increased Cost of Living from July, 1914, to June, 1919." In this article the results of various investigations in the United States were compared. The United States Bureau of Labour Statistics made investigations into the cost of living in eighteen shipbuilding centres for the United States Shipping Board, in order to furnish a basis for the adjustment of wages. In these centres it was found that industry was most stimulated and the population rapidly increasing and most congested, with a consequent tendency to considerable price raising, as compared with other centres. The Bureau later made investigations in other cities throughout the country. The National Industrial Conference Board, Boston, an association of employers, obtained statistics in various cities and calculated the average increases by groups in all items of expenditure for an average family. The various investigations show somewhat different percentages of increase, owing partly to the differences in the methods adopted and partly to the different localities for which statistics were obtained. It was pointed out that it had been frequently stated that the cost of living had increased 100 per cent since the war began and that while this might be true of certain commodities, for certain

groups of families, etc., in other cases the increases were very much less. In the shipbuilding centres, the Bureau of Labour Statistics obtained figures as to the actual expenditure on the various items from several hundred families in each locality. Later similar information in greater detail was obtained in some ninety cities throughout the country. For the shipbuilding centres retail prices were secured back to December, 1914, and for other cities back to December, 1917. The Bureau used the results of these inquiries into family expenditure to weight the articles included in the annual budgets calculated. The National Industrial Conference Board weighted the items and groups by the results of previous investigations made by various bodies.

The results of these inquiries show that the cost of living advanced in some cities and sections of the country more than in others. The average increase in the eighteen shipbuilding centres in June, 1919, was 80 per cent above July, 1914, whereas the National Industrial Conference Board found the increase in July, 1919, in the cities included in its inquiry to be 71 per cent. The accompanying table shows the increase between December, 1914, and June, 1919, by groups of family expenditure in eighteen shipbuilding centres as ascertained by the Bureau of Labour Statistics and the increases in the various groups from 1914 to July, 1919, each year as estimated by the National In-

dustrial Conference Board. It will be noticed that among the shipbuilding centres the greatest increases in all items occurred in Norfolk, Detroit, Buffalo, and Baltimore, all of which were over 80 per cent; while the least increases occurred in Los Angeles, San Francisco, and Portland, Oregon, which were up only 65 to 69 per cent, the increases in food ranging from 60 per cent in Los Angeles to 91 per cent in Baltimore. The increase in average family expenditure on all items in New York was found to be 79 per cent and in Chicago 74 per cent. The increases in clothing ranged from 93 per cent in Mobile to 151 per cent in New York and 157 per cent in Chicago. The greatest differences in increases were found in shelter. It was estimated by the Bureau of Labour Statistics that on the average the increase

in the cost of living in cities other than the shipbuilding centres was 12 per cent less than in the shipbuilding cities.

The following table shows the index numbers of the cost of living as calculated from these investigations:

INDEX NUMBERS OF COST OF LIVING IN SHIP-BUILDING CENTRES, AND IN OTHER CITIES AND TOWNS, AND FOR THE UNITED STATES

Month and Year.	18 ship-building centres	*Other cities and towns	†United States
July, 1914.....	100.0	100.0	100.0
December, 1914.....	102.0	102.0	102.0
December, 1915.....	102.5	102.5	102.5
December, 1916.....	117.1	117.1	117.1
December, 1917.....	143.9	138.6	141.2
December, 1918.....	176.0	166.9	171.5
June, 1919.....	180.0	170.4	175.2

*On assumption of prices therein having increased since 1916, 12 per cent less rapidly than in shipbuilding centres.

†A mean between columns 1 and 2.

PERCENTAGE OF INCREASE BETWEEN DECEMBER, 1914, AND JUNE, 1919, IN THE COST OF LIVING IN CERTAIN SHIPBUILDING DISTRICTS, BY SEPARATE ITEMS.

(United States Bureau of Labor Statistics)

District.	All items	Food	Clothing	Shelter	Fuel and light	Furniture and furnishings	Miscellaneous
Portland, Me.....	74.25	80.62	103.79	5.74	53.38	126.41	72.11
Boston, Mass.....	72.78	67.93	137.88	5.12	54.98	153.71	64.84
New York, N.Y.....	79.22	75.32	151.60	13.38	45.40	136.57	75.11
Philadelphia, Pa.....	76.21	75.52	135.91	11.30	43.27	117.78	71.24
Baltimore, Md.....	83.99	91.05	128.87	16.77	37.07	134.61	82.75
Norfolk, Va.....	87.05	89.83	104.78	46.52	69.68	110.71	83.68
Savannah, Ga.....	79.76	74.17	146.25	10.22	35.49	136.5	71.22
Jacksonville, Fla.....	77.48	74.17	139.76	9.70	49.22	139.97	65.89
Mobile, Ala.....	76.64	83.63	93.99	11.86	66.62	113.92	75.23
Houston, Tex.....	80.22	85.65	134.80	1.89	37.59	144.47	72.31
Los Angeles, Cal.....	65.07	60.74	123.26	8.71	18.60	134.18	59.11
San Francisco and Oakland, Cal....	65.58	63.34	134.64	a3.48	28.92	116.56	60.95
Portland, Ore.....	69.16	67.05	115.46	20.14	31.27	122.09	62.30
Seattle, Wash.....	74.01	69.30	110.21	51.45	51.80	154.42	71.41
Chicago, Ill.....	74.47	73.29	157.07	8.04	35.65	126.04	61.70
Detroit, Mich.....	84.36	86.40	125.20	45.23	47.57	129.31	80.26
Cleveland, Ohio.....	77.23	79.65	125.17	21.83	47.88	116.98	74.69
Buffalo, N.Y.....	84.23	82.87	140.74	28.04	51.89	118.06	78.70

aDecrease.

THE NATIONAL INDUSTRIAL CONFERENCE BOARD'S ESTIMATE OF THE AVERAGE INCREASES IN THE COST OF LIVING IN THE UNITED STATES BETWEEN JULY, 1914, AND THE MIDDLE OF EACH OF THE YEARS 1915, 1916, AND 1917, AND AT SPECIFIED DATES IN 1918 AND 1919.

Budget items.	Percentage of total expenditures	Percentage of increase above 1914 prices.						
		1915	1916	1917	1918		1919	
					June	Nov.	March	July
All items.....	100.0	.5	8.7	31.7	52.3	65.9	61.3	70.8
Food.....	43.1	a	11	46	62	83	75	85
Shelter.....	17.7	a	1.5	5	15	20	22	28
Clothing.....	13.2	3	20	43	77	93	81	100
Fuel, heat and light.....	5.6	2	5	33	45	55	57	57
Sundries.....	20.4	a	4	17	50	55	55	63

a. No change.

COST OF LIVING IN FRANCE

A Comparison of Prices and Wages During the War

THE French Association for the Prevention of Unemployment has issued a booklet on prices and wages, giving statistics as to the rates of increases in both fields since 1914. A summary of the booklet is printed in the September issue of the *Monthly Labour Review*, published by the United States Bureau of Labour Statistics, from which the following information is obtained.

It is a very widespread opinion that never has labour been better paid than in our day. Undoubtedly the nominal rate of wages has risen, notably in war industries; but the essential point is to ascertain whether the purchasing power of the new wages exceeds that of previous wages, is merely equivalent, or is in fact smaller.

Prices

A table is given showing the index number of the retail prices of thirteen essential commodities, 11 foods, gasoline and fuel alcohol, weighted according to

the consumption of a family of four persons, calculated by the General Statistical Office. A similar index number for the city of Paris is also given.

INDEX NUMBERS OF RETAIL PRICES (13 ARTICLES) IN PARIS.

Date.	Index numbers.	Per cent of increase over 1914.
January, 1914.....	1,075	.....
January, 1915.....	1,295	(a) 22
January, 1916.....	1,439	(b) 37
January, 1917.....	1,491	39
January, 1918.....	2,056	91
April, 1918.....	2,345	118

(a) According to the index numbers shown this should be 19. [20 Ed. LABOUR GAZETTE.]

(b) According to the index numbers shown this should be 34.

INDEX NUMBERS OF RETAIL PRICES OF
13 ESSENTIAL COMMODITIES IN
FRANCE, IN TOWNS OF MORE
THAN 10,000 INHABITANTS
(EXCEPT PARIS).

1911, first quarter.....	1,014
1913, first quarter.....	1,020
1915, first quarter.....	1,015
1916, first quarter.....	1,336
1917, first quarter.....	1,547
1917, fourth quarter.....	2,008
1918, first quarter.....	2,120
1918, second quarter.....	2,331

Statistics as to the cost of various articles of household consumption in the Creusot district, compiled from the records kept by the metal workers of that place, are given. It appears that the cost of most articles of wearing apparel increased to 2½ times the pre-war price.

MARKET PRICES OF 21 ARTICLES OF HOUSE-
HOLD CONSUMPTION IN THE CREUSOT
REGION, FRANCE, APRIL, 1914,
1917 AND 1918.

Article.	Unit.	Price April 1914	Price April 1917	Price April 1918
		Cents	Cents	Cents
Bread.....	Lb.	2.36	4.55	4.99
Wine.....	Qt.	6.39	18.28	25.59
Potatoes.....	Lb.	.61	1.66	2.19
Beans.....	Lb.	3.15	10.51	14.45
Butter.....	Lb.	26.27	78.81	96.32
Lard.....	Lb.	15.76	30.64	48.16
Oil (fuel).....	Qt.	22.84	4.69	91.38
Rapeseed oil.....	Qt.	20.10	45.69	109.65
Candles.....	Lb.	18.38	35.02	61.0
Eggs.....	Doz.	21.23	48.25	57.90
Rice.....	Lb.	3.06	15.76	24.51
Tapioca.....	Lb.	11.38	21.89	39.41
Milk.....	Qt.	4.57	5.48	8.22
Beef.....	Lb.	10.95	26.27	35.02
Pork.....	Lb.	15.76	42.03	50.79
Veal.....	Lb.	15.76	33.27	45.54
Mutton.....	Lb.	15.32	39.41	48.16
Sugar.....	Lb.	6.13	14.45	15.76
Coffee.....	Lb.	43.77	49.04	63.05
Chicory.....	Lb.	6.57	17.51	36.77
Soap.....	Lb.	5.25	13.13	28.02

Another table of prices of clothing, compiled from the records of the store of a railroad company which does not try to make any profit, is also given, in

order to reflect the increase in prices at co-operative stores.

COST OF 13 ARTICLES OF WEARING APPAREL
IN THE CREUSOT REGION,
1914 AND 1918.

Article.	1914		1918	
	Francs	\$	Francs	\$
Suits.....	70.00	13.51	150.00	28.95
Shoes.....	25.00	4.83	45.00	8.69
Wooden shoes....	1.10	.21	2.00	.39
Hats.....	5.00	.97	10.00	1.93
Caps.....	3.50	.6	8.00	1.54
Shirts.....	4.00	.77	10.00	1.93
Drawers.....	2.50	.48	7.00	1.35
Working clothes..	6.00	1.16	18.50	3.57
Handkerchiefs....	3.50	.68	12.00	2.32
Flannel vests....	4.00	.77	12.00	2.32
Resoled shoes....	5.60	1.08	12.00	2.32
Slippers.....	3.00	.58	8.00	1.54
Socks.....	1.25	.24	3.50	.68

Family budgets designed to show typical expenses of a workingman's household were given, one being for a family of two persons, man and wife; the second for a family of four (two children); and the third for a family of six (four children). These budgets showed the annual cost (excluding sickness, moving, etc.) for a family of two to be \$790.92; for a family of four, \$748.62; and for a family of six, \$877.04; the three families having quite different standards of living in several respects.

Wages

The report indicates that wages have increased, but not to the same extent as prices. The best wages were found in the war industries. Tables of wages per hour in the war industries in the various districts and in Paris are given. It is stated that in addition to these rates, premiums and bonuses for night work, and also for the high cost of living, were paid. The increase in wages in the small industries, clothing, laundry, etc., was found to be smaller than in large industries, textiles, boots, machines, etc. In small industries the aver-

INDEX NUMBERS OF WAGES AND COST OF
LIVING IN 17 CITIES IN FRANCE,
1917.

(1911 = 100)

City	Wages	Cost of Living	City	Wages	Cost of Living
Marseilles...	102	148	Draguignan...	108	175
Dijon.....	117	153	Auxerre.....	117	153
Nîmes.....	118	157	Agen.....	115	141
La Rochelle..	116	157	Besançon...	127	141
Orleans.....	109	150	Toulouse...	124	136
Angers.....	106	143	Mende.....	127	138
Bar-le-Duc...	103	142	Laval.....	144	150
Chambery...	114	153	Poitiers.....	118	125
Nice.....	92	148	Rennes (1)...	140	130

(1) Note that in this city wages increased more than the cost of living.

age increase in daily wages from 1913 to 1916 was 22 per cent, and in hourly wages 24 per cent. The rise in wages was variable according to trades and districts. A table was compiled showing the relation in 1916 between wages and prices in seventeen cities, taking the year 1911 as the base, or 100. The report also contains the following extract from a paper read at the Congress of Underground Workers:

In 1914 a family of two persons could live on 52.1 francs (\$10.00) per week, or 7.44 francs

(\$1.44) per day; in 1918, to maintain the same standard of living, it requires 146.55 francs (\$28.28) a week, or 20.93 francs (\$4.04) a day. This is an increase of 181 per cent. Daily wages, including cost of living bonus, were: workers under 16, 5.5 francs (\$1.06); sorters, 8.5 francs (\$1.64); surface workers, 12 francs (\$2.32); underground workers, 11.25 to 12.1 francs (\$2.17 to \$2.34); labourers, 11.25 francs (\$2.17).

WAGE RATES IN THE WAR INDUSTRIES OF
PARIS, 1917.

Occupation.	Rate per hour (1)	Minimum hourly earnings at piece work.
	Cents	Cents
Unskilled laborers.....	15.4—16.4	19.3
Unskilled women.....	12.5	14.5
Unskilled young persons	5.8—11.6	7.7—14.5
Unskilled young girls...	4.8—9.7	6.8—11.6
General mechanics.....	14.5—22.2	18.3—28.0
Blacksmiths.....	18.3—22.2	25.1—30.9
Boiler makers, machinists.....	14.5—23.2	18.3—27.0
Sheet iron workers.....	14.5—21.2	18.3—27.0
Smelters, refiners, etc...	14.5—22.2	15.4—27.0
Carriage and aeronautic workers.....	14.5—24.1	18.3—29.0
Saw-mill workers.....	17.4—23.2	—

(1) "Salaires d'affutage," i.e., "The minimum wages necessary to existence."

HOURLY WAGES IN WAR INDUSTRIES, 1917.

Occupation	Pas-de-Calais	Meurthe-et-Moselle	Finistère	Maine-et-Loire	Cher	Saône-et-Loire (Creusot)	Isère (Grenoble)	Haute-Garonne
	c	c	c	c	c	c	c	c
Unskilled.....	8.7—12.5	6.8—12.5	9.7—10.6	9.7—10.6	6.8—12.0	10.6	12.5—13.5	7.7—13.1
Pattern-makers.....	13.5—18.3	13.5—16.4	13.5—15.4	12.5—14.5	15.4	10.6—15.4	15.4	13.9—15.4
Fitters (machinists)...	13.5—18.3	13.5—16.4	12.5—15.4	12.5—15.4	13.5—15.4	10.6—15.4	14.1	17.0
Turners (lathe hands)...	13.5—18.3	13.5—16.4	12.5—15.4	12.5—15.4	13.5—15.4	10.6—15.4	14.5	13.9—15.4
Molders.....	12.5—15.3	12.5—15.4	12.5—15.4	12.5—15.4	10.6—15.4	10.6—15.4	14.5	13.9—15.4
Core makers.....	12.5—15.4	12.5—15.4	12.5—15.4	13.5—14.5	13.5—14.5	10.6—15.4	13.5	13.9—15.4
Blacksmiths.....	12.5—17.4	13.5—16.4	12.5—16.4	12.5—15.4	13.5—16.4	10.6—15.4	15.1	13.9—15.4
Coppersmiths, boiler-makers.....	12.5—17.4	12.5—15.4	12.5—15.4	13.5—15.4	13.5—15.4	10.6—14.5	14.1	13.9—15.4
Electricians.....	12.5—17.4	13.5	12.5—16.4	12.5—15.4	13.5—16.4	10.6—14.5	14.5	12.9—14.5
Melters, blast furnace..	15.4—17.4	13.5	13.5—14.5	11.6—13.5	11.6—13.5	11.6—13.9	12.0—16.8	13.9—15.4
Melters, cupola.....	14.5	14.5	14.5	12.5	13.9	16.4	11.6—12.9	13.9—15.4
Workmen on buildings...	13.5—17.4	12.5—17.4	12.5—15.4	13.5	10.6—13.5	12.9—15.4	14.1	14.1
Carpenters.....	13.5—15.4	12.5—14.5	11.6—12.5	11.6	13.5	10.6—13.5	13.9—14.9	14.1
Rollers, rolling mill.....	11.6—14.5	11.6—14.5	11.6—14.5	14.5—17.4	15.4—18.3	11.6—16.4	13.1	13.9—14.5
Planers, riveters, etc...	11.6—14.5	11.6—14.5	11.6—14.5	11.6—14.5	10.6—13.5	10.6—13.5	13.1	13.9—14.5

FATAL INDUSTRIAL ACCIDENTS DURING THE THIRD QUARTER OF 1919

DURING the third quarter of 1919, the Department received reports of 292 fatal accidents, 22 of which pertain to the second quarter. Of the 270 accidents during the third quarter, 87 occurred in July, 108 in August, and 75 in September, as compared with 239 in the previous quarter and 201 in the corresponding quarter of 1918. The steam railway service group showed the greatest number—of fatalities, there

being 49 recorded in this industry, 26 of which were due to employees being struck, run over, or crushed by cars. Thirty-two accidents were reported as the result of explosions, of these 6 were due to blasting operations. In 17 instances the fatalities were due to electrocution. The following statement, while not necessarily including all the fatal accidents that may have occurred, has been prepared from information received from all sources available.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING JULY, AUGUST AND SEPTEMBER, 1919.

Trade or Industry	Locality	Date	Age	Cause of fatality
METALS, MACHINERY AND CONVEYANCES:—				
Employee at iron works.....	Toronto, Ont.....	July 2	29	Electrocuted.
Electrical improver.....	Toronto, Ont.....	" 8	.....	Run over by motor truck.
Employee at steel works.....	Toronto, Ont.....	" 8	.....	Electrocuted.
Employee at steel works.....	Sydney, N.S.....	" 21	38	Struck by a band saw frame.
Bridge worker.....	Regina, Sask.....	" 28	over 21	Struck by falling derrick—absence of safety collar on shifting gear.
Railway shop employees (2).....	Winnipeg, Man.....	" 28	.....	Boiler explosion.
Machinist.....	East Kildonan, Man.....	" 23	19	Machine head burst—abdominal injuries.
Foreman at steel plant.....	Sault Ste. Marie, Ont.....	Aug. 28	50	Struck by a clam shell bucket.
Watchman at carriage factory.....	Brantford, Ont.....	Sept. 1	55	Fall.
Employee at automobile factory.....	Toronto, Ont.....	" 10	.....	Machine left unroped, jolted from truck—crushed.
Employee at shipyards.....	Three Rivers, Que.....	" 11	25	Electrocuted.
Employee at shipyards.....	Montreal, Que.....	" 25	.....	Explosion.
Bolter up.....	Vancouver, B.C.....	" 11	48	Crushed between iron beams.
Employee at steel works.....	Sault Ste. Marie, Ont.....	" 15	33	Explosion.
Blast helper at steel works.....	Sault Ste. Marie, Ont.....	" 15	24	Explosion.
Employee at steel works.....	Sault Ste. Marie, Ont.....	" 23	48	Struck by falling hatch.
Ironworker.....	Sydney, N.S.....	" 22	31	Struck by falling plank.
Carpenter with car factory.....	Ottawa, Ont.....	" 27	.....	Struck by door sash.
FOOD, TOBACCO AND LIQUOR:—				
Employee at sugar refinery.....	St. John, N.B.....	July 25	45	Struck by falling bag of sugar.
Labourer at brewery.....	Windsor, Ont.....	Aug. 1	56	Fall.
Employees at meat packing plant (2).....	Montreal, Que.....	" 2	.....	Boiler explosion.
Employee at sugar refinery.....	Wallaceburg, Ont.....	" 14	22	Caught in machinery.
Employee at flour mill.....	Hamilton, Ont.....	" 21	.....	Suffocated in bin.
Watchman at distillery.....	Walkerville, Ont.....	Sept. 29	.....	Fell through floor.
TEXTILES, CARPETS AND CORDAGE:				
Employees of felt factory (2).....	Kitchener, Ont.....	Aug. 14	63-51	Explosion.
Fireman at shoddy factory.....	Toronto, Ont.....	" 19	.....	Cylinder head blew out—scalded.
PULP, PAPER AND FIBRE:—				
Labourer at paper mills.....	Sault Ste. Marie, Ont.....	July 21	.....	Crushed by truck.
Labourer at paper mills.....	Cornwall, Ont.....	Sept. 13	39	Electrocuted.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING JULY, AUGUST AND SEPTEMBER, 1919.—Continued.

Trade or Industry	Locality	Date	Age	Cause of fatality
WOODWORK AND FURNITURE:—				
Employee at factory	Waterloo, N.S.	July 19	.....	Struck by board from saw.
Employee at factory	Winnipeg, Man.	" 23	19	Struck by machine.
Employee at planing mill.....	Chatham, N.B.	Aug. 14	15	Lath from machine penetrated stomach.
Employee at skewer factory.....	Owen Sound, Ont.	" 25	18	Struck in abdomen by board from machine.
LEATHER:—				
Employee at tannery	Quebec, Que.	Sept. 29	56	Struck by falling timber.
CLAY, GLASS AND STONE:—				
Labourer at cement plant.....	Point Anne, Ont.	Aug. 20	.....	Struck by belt.
Labourer at brick yard.....	Toronto, Ont.	" 23	.....	Electrocuted.
Driver at brick plant.....	Winnipeg, Man.	Sept. 26	19	Fell off wagon.
PAINTS, OILS, CHEMICALS AND EXPLOSIVES:—				
Labourer at oil plant.....	Sarnia, Ont.	July 2	33	Skull crushed.
Employee at powder mill.....	Windsor Mills, Que.	" 9	60	Explosion.
Teamster.....	Trenton, Ont.	Aug. 14	41	Gun cotton, ignited by tire, set fire to wagon.—burned.
Employee at oil plant.....	Sarnia, Ont.	" 21	68	Slipped and injured back.
Employee at oil works.....	Regina, Sask.	" 22	26	Killed at steam still.
Teamster at chemical plant.....	Goodreau Mine, Ont.	Sept. 3	56	Thrown from wagon.
STEAM RAILWAY SERVICE:—				
Brakeman.....	Near Scotia Bay, B.C.	July 1	52	Fell between engine and car.
Brakeman.....	Omamee Jct., Ont.	" 5	27	Crushed between draw bars.
Brakeman.....	100 Mile House, B.C.	" 21	20	Fell—run over by train.
Brakeman.....	Simcoe, Ont.	" 24	23	Heel caught—fell under car wheel.
Brakeman.....	Windsor, Ont.	" 28	21	Fell—run over by engine.
Employee.....	Mileage 6—Subway S.D. C.N.R.	" 2	.....	Deraiment.
Freight handler.....	Vancouver, B.C.	" 4	50	Fell from car.
Baggage trucker.....	Saskatoon, Sask.	" 15	55	Crushed under baggage.
Call boy.....	London, Ont.	" 10	17	Crushed between wall and engine cabin.
Yardman.....	Niagara Falls.	" 13	46	Knocked off top of car—run over.
Sectionman.....	Coalmont, B.C.	" 29	60	Run over by railroad speeder.
Sectionman.....	Near Kingston, Ont.	" 30	35	Struck by train.
Engineer and Fireman (2).....	Stonecliffe, Ont.	" 5	60-29	Deraiment.
Engineer and Brakeman (2).....	Peace River Jct., Alta.	" 6	.....	Deraiment.
Engineer.....	Battum, Sask.	" 26	.....	Deraiment.
Labourer.....	Sault Ste. Marie, Ont.	" 17	45	While undoing chain car received abdominal injuries.
Labourer.....	Jack Fish, Ont.	" 24	.....	Struck by bucket.
Sectionman.....	Snailing, Alta.	Aug. 27	25	Struck by train.
Sectionman.....	Guntton, Man.	" 28	50	Struck by train.
Brakeman.....	St. Ursule Pit, Que.	" 9	.....	Run over by train.
Brakeman.....	Dott, Man.	" 19	.....	Crushed.
Brakeman.....	Fort Rouge Yard, Man.	" 19	.....	Crushed between cars.
Brakeman.....	Wallaceburg, Ont.	" 25	24	Fell from moving train.
Roadmaster.....	Toketic, B.C.	" 19	60	Train collided with track motor.
Labourer.....	Sarnia, Ont.	" 10	.....	Fell into round house pit.
Carman.....	Ottawa, Ont.	" 20	.....	Crushed under cars.
Car checker.....	Moncton, N.B.	" 22	over	Crushed by switching engine.
Car inspector.....	Halifax, N.S.	" 22	47	Struck by switching engine.
Switchman.....	Windsor Yard, Ont.	" 28	21	Fell from engine.
Conductor.....	Near Dalehurst, Alta.	Aug. 17	48	Collision.
Foreman.....	Savoff, Ont.	Sept. 1	.....	Struck by train.
Section foreman.....	Preston, Ont.	" 2	54	Train hit bonding machine.
Sectionman.....	Niagara Falls, Ont.	" 16	.....	Struck by train.
Sectionman.....	Valley, Jct., Que.	" 20	47	Fell between engine and pony truck.
Trackmen (2).....	Lyn, Ont.	" 23	.....	Struck by train.
Trackman.....	Milles Roche, Ont.	" 27	19	Struck by train.
Labourer.....	Hornepayne, Ont.	" 9	38	Fell between cars.
Sectionman.....	Hagersville, Ont.	" 24	35	Struck by train.
Gang foreman.....	Near Lytton, B.C.	" 27	52	Rock slide—suffocated.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING JULY, AUGUST AND SEPTEMBER, 1919.—*Continued.*

Trade or Industry	Locality	Date	Age	Cause of fatality
STEAM RAILWAY SERVICE—Cont'd.				
Checker.....	Port Arthur, Ont.....	Sept. 27	40	Fall.
Car Cleaner.....	Toronto, Ont.....	" 6	35	Struck by train.
Derrickman.....	Point St. Charles, Que..	" 12	55	Coal oil exploded when lighting fire.
Water carrier.....	Finch, Ont.....	" 22	.....	Struck by train.
Brakeman.....	Myrtle Point, B.C.....	" 22	31	Struck by falling snag.
Brakeman.....	Mandaumin, Ont.....	" 24	21	Crushed between drawbars,
Porter.....	St. Hyacinthe, Que.....	" 24	32	Fell from train.
ELECTRIC RAILWAY SERVICE:—				
Repairman.....	Peterboro, Ont.....	Aug. 26	47	Left controller handle advanced when placing trolley on wire, car started—crushed.
Track worker.....	Toronto, Ont.....	Sept. 2	.....	Struck by automobile.
Train worker.....	Toronto, Ont.....	" 23	.....	Struck by automobile.
Motorman.....	Port William, Ont.....	" 24	.....	Crushed by car.
Conductor.....	Queenston, Ont.....	" 29	.....	Jarred off car by collision and run over.
MISCELLANEOUS TRANSPORT:—				
Mate on steamship.....	Fort William, Ont.....	July 4	43	Struck on head by coal.
Ship labourer.....	Fort William, Ont.....	" 13	18	Drowned.
Ship labourer.....	Quebec, Que.....	" 14	45	Struck by sling and knocked overboard.
Ship labourer.....	Port Arthur, Ont.....	" 23	15	Fell from deck to hold.
Driver.....	Toronto, Ont.....	" 8	19	Fell from wagon.
Coal carter.....	Loretteville, Que.....	" 22	40	Horses started suddenly causing fall.
Boomman.....	Ocean Falls, B.C.....	" 23	.....	Drowned.
Loader.....	Montreal, Que.....	" 31	40	Fell into hold of ship.
Teamster.....	Yorkton, Sask.....	Aug. 3	32	Kicked by horse.
Driver.....	Montreal, Que.....	" 4	33	Fell from rig—crushed.
Teamster.....	Toronto, Ont.....	" 13	70	Rough roads caused fall from wagon.
Teamster.....	Toronto, Ont.....	" 23	.....	Struck by street car.
Dock worker.....	Lauson, Que.....	" 8	24	Electrocuted.
Dock workers (4).....	Lauson, Que.....	" 11	16 to 33	Gangway collapsed.
Mate on barge.....	Port Colborne, Ont.....	" 9	30	Explosion at elevator.
Cook on barge.....	Quebec, Que.....	" 22	.....	Barge collided with wharf and sank.
Deckhand.....	Victoria, B.C.....	" 11	.....	Drowned.
Aerial mechanic.....	Regina, Sask.....	" 23	.....	Fall of plane.
Carter.....	Toronto, Ont.....	" 27	.....	Motor truck broke—crushed.
Sailor.....	Soulanges Canal.....	Sept. 1	.....	Drowned in attempt to jump to shore.
Longshoreman.....	Montreal, Que.....	" 24	47	Fell into hold of ship.
MINES, SMELTERS AND QUARRIES:—				
Shift boss.....	Kerr Lake, Ont.....	July 7	.....	Walked into a blast in a slope.
Labourer.....	Turbine, Ont.....	" 3	.....	Drowned.
Labourer.....	Turbine, Ont.....	" 17	51	Fell off derrick.
Mucker.....	Maple Mountain, Ont.....	" 12	23	Fell down shaft.
Rollerman.....	Glace Bay, N.S.....	" 21	31	Struck by a runaway box.
Miner.....	Britannia Beach, B.C.....	" 14	.....	Fall of rock.
Miner.....	Britannia Beach, B.C.....	" 14	.....	Slipped through grizzly into chute.
Miner.....	Cobalt, Ont.....	" 14	.....	Fell from cage.
Quarryman.....	Rosemont, Montreal, Que.....	Aug. 1	67	Fall of stone.
Miner.....	Schumacher, Ont.....	" 10	47	Crushed by rock.
Miner.....	Calgary, Alta.....	" 23	.....	Struck by falling rock.
Drifter.....	Thetford Mines, Que.....	" 27	29	Fall of stone.
Driller.....	Pictou, N.S.....	" 14	25	Struck by falling derrick—steel pad broke.
Coal miner.....	Cumberland, B.C.....	" 18	over 21	Fall of coal.
Coal miner.....	Drumheller, Alta.....	" 18	24	Fall of coal and clay.
Coal miner.....	Drumheller, Alta.....	" 21	30	Struck by loaded cars when hoisting.
Timberman.....	New Aberdeen, N.S.....	" 20	61	Fall of stone.
Miner.....	Thetford Mines, Que.....	Sept. 5	21	Crushed under stone.
Miner.....	Cobalt, Ont.....	" 12	.....	Crushed under rock.
Miner.....	Cobalt, Ont.....	" 12	.....	Fell into an open cut.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING JULY, AUGUST AND SEPTEMBER, 1919.—Continued.

Trade or Industry	Locality	Date	Age	Cause of fatality
MINES, SMELTERS AND QUARRIES —Continued.				
Coal miner.....	Coal Creek, B.C.....	Sept. 15	34	Struck by falling coal.
Coal miner.....	Cumberland, B.C.....	" 10	36	Fall of coal.
Loader.....	New Aberdeen, N.S.....	" 14	37	Fall of stone.
Timberman.....	Inverness, N.S.....	" 22	47	Delayed blast.
Employee at smelter.....	Trail, B.C.....	" 17	35	Rope broke causing fall.
BUILDING AND CONSTRUCTION:—				
Engineer.....	Parry Sound, Ont.....	July 2	46	Burned.
Labourer.....	London, Ont.....	" 3	38	Thrown under wagon.
Plumber.....	Levis, Que.....	" 8		Fall.
Carpenter.....	Niagara Falls, Ont.....	" 10	50	Fall.
Painter.....	Cobourg, Ont.....	" 18	32	Fall.
Painter.....	Toronto, Ont.....	Aug. 15	40	Fall.
Contractor.....	Toronto, Ont.....	" 2		Caught between elevator and ceiling.
Labourer.....	Campbellford, Ont.....	" 3		Drowned.
Labourer.....	Perth, Ont.....	" 8	58	Struck by falling smoke stack.
Labourer.....	Moncton, N.B.....	" 21	over	Struck by hoisting bucket.
			21	
Mechanic.....	Montreal, Que.....	" 15	23	Fire extinguisher exploded.
Carpenter.....	Deschene, Que.....	" 26		Fall.
Bridge worker.....	Niagara Falls, Ont.....	Sept. 3		Fall.
Carpenter.....	Trail, B.C.....	" 16		Struck by falling plank.
Labourer.....	Toronto, Ont.....	" 25	50	Fell off building.
RAILWAY, CANAL AND HARBOUR CONSTRUCTION:—				
Machinist at canal.....	Niagara Falls, Ont.....	July 6	24	Hit by steam shovel.
Labourer.....	Glace Bay, N.S.....	Aug. 9		Struck by falling stone.
Labourer.....	Iroquois, Ont.....	" 12	39	Fell on dock.
Steam shovel foreman.....	Near Onslow, N.S.....	Sept. 10	38	Stepped from behind shovel—struck by train.
Employee.....	Three Rivers, Que.....	" 13	24	Electrocuted.
Employee.....	Toronto, Ont.....	" 22	29	Slipped from jetty—drowned.
LUMBERING:—				
Teamster.....	Toronto, Ont.....	July 8	19	Fell from wagon.
Mill employee.....	Lake Megantic, Que.....	" 9		Struck by wood thrown from above.
Cutter.....	Shoal Harbour, B.C.....	" 21	40	Struck by tree.
Skidder.....	Bull River, B.C.....	" 24	34	Caught between rolling logs.
Timberman.....	Shawnigan Lake B.C.....	" 25	38	Struck by falling tree.
Logger (2).....	Rock Bay, B.C.....	" 8	45-50	Struck by log coming down chute.
Logger.....	Topaz Harbour, B.C.....	" 21	40	Struck by falling tree.
Logger.....	Myrtle Point, B.C.....	Aug. 8	40	Drowned.
Fellerman.....	Coombs, B.C.....	" 2		Struck by falling log.
Chokerman.....	Campbell River, B.C.....	" 12	24	Crushed while yarding logs.
Millhand.....	Prince Rupert, B.C.....	" 15	18	Crane broke causing lumber to fall.
Labourer.....	La Tuque, Que.....	" 20	21	Cave in—buried.
Tie cutters (2).....	Quiball, Ont.....	" 26		Drowned.
Rigger.....	Wakeman Sound, B.C.....	" 26	29	Struck by falling tree.
Labourer.....	Stave Lake, B.C.....	" 22	52	Struck by falling tree.
Labourer.....	South Nelson, N.B.....	" 26	14	Struck by sling of deals.
Logger.....	Port Clement, B.C.....	Sept. 2	35	Struck by falling haulback due to line breaking.
Woodsman.....	Culligan, N.B.....	" 13	17	Skull fractured when rolling logs in skid-way.
Splitterman.....	Vancouver, B.C.....	" 18	34	Struck by carriage.
Labourer.....	Spragge, Ont.....	" 12	60	Fell on spike.
Labourer.....	McDougall's Mills, Ont.....	" 16		Drowned.
Labourer.....	Fort Frances, Ont.....	" 22	38	Struck by logs.
Labourer.....	Rockland, Ont.....	" 30	34	Struck on head by board.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING JULY, AUGUST AND SEPTEMBER, 1919.—Continued.

Trade or Industry	Locality	Date	Age	Cause of fatality
PUBLIC AND MUNICIPAL EMPLOYMENT:—				
Employee at road-making.....	Winnipeg, Man.....	July 16	.....	Blown off tank car.
Forestry employee.....	Mafeking, Man.....	" 29	.....	Fractured skull.
Ranger.....	A. iwin, Ont.....	" 30	.....	Struck by train.
Lockman.....	Edmond Station, Ont.....	Aug. 8	59	Drowned.
Elevator employees (9).....	Port Colborne, Ont.....	Aug. 9	22 to 65	Explosion.
Labourer.....	Toronto, Ont.....	" 20	64	Crushed under cars.
Employee at grading operations	Toronto, Ont.....	" 29	58	Struck by shunting dirt cars.
Bridge superintendent.....	Perry's Point, N.B.....	Sept. 2	38	Automobile overturned.
Civic employee.....	Toronto, Ont.....	" 25	34	Struck by an automobile truck.
PUBLIC UTILITIES:—				
Lineman.....	Hanover, Ont.....	July 5	.....	Burned.
Lineman.....	Levis, Que.....	" 11	35	Electrocuted.
Lineman.....	Hamilton, Ont.....	" 18	.....	Burned.
Lineman.....	Sarnia, Ont.....	" 23	25	Electrocuted.
Lineman.....	Goderich, Ont.....	" 23	.....	Electrocuted.
Craneman.....	Stamford, Ont.....	" 6	.....	Caught in wheel.
Employee of tramway and power company.....	Halifax, N.S.....	" 26	28	Electrocuted.
Switch tender.....	Stamford, Ont.....	Aug. 2	43	Struck by car.
Lineman.....	Sackville, Ont.....	" 4	20	Electrocuted.
Lineman.....	Belleville, Ont.....	" 7	28	Fell from pole.
Lineman.....	Vancouver, B.C.....	" 12	37	Electrocuted.
Lineman.....	Stamford, Ont.....	" 26	27	Electrocuted.
Barnman with power company...	Peterboro, Ont.....	" 26	45	Crushed between cars.
Labourer with power commission.	Cobourg, Ont.....	Sept. 1	.....	Thrown off lorry.
Lineman.....	Dundas, Ont.....	" 4	27	Electrocuted.
Workman with telephone company.....	Colborne, Ont.....	" 11	.....	Electrocuted.
Electrician with power company...	Toronto, Ont.....	" 25	.....	Fall.
Employee with power company...	Montreal, Que.....	" 2	22	Hand-car dropped into river—drowned.
AGRICULTURE:—				
Farmer.....	St. Magloire, Que.....	July 4	over 21	Delayed blast.
Farmer.....	St. John, N.B.....	" 5	34	Gored by bull.
Farmer.....	Milton, P.E.I.....	" 25	over 21	Gored by bull
Farmer.....	Maple Bay, B.C.....	" 25	.....	Bolt in singletree gave way causing fall.
Farm hand.....	St. Luc, Que.....	" 5	20	Gored by bull.
Farm hand.....	Pointe Claire, Que.....	" 5	72	Fall.
Farmer.....	Regina, Sask.....	Aug. 2	41	Explosion in traction engine.
Farmer.....	Manotick, Ont.....	.....	32	Slid off load onto fork handle.
Farmer.....	Rexton, N.B.....	" 21	over 21	Run over by reaper when horses bolted.
Farm hand.....	Dunferm, Ont.....	" 4	30	Thrown from rig when horses bolted.
Farmer.....	Kamouraska, Que.....	Sept. 11	over 21	Delayed blast.
Farmer.....	Whitewood, Sask.....	" 19	.....	Struck by lightning.
Thresher.....	Leader, Sask.....	" 9	.....	When moving outfit.
FISHING AND HUNTING:—				
Fisherman.....	Bella Colla, B.C.....	July 10	51	Drowned.
Fisherman.....	Lake Winnipeg, Man.....	" .....	.....	.....
Fisherman.....	St. Peter's Harbor, P.E.I.	" 23	over 21	Boat capsized—drowned.
Fisherman.....	Quathiaski Cove, B.C...	Aug. 28	27	Drowned.

TABLE OF FATAL INDUSTRIAL ACCIDENTS THAT OCCURRED DURING JULY, AUGUST AND SEPTEMBER, 1919.—*Continued.*

Trade or Industry	Locality	Date	Age	Cause of fatality
MISCELLANEOUS:—				
Labourer.....	Walkerville, Ont.....	July 10	40	Sewer caved in—crushed.
Well digger.....	Laporte, Sask.....	" 14	.....	Struck by falling drill.
Superintendent of paving company	Winnipeg, Man.....	" 16	45	Cap blew off dome of asphalt car causing fall.
Hotel watchman.....	Quebec, Que.....	" 22	58	Crushed between elevator and floor.
Labourer.....	Anyox, B.C.....	" 27	34	Drowned.
Store employe.....	Ottawa, Ont.....	Aug. 2	63	Struck by falling case.
Engineer.....	Powell River, B.C.....	" 9	33	Fell on cut-off saw.
Engineer.....	Tranquille, B.C.....	" 12	36	Struck by governor on engine fly wheel.
Hotel employee.....	Montreal, Que.....	" 11	20	Fell down elevator shaft.
Laundry employee.....	Charlottetown, P.E.I.....	" 5	45	Gasoline tank exploded.
Toll-gate keeper.....	Bell's Corners, Ont.....	" 30	.....	Automobile crashed into station.
Stableman.....	Toronto, Ont.....	" 4	34	Crushed between elevator and wall.
Swamper.....	Michel, B.C.....	" 4	34	Struck by rolling logs.
Labourer.....	Lilloet, B.C.....	" 9	56	Hit by sliding earth.
Labourer.....	North Vancouver, B.C.....	" 18	43	Struck by locomotive crane.
Labourer.....	Bella Coola, B.C.....	" 18	.....	Boom broke—drowned.
Labourers (2).....	Point Rouge, Que.....	" 30	19-20	Premature explosion of dynamite.
Kitchen maid.....	Winnipeg, Man.....	Sept. 16	16	Defective wiring in potato peeler—electrocuted.
Blacksmith.....	Stouffville, Ont.....	" 19	.....	Horse shied and nail entered kneecap—infection.
Well riggers (2).....	Turtleford Sask.....	" 19	.....	Gas fumes.
Grain elevator employee.....	Markham, Ont.....	" 30	.....	Fell into bin—suffocated.
Labourer.....	Glace Bay, N.S.....	" 19	24	Standing on running board when truck skidded—crushed.

SUPPLEMENTARY STATEMENT OF ACCIDENTS THAT OCCURRED IN SECOND QUARTER OF 1919.

Trade or Industry	Locality	Date	Age	Cause of fatality
Sectionman.....	Algar, Man.....	May 14	.....	Rupture—died Aug. 8.
Tie maker.....	Moyie, B.C.....	" 4	25	Fell carrying tools—punctured stomach.
Sectionman.....	Parry Sound, Ont.....	" 20	50	Strained heart.
Labourer.....	Meadow Lake, B.C.....	" 22	39	Drowned.
Teamster for lumber company.....	Thames River, Ont.....	" 27	.....	Drowned.
Labourer.....	Moncton, N.B.....	June 2	18	Fall.
Foreman at fish company.....	Bradford, Ont.....	" 8	.....	Struck by lightning.
Miner.....	Cobalt, Ont.....	" 18	38	Explosion.
Sectionmen (2).....	Prongua, Sask.....	" 21	.....	Lining bar fell in front of hand car.
Shipbuilding employee.....	Toronto, Ont.....	" 21	.....	Injured knee—infection.
Fire ranger.....	Beavermouth, B.C.....	" 22	39	Drowned.
Rigger on dredge.....	Port Weller, Ont.....	" 25	22	Drowned.
Lumber company employee.....	Muskoka Falls, Ont.....	" 25	17	Struck by tree.
Millwright.....	Prince Rupert, B.C.....	" 26	36	While under rolls machine started.
Labourer.....	Ladysmith, B.C.....	" 26	.....	Hit by falling tree.
Employee at meat packing plant.....	Brantford, Ont.....	" 27	.....	Struck by falling barrel.
Fireman at sawmill.....	Sarnia, Ont.....	" 28	30	Caught in belt.
Foreman stone-mason.....	Nelson, B.C.....	" 28	.....	Plank gave way causing fall.
Labourer.....	Algoma Mills, Ont.....	" 29	21	Drowned.
Railway switchman.....	Trenton, Ont.....	" 30	.....	Crushed under engine.
Labourer.....	Mile 295, C.N.R.....	" 30	33	Fell from car.

RECENT LEGAL DECISIONS AFFECTING LABOUR

A SECTION foreman employed by the Grand Trunk Railway was struck by a freight train of the Intercolonial Railway and killed when engaged in his work. The accident took place on a part of the line which was under the joint control of the two railways. The widow brought an action against the Grand Trunk Railway in the Superior Court of Quebec, and was awarded \$12,025. An appeal was taken by the Company to the Court of Appeals. It was the opinion of the majority of this Court that the victim of the accident had been guilty of inexcusable fault in ignoring the operating rules of the railway, and that the engineer of the Intercolonial Railway train had also committed an inexcusable fault in failing to obey a stop signal. It was held that the Grand Trunk Railway Company could not be held responsible for an accident caused by the fault of an employee of another company even though there was a working arrangement between the two companies on the line where the accident occurred. Judgment was therefore given that the award of the court of first instance be reduced to \$2,025, which was the amount due under the Workmen's Compensation Act. Two judges of the Court, however, were in favour of confirming the judgment of the Superior Court on the ground that by the provisions of the agreement between the two companies, the engineer of the Intercolonial Railway when running over the joint section should be considered an employee of the Grand Trunk Railway, being under its direction and control on that part of the line. (*Quebec—Dame Beauchemin vs. Grand Trunk Railway Company.*)

A carter engaged under contract with the Dominion Park of Montreal, in hauling ice from the St. Lawrence river to a platform belonging to the Park, lost a team of horses through the ice. He brought action against the Park for \$600, the estimated value of the horses. It was claimed by the defendant that the plaintiff was in the position of a contractor *a forfait* who undertook the risks of the job, receiving ten cents per block for carting the ice, and that therefore the defendant was not in control of the plaintiff's drivers, and was not responsible for any accident that might happen to them. In the Superior Court of Quebec the plea of the defendant was upheld, and the plaintiff's action was dismissed. On an appeal to the Court of Review, however, the judgment of the Superior Court was reversed on the ground that no matter what the relation was between the drivers and the defendant, the defendant was obliged to furnish a safe place where they could do their work, which included not only space adjoining the platform but also the necessary approach thereto. It was declared by the Court that the defendant by constructing its platform on the ice, and by directing the approach to the platform, invited the plaintiff's teams to approach the platform on the road in question, and was bound to ascertain the safety of the ice at that point. The judgment further declared that the contract between the plaintiff and the defendant was not a contract *a forfait*, but was a hiring by the piece, and that the defendant was responsible to the plaintiff's men, by the rules governing the relations between master and servant, for the safety of the work which they were given to do. The defendant was therefore con-

demned to pay the plaintiff \$600 with costs both of the Superior Court and of the Court of Review. (*Quebec — Langlois vs. Dominion Park, Limited.*)

A carpenter was engaged at Montreal by a construction company to do work in the province of Ontario. In the course of his employment he was injured through the breaking of a plank over which he had to pass. He brought action against the company, in the Superior Court of Quebec, for damages under the Common Law, alleging negligence on the part of the defendant and its employees. The defendant company claimed that the rights of the plaintiff and the obligations of the defendant arising out of such an accident were governed by the law of the province of Ontario,

**Workmen
hired in Que-
bec cannot
sue under
common law
for accident
in Ontario,
but may do
so under Que-
bec Work-
men's Com-
pensation Act**

and that the plaintiff's only recourse was by way of a claim made to and against the Workmen's Compensation Board of Ontario. The plaintiff claimed, on the other hand, that the rights and obligations of the parties arising from the contract of hire of service were governed by the law of the province of Quebec.

It was held by the Court that the action was based on a tort committed within the limits of the province of Ontario, and that it was governed by the law of Ontario which denies action at Common Law in such cases. It was, however, pointed out that a workman engaged in the province of Quebec and injured in the province of Ontario might sue and obtain relief under the Workmen's Compensation Act of Quebec, as the right to sue under this Act did not arise from a tort, but had its origin in the contract of hiring. The action of the plaintiff was accordingly dismissed with costs. (*Quebec—Fullum vs. The Foundation Company, Limited.*)

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NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

The month in brief At the beginning of November the percentage of unemployed among members of trade unions was 2.57 as compared with 2.19 at the beginning of October. According to the returns received from more than 4,600 firms, there was a slight drop in employment at the beginning of the month followed by a slightly greater rise later, the average for the month being slightly higher than in the month preceding. All provinces recorded slight increases except British Columbia, where a slight decrease was noted. In civic employment there was a decline of nearly 6 per cent in comparison with October and an increase of over 30 per cent as compared with November, 1918. According to preliminary figures, the various offices of the Employment Service of Canada received 38,000 applications for employment, were notified of 34,700 vacancies, and made 25,400 placements and 5,500 casual placements during November.

The time loss on account of industrial disputes during November was less than during October, but greater than during November, 1918. There were in existence during the month 25 strikes, involving 4,903 workpeople, and resulting in a time loss of 84,073 working days. Of these strikes 19 were on record at the beginning of the month, while six strikes were reported as having commenced during the month. At the end of the month there were on record 17 strikes involving about 2,420 workpeople.

The average cost of the weekly family budget of staple foods rose very slightly, being \$14.27 at the middle of November, as compared with \$14.21 at the middle of October; \$13.49 in November, 1918, and \$7.96 in November, 1914. The index number of wholesale prices rose to 307.7 for November as compared with 299.6 for October; 290.9 for November, 1918, and 137.5 for November, 1914.

Proceedings under the Industrial Disputes Investigation Act During November the Department received reports from two Boards of Conciliation and Investigation established to deal with disputes between (1) the Minto Coal Company and its employees, being members of Local Union No. 4552, United Mine Workers of America, and (2) the British Columbia Electric Railway Company and certain of its employees in Vancouver, New Westminster and Victoria, members of the Amalgamated Association of Street and Electric Railway Employees of America.

Five applications were received for the establishment of Boards.

Arbitration agreements in Canada Twenty clothing manufacturers of Toronto, representing 85 per cent of the total number of contract shops have united under the

name of the Associated Clothing Manufacturers for the purpose of putting into effect a plan for the settlement of industrial disputes without recourse to strikes or lockouts. To this end they have signed an arbitration agreement with their operatives, members of the Amalgamated Clothing Workers of America. According to this plan, any grievance will first be referred to the shop chairman representing the workers and the superintendent of the factory concerned. Failing an agreement between these two, the dispute will be referred to two general officers, the labour manager, an official of the manufacturers, and the union manager an official of the workers. If these two are unable to reach a settlement, the matter will be referred to a board of arbitration composed of five members, two representing the manufacturer, two representing labour, and an impartial chairman. The decision of the board in all disputes shall be final.

At a conference of the heads of the international railroad brotherhoods which was held at Cleveland, Ohio, on November 17 and 18, the question was discussed of continuing the work of arbitration which has been carried on by the Canadian Railway Board of Adjustment No. 1, since August, 1918, and a ballot was prepared to be mailed to the members of the brotherhoods in Canada in order to ascertain their views on this subject. According to the agreement between the Canadian Railway War Board and the various railway labour organizations by which the Board of Adjustment No. 1 was formed, the agreement is to remain in force during the period of the war and thereafter unless representatives of either party give thirty days' formal notice of their desire to terminate it. Since its formation, the Canadian Railway Board of Adjustment No. 1 has successfully dealt with upwards of 58 grievances which had been referred to it for adjustment.

Temporary operation of plant by em- ployees

Reference was made in the September issue of the LABOUR GAZETTE to an experiment in the Humphreys Glass Works at Moncton, N.B., where the employees took over the operation of the plant for four months. Further particulars with regard to this matter have since been received. It appears that the factory, which employs not more than 25 men, closed down in March owing to a shortage in natural gas, which was being used for fuel. When it was reopened, the men who were all union men, asked for recognition of their union, and the operation of the factory under union conditions with union wages. On being told by the management that the factory would not pay under these conditions, the men made an offer to the directors to run the plant themselves, if the directors would provide a man to direct the business part of it, and to leave with the directors 25 per cent of their wages until September 1. If at that time the factory had not paid all expenses and the *pro rata* share of dividends and depreciation, the directors were to deduct enough from the sum deposited with them to cover these amounts. This offer was accepted and the factory was run by the men under union conditions during May, June, July and August. They chose as foremen some expert glass blowers from among their number, and all the employees were on a committee to conduct affairs pertaining to the factory. When stocks were taken and the books examined at the end of August, it was found that the experiment was a success, and the men's wages deposited with the directors were returned to them. Since September 1, the factory has been operated under the old management with the union scale of wages and the union rate of production.

**Factory
operated by
returned
soldiers in B.C.**

In the July issue of the LABOUR GAZETTE reference was made to the creation by the government of British Columbia of a fund of \$2,000,000 to assist in the establishment of new industries by returned soldiers in that province. Out of this fund a loan of \$200,000 has been made for the construction and equipment of a plant for the Canadian Western Cordage Company, of New Westminster. The company has an authorized capital of \$300,000, of which \$150,000 has been issued to veterans who have seen overseas service, the balance being held in the treasury. It is strictly a returned soldiers enterprise, and no others can hold shares. Only returned soldiers will be employed except where other expert help is required. The company is co-operative and profit-sharing in its constitution, each shareholder having only one vote, whatever his holdings may be. The plant will have a capacity of 10,000 pounds per day of hard fibre, and will employ at the outset about 65 male operatives.

**Group insurance in
Canada**

A number of Canadian companies have recently taken out group insurance policies for the benefit of their employees, the insurance branch of the Dominion Department of Finance having lately, for the first time, authorized this form of insurance. The New Brunswick Telephone Company has announced that they have decided to insure their employees under a group policy. Men who have been with the company for three months will be given a policy of \$1,000, and women, \$500. These amounts will be increased each year by \$100 until the maximum amounts of \$2,000 and \$1,500 respectively are reached. The Patterson Candy Company, of Toronto, has insured the life of every member of its staff according to length of service, beginning with \$500 after one year, \$600 after two years, \$700 after three years, \$900 after four years, and \$1,000 after five years. A

general accident policy is also included. The Hampton Manufacturing Company, of Montreal, has adopted a similar plan of group insurance for about 400 employees. The benefits amount to \$500 after six months continuous employment, \$600 after one year, \$700 after two years, \$800 after three years, \$900 after four years, and \$1,000 after five years. In case of permanent total disability, before the insured reaches the age of sixty the amount of the policy is paid to him in monthly or annual instalments. In each of these plans all the premiums are paid by the various companies.

**National
Education
Conference**

A national education conference was held at Winnipeg in November, at which there were present 1,504 delegates from all Canada, as well as a number of visitors from Great Britain and the United States.

In the resolutions passed at the conference, the following recommendations were made:

That continuation work in rural schools be encouraged, and every inducement be offered to rural pupils to attend these schools, until such time as attendance to the age of 16 be made compulsory; that the federal government should assume without avoidable delay its fair share in the financial burden incidental to the Canadianizing of an immigrant population by providing suitable special Dominion grants to be expended and administered by the provincial governments concerned; that provision for state aid should be made for parents who would otherwise be forced through economic necessity to take their children away from school during the compulsory period; and that there should be factory acts or other legal enactments rigidly enforced, in every province, prohibiting the employment of children under the age of compulsory school attendance.

A National Council was elected composed of four delegates from each province comprising a professional educator, a representative of women's organiz-

ations, a business man and a representative of the Teachers' organization, with fourteen others, making fifty in all. Professor W. F. Osborne, of the University of Manitoba, is Secretary of the Council.

Progress of the co-operative movement Reports received by the British Co-operative Wholesale Society of Manchester show a steady growth of the co-operative movement in many countries. The Italian Co-operative Wholesale Society supplies 1,700 retail co-operative societies. The report of the Co-operative Congress of Norway for last year showed an increase in the membership of the affiliated societies from 59,969 to 67,910 and an increase of sales from 39,866,000 kroner to 48,139,900 kroner for the year. Recommendations were made by the Congress for the extension of co-operative banking. In India, during 1917-18, the total number of co-operative banks rose from 264 to 282 with an increase in membership from 76,475 to 91,494, and in working capital from 485 to 580 lakhs of rupees. The number of co-operative agricultural societies increased from 20,990 to 23,472, and non-agricultural societies from 1,237 to 1,450. The membership of the former is 851,407 and of the latter, 203,837. In Greece there were at the end of last year 917 co-operative associations with a membership of 45,070 and a capital of 3,000,000 francs. In Egypt a co-operative society is being formed in connection with the State Railways and Telegraphs. It is proposed to establish a line of co-operative shops, and financial aid from the government is being sought for this purpose, the intention being to repay any advances from the government out of profits. The city of Lyons, France, has made a grant of \$220,000 to working class co-operative societies, this sum having been derived from profits on the sale by the city of articles of prime necessity.

In Canada, also, the co-operative movement shows signs of further growth. Local branches of the Great War Veterans' Association have recently formed

co-operative societies at Brandon, Regina and New Westminster. Provincial civil servants of Alberta have taken steps to form a co-operative society at Edmonton, and a co-operative society was organized in November at Amherst, N.S. Steps have also been taken by members of labour organizations to form a co-operative society at Woodstock, Ontario. In the October issue of the *Public Service Monthly*, published by the Government of Saskatchewan, it was stated that 456 co-operative associations had been registered in that province under the Agricultural Co-operative Association Act since it became law five and a half years ago. Of these 43 had gone out of existence, one through insolvency, five by amalgamation with other associations, and the remainder owing to a loss of interest on the part of the shareholders. The Saskatchewan Co-operative Elevator Company at its eighth annual meeting declared a net profit on operations for the year ending July 31, 1919, of \$193,599.12, which provided a balance of \$103,898.72 after payment of an eight per cent. dividend. A total of 63,813 shares had been issued, which were held by 21,032 shareholders. The company had 308 elevators in operation which handled 20,823,138 bushels of wheat and in addition it received 1,018,418 bushels from platforms.

Department of social affairs in Denmark

A permanent department for Social Affairs has been established in Denmark to take the place of the temporary department created in November, 1918. Under its supervision will come the administration of the poor law and public relief, benevolent bequests, public health, apprenticeship, labour disputes, employment exchanges, factory inspection, alien employment, closing hours in shops, benefit funds, unemployment and accident insurance, life insurance, building inspection, and laws affecting rents and cost of living. The new department is attached to the Ministry of the Interior. Details with respect to the recently cre-

ated advisory council on social questions in Denmark appeared in the LABOUR GAZETTE, October, 1919, page 1123.

Proposed extension of British Old Age Pensions Act

An important extension of the Old Age pension grants in the United Kingdom in regard both to the amount of the weekly allowance, and to the number of people benefitted, was recommended in a report recently presented to the British parliament by the Local Government Board. Instead of the maximum of five shillings provided by the existing Act for those whose annual income does not exceed \$21, it is proposed to grant a pension of ten shillings a week to every citizen irrespective of means, on reaching the age of seventy years. In the autumn of 1916 an additional allowance up to 2s. 6d. a week was made to pensioners in consideration of high war prices, raising the cost of old age pensions from about twelve to eighteen million pounds. Under the scheme now before Parliament the cost to the country will be further raised to forty-one million pounds. Many of the disqualifications provided in the existing Old Age Pension Act, 1908, are now proposed to be abolished, among these being the disqualification for imprisonment save in the case of habitual drunkards and the "failure to work" disqualification. It is proposed also that aliens shall be eligible for pension benefits ten years after naturalization and after residing in the United Kingdom for twenty years, while for British subjects the qualifying period of residence shall be reduced from twenty to ten years after reaching the age of fifty years. In 1917 the number of pensioners enrolled in the United Kingdom was 947,780, of whom 343,690 were men and 604,090 were women. This number will be greatly increased if the new proposals are adopted by Parliament.

Jottings

A director of Technical Education has been appointed in connection with the De-

partment of Labour to administer the Federal Act in aid of technical education, an account of which appeared in the June issue of the LABOUR GAZETTE.

In accordance with an act passed at the last session of the Ontario legislature providing for a provincial Department of Labour, Mr. W. R. Rollo has now received the portfolio of Minister of Labour for Ontario, and Dr. W. A. Riddell, formerly superintendent of the Trades and Labour branch of the Public Works department, has been appointed as deputy minister. The duties of the Trades and Labour branch have been transferred to the new department.

The Canadian Pacific Railway Company has reported that 10,774 of its employees enlisted in the army during the war. Of these 1,031 men were killed and 2,025 were wounded. The company has taken back into its service 6,060 of its returned men and given employment to 6,973 other returned men.

The International Nickel Company of Canada has offered to its apprentices and sons of employees of the mining and smelting division at Copper Cliff, Ontario, three annual scholarships for a four years' course leading to a degree in science in the universities of Toronto, Queen's or McGill. The scholarships are obtained through competitive examinations and are sufficient to cover all expenses of the winners while attending their chosen university.

On November 20, President Wilson sent invitations to 17 men to take part in a conference to meet at Washington on December 1. The calling of the conference was in accordance with the suggestions made by the public group of the recent industrial conference, an account of which appeared in the November issue of the LABOUR GAZETTE.

The Salvation Army has announced a plan to assist British ex-service men and women emigrating to Canada by paying their railway expenses from the port of entry to their destination, supplementary

to the free passage granted by the British government up to this point.

The British Civil Service Arbitration Board issued an award in regard to an application by various Civil Service organizations for an increase of the war bonus. The award, effective from November 17, is as follows: (A) The percentage rate of bonus payable to persons of 16 years of age and upward shall be increased to 30 per cent of their ordinary remuneration. (B) The flat rates of

bonus shall continue unchanged. (C) The maximum total rate of bonus shall be increased to £500 a year for men and £300 a year for women.

The textile workers in Great Britain have reached an agreement with the employers by which the basic wage now established shall remain unchanged until August 1, 1920, and that the war wage, or cost-of-living wage, shall vary in proportion with any change of ten points in the cost of living.

INDUSTRIAL CONDITIONS DURING NOVEMBER, 1919

I.—General Review

During the early part of November there was a slight decline in the total volume of employment in all provinces which decline, however, was followed later by a greater rise which was maintained to the end of the month. The general monthly average was slightly higher than that for the previous month. In the Maritime provinces, there was a steady increase in employment during the first three weeks, followed by a slight decline later. In Quebec there was a fairly considerable increase, while in Ontario a slight decline was recorded for the first two weeks, followed by a greater rise which was maintained. In the Western provinces the average for the month was slightly higher than during the previous month. In British Columbia there was a fairly considerable drop at the beginning of the month which, however, was followed by a nearly equal rise.

In the metals and machinery group there was a considerable increase each week which took place mainly in Quebec and Ontario. In vehicles there was a pronounced fluctuation in employment though the average for November was lower than that of the previous month.

In the food group there was a slight increase for the month in all the provinces except British Columbia, with a downward tendency in the last two weeks. In the textile and clothing groups and in the pulp, paper and printing groups, a rise was reported for each week. In the woodworking and furniture group, and in the leather group, a slight rise was recorded, with minor exceptions, in each province for each week throughout the month. In the clay, glass and stone group there was a sharp drop at the beginning of the month, with a slight rise at the end. In paints, oils and chemicals there was a considerable increase which was reflected in all the provinces. In railway operation there was a fairly considerable increase in employment which, however, all took place in the last week of the month. In mining and quarrying an increase for each week was recorded in all except the Maritime provinces. In building and construction (other than railway construction) there was a rather pronounced decline, while in railway construction a sharp downward tendency prevailed throughout the whole month. In lumbering there was a sharp rise in all provinces which was particularly noticeable during the middle of the month.

The Labour Market

The time loss on account of industrial disputes during November was less than during October, but greater than during November, 1918. There

Strikes

were in existence at some time or other during the month 25 strikes, involving 4,903 workpeople, and resulting in a loss of 84,073 working days, as compared with 27 strikes, involving 8,710 workpeople and 147,996 working days in October, 1919; and 23 strikes, involving 4,330 workpeople and 36,843 working days in November, 1918. On November 1, there were on record 19 strikes, affecting 3,784 workpeople. Six strikes were reported as having commenced during November as compared with 3 in October. Seven of the strikes commencing prior to November and one of those commencing during November were reported terminated, leaving 17 strikes, involving

about 2,420 workpeople, on record at the end of the month.

In prices a downward movement in livestock and meats was offset by increases in dairy products, grain, fish, fruits and vegetables, miscel-

Prices

laneous foods, textiles, metals and lumber. The index number of wholesale prices, therefore, rose to 307.7 for November as compared with 299.6 for October; 290.9 for November, 1918, and 137.5 for November, 1914. In retail prices the average cost of a family budget of staple foods in some sixty cities was \$14.27 at the middle of November as compared with \$14.21 at the middle of October; \$13.49 in November, 1918, and \$7.96 in November, 1914. For the month there were considerable decreases in meats, but there were increases in eggs, milk, butter and sugar.

H.—The Industries and Trades

Continued improvement was reported in the steel industry at Sydney and Sydney Mines, with good prospects for winter employment. Boat and shipbuilding and metal work also continued active. The output of the Dominion Steel Company's plant was, in tons, as follows: pig iron, 9,900; ingots, 15,700; blooms and billets, 11,400; rods, 6,250; merchant mill, 600; wire, 500; nails and staples, 1,000. Sixty ovens and one blast furnace was in operation. Work on the plate mill progressed satisfactorily. The output of the Sydney Mines steel plant was as follows: —iron, 2,100; steel, 5,500. One blast furnace and two additional steel furnaces were relighted on November 18, making four steel furnaces in operation. Halifax reported further activity in the rolling mills, also in the shipbuilding yards and drydocks, all available help being employed on both sides of the harbour. Ironworkers were fully em-

Metals, machinery, conveyances

ployed. In Charlottetown, general labour conditions were good with no diminution in the activity of all branches of this group. Amherst reported an improvement in employment in the foundries and machine shops. The rolling mill at St. John was running with a reduced staff, but a shortage of tin and sheet metal workers was reported. At Moncton, steady employment conditions prevailed in the Canadian National Railway shops, ironworkers and machinists generally being very busy. Fredericton reported a busy month for foundries and machine shop workers. In Montreal structural steel workers were well employed, engine and boilermakers were busy, and steel shipbuilders active. Sheet metal workers were fairly active and electrical workers were well employed. Quebec reported employment conditions quiet among architectural and structural steel workers. Locomotive shopmen were very busy, but stationary and portable engine workers had a dull month. Shipbuilders were busy com-

pleting ships on stocks but no new keels were laid down. Motor engine workers had a dull month, but stove and furnace makers were exceptionally busy. Metal roofers also were busy. Some of the striking moulders returned to work at Sherbrooke where labour was in demand for the machinery factories. Three Rivers reported general conditions good during the month with prospects in view of the reopening of old plants and the further extension of plants now working. Shipbuilders were busy except for occasional slackness due to shortage of raw material and prospects were good with plenty of work ahead. In Sorel, conditions in the metal and shipbuilding group were reported as sharing in a general slackness. Foundries and other industries in this group in Ottawa and Hull continued active being unaffected by the American coal strikes owing to the large stocks on hand. In Toronto, on the other hand, it was feared that many smaller industries would have to close down, but in the larger plants the shortage of coal was not felt to any serious extent. In some lines of the metal trade operations were further curtailed by the shortage of steel owing to the steel strike in the United States. Shipbuilders had a quiet month, but other branches of the group were all active except as affected by occasional shortage of material. In Hamilton, general activity prevailed throughout the metal and allied group. Niagara Falls reported great activity, additional labour being in demand in the cutlery and plating, automobile accessories, can and chain factories. The demand for machinists continued. Shipbuilding was active at Bridgeburg. The metal trades in St. Catharines were well employed, and boilermakers and electrical workers continued busy. Brockville reported activity in the tinsmith, iron and hardware trades, with conditions quiet in boilermaking, motor boat building and automobile work. In Belleville, rolling mill workers were reported exceptionally busy. Railway repair shops and foundries were active. All the foundries in Peterborough worked to full capacity.

employment for moulders being above normal. Night shifts were the rule at the machine shops and there was a good demand for electrical workers. In Galt conditions were reported as generally good throughout the metal group with great activity in rolling mills, architectural and structural iron and steel, marine engines, stationary and portable steam engines, boilers, metal roofing and cutlery. Brantford reported employment fairly good in the engine factories, with a shortage of help in the stove and furnace factories and steady work in other branches of the metal trade. A shortage of help was reported in the machine shops and foundries in Kitchen-er, other metal workers being employed full time. All the metal trades continued active in Guelph, and at Stratford the iron workers, and machine and electrical shop workers were also steadily employed. Woodstock reported some shortage in the stove and furnace trades, with employment good in the wagon and sleigh factories. In London, there was a seasonal slackening in employment in portable engine and thresher factories, but activity in other metal trades, especially in stove and furnaces, while sheet metal workers were reported busier than in any month for five years. St. Thomas reported employment good. At Chatham help was reported scarce in the motor factories, other metal trades also being active. A shortage of machinists and die-makers was reported from Windsor where employment was good in all metal trades, although some branches suffered from the shortage of steel. Machinists were in demand, and an extension of motor accessories' trade was reported. Orillia reported steady activity, and at Sault Ste Marie a strong demand was reported for steel workers. The shipyard at Port Arthur and the car shops at Fort William experienced a temporary slackness during the month. Winnipeg reported steady conditions throughout the month, though there was a seasonal slackening in some lines. The rolling mill at Medicine Hat remained closed, that at Redcliff running part time. The machine

shops and foundries had a slack month. Iron and sheet metal workers at Edmonton had a normal month. Vancouver reported structural iron and steel-workers, and engine, car and boiler workers fairly busy. Steel boat and shipbuilding yards were busy, but delayed occasionally by difficulty in obtaining shipments of steel plates. Wooden shipbuilding practically ceased but repair work on boats was active, and auto repair, stove and furnace, metal and tar roofing and sheet metal workers were also busy. In Victoria, the iron foundries had a slack month, but steel shipyards, sheet metal work, and foundries had a busy month.

Steady activity continued in the abattoirs and bakery and confectionery trades at Sydney, but the soft drink trade was quiet. Halifax reported great activity in the bakery and confectionery trade, creamery workers had normal employment, but aerated water and soft drink workers had a slack month. The sugar factory was normally employed. The milk factory at Truro worked to capacity. At Charlottetown the bakers, confectioners and butchers were all active. St. John reported continued great activity at the sugar refinery, with employment good also at the flour mills and in the bakeries, confectioneries and dairies. The breweries were fairly busy, but the soft drink factories were slack. In Moncton the creameries experienced a seasonal decline. Cheese factories and soft drink establishments suspended operations, but flour mills, bakeries and confectioneries were active. Bakeries, confectioneries, flour mills and meat-packing houses were all active in Fredericton during the month, but soft drink work continued to decline. Montreal reported activity in flour and feed plants, abattoirs and meat-packing houses. Bakers and confectioners were busy and cigar makers well employed. Soft drink and brewery workers were active. In Quebec butter and cheese factories closed for the season, but city

dairies and creameries were busy, as were also breweries, soft drink establishments, bakeries and confectioneries. Abattoirs and packing houses were active and tobacco factories were busy. Conditions continued normal in Sherbrooke throughout this group; at Three Rivers employment was very good. Meat workers, butchers, bakers and confectioners were active at Sorel. Normal conditions prevailed at Ottawa and Hull in the abattoirs, creameries and bakeries. Toronto reported activity in cereal and feed trades, with steady employment in abattoirs and meat-packing establishments, especially in the hide and oleomargarine departments. Bakers, confectioners brewery workers and cigar makers were busy, a shortage of experienced cigar workers being noted. Biscuits and candy makers were very busy and in need of women workers. Cannery workers were normally active, but soft drink establishments were quiet. In Hamilton activity was reported generally throughout this group. At Niagara Falls girl workers were in demand in the shredded wheat factory. Activity continued at St. Catharines among the flour and feed workers; butchers, confectioners and cannery workers. Brockville reported some slackness in the bakery trade, the flour and feed mills and creameries were active, the cigar makers were fairly busy and the soft drink workers quiet. At Belleville the flour and feed mills, bakeries and confectioneries had a busy month and dairies and creameries were very busy. Soft drink and aerated water workers continued active. Some slackness was noticed in the flour and cereal mills at Peterborough, and the cheese factories closed down at the end of their season. The feed mills worked to capacity, and bakers, confectioners, dairy workers and meat packers were all active. Bakers and confectioners were very busy at Galt, steady employment being the rule throughout the other branches of the food group, except in the soft drink trade which was only fairly active. Considerable shortage of female help

was noted in the bakery and confectionery trade at Brantford. Cigar workers, both skilled and unskilled, were also in demand. Cannery and creamery workers were very busy, while the flour and feed mills were fairly active. A shortage of meat-cutters was reported for the sausage factories and meat-packing plants at Kitchener, and employment was generally good in all sections of the group. The new sugar factory ran a double shift, the candy factories working overtime. Bakeries, creameries and dairies had a good month, but soft drink not so good. Cigar workers were employed to capacity, but brewery workers only partially. Distillery workers were busy in the shipping department. At Guelph the flour and feed mills, bakeries and confectioneries had an active month, but breweries and soft drink factories were quiet. Steady employment prevailed at Stratford in all sections excepting the soft drink trade. Woodstock reported a demand for female help in the confectionery trade, with normal conditions in the bakeries. In London, some demand was reported for cigar workers. Biscuit and candy factories worked overtime. Night shifts continued steadily in the flour mills at St. Thomas. Windsor reported steady employment in the cereal products trade, with marked increase in bakeries, confectioneries and creameries. Soft drink factories were slack, but breweries worked overtime, and distilleries were active in the export department. In Winnipeg, bakery and confectionery employees continued well employed, and experienced bakers were in demand. Breweries, soft drink establishments, and creameries had a fairly satisfactory month with practically no change. Abattoirs and packing houses also gave steady employment. Brandon reported active conditions in the flour mills, also in bakeries, breweries and soft drink factories. Creameries were very busy, but the cigar trade was dull. Regina reported activity in the flour mills, also in the bakery and confectionery trade and in the creameries. The abattoirs were

fairly well employed, but the soft drink workers were slack. The latter condition prevailed also at Moose Jaw. The flour mills ran double shifts in Medicine Hat, where bakeries and confectioneries also continued busy. Creameries were normally employed, but soft drink workers shared in the seasonal slackness. Lethbridge reported employment fairly good, particularly in the flour mills, where night shifts were run. In Calgary the flour and feed plants, abattoirs and meat-packing houses were all busy. Bakers and confectioners were fairly busy, but the soft drink and brewing trades were quiet. The packing house workers at Edmonton were steadily employed. In Fernie bakers and confectioners were busy above normal, dairy workers also being well employed. Breweries and soft drink factories were very active, Vancouver reported some slackness in the sugar refinery from shortage of raw sugar. Abattoirs and packing houses were very busy. Flour and feed mill work-busy. busy. Flour and feed mill workers were busy, but bakers were hampered by shortage of sugar. Fruit and vegetable canning ceased for the season. Breweries were fairly active, tobacco workers less so, and soft drink factories rather slack. In Victoria steady conditions prevailed in feed and cereal, and in bakery and confectionery plants, also in the breweries, but the soft drink and cigar trades were dull.

Shortage of help was reported from the woollen mills and mattress factory at Truro. At St. John cotton mill workers were well employed. The Woollen mills have restarted at Moncton and the underwear factory is also working on full time with normal staffs. At Fredericton the cotton mill was working to capacity. Montreal reported the woollen and knitting factories very busy and tent and sail makers in normal employment. Cotton mill workers were very busy following the strike. At

**Textiles,
cordage and
carpets**

Quebec the cotton mills were very busy. Tent and awning workers had a very dull month, and sail makers also were quiet. Cotton, woollen and print mills at Sherbrooke were all very busy. At

Three Rivers steady employment was reported in the cotton mills. St. John's and Iberville reported activity among thread and tape workers. A shortage of female help was reported from the woollen and knitted goods factories in Toronto. Experienced help was also required, but was not available in the carpet and cloth industry. Tent and awning makers had a quiet month. Hamilton reported continued activity throughout this group. In St. Catharines woollen, knitted, and silk goods workers had steady employment. At Brockville tent, awning and sailworkers were quiet. A big demand for female help for the textile industry was reported from Peterborough, and at Galt also there was a shortage of operators for the cotton and woollen mills. Silk mill operatives were busy. Brantford reported a shortage of female help in all branches of textiles, and the cordage plant was also short of skilled and unskilled labour. Shortage of help was reported in the twine factory at Kitchener. The felt workers were very busy. Guelph reported a demand for skilled cotton and flax spinners. Worsteds, hosiery and knitted goods workers were also active. More Brussels and Wilton weavers were required for the carpet and rug industry. At Stratford considerable activity was reported in the woollen, hosiery and knitting mills. A constant demand for female labour in the textile industry was noted in Woodstock, especially for the knitting factories. Female help was in strong demand in London for the hosiery, woollen and underwear factories, which worked overtime. The knitting industry at St. Thomas continued busy. Orillia reported increased employment in the woollen mill. Winnipeg reported a demand for female help in the bag factories. Increased employment was noted in the knitted goods

trades. Tent and awning makers continued fairly active. Knitted goods factories were very busy in Vancouver, but tent, awning and sail workers were rather slack.

Continued activity was reported in the steam laundries and dyeworks in Sydney. In Halifax

Clothing and steady employment
laundering was the rule in the ready-made and custom

tailor trades. Steam laundries and cleaning and dyeing plants were very busy. Shortage of help was reported at Truro in the hat and cap factory. The shirt factory also required more experienced help. Steady conditions prevailed at Charlottetown and St. John in the clothing trades. At Moncton the underclothing and cap factories were fully employed, and the laundries very active both there and in Fredericton. In Montreal a shortage of labour was experienced in ready-made clothing factories. Toward the end of the month about 200 milliners struck for higher wages. More help was required in women's whitewear factories. Laundries were fairly active. Quebec reported continued activity in the glove and fur goods factories. The ready-made clothing trade was active, but steam laundries were quiet. In Sherbrooke, ready-made clothing establishments and laundries were busy. The glove workers at Three Rivers were steadily employed. St. John's and Iberville reported female help in demand for the shirt, collar and cuff factories. At Sorel clothing workers had a satisfactory month. Ready-made clothing and shirt workers in Ottawa and Hull had a busy month. A marked shortage of workers was reported from Toronto in all branches of the clothing trade. Shirt, overall, cap glove and neckwear workers were very busy and women's dress and whitewear factories gave steady employment. Steam laundries and cleaning establishments were active. A demand for labour was reported in all branches of this group in Hamilton. In Niagara Falls a shortage

of female help was reported in the hat, suspender, knitting and corset factories. Steam laundry workers at St. Catharines continued busy, and at Brockville the hat, glove, and fur workers were active, and the laundries fairly active. Belleville and Brantford reported a busy month in this group, and at Galt there was a shortage of help in the shirt factory and steam laundries. Help was in demand at Kitchener for the shirt, whitewear, button, and collar factories. Clothingworkers were very busy throughout the month. More cutters were wanted for the glove factories. Laundry and cleaning workers had a busy month. In Guelph the hat and women's whitewear makers were active, and at Stratford the same conditions prevailed among the ready-made clothing and laundry workers. London reported a great activity throughout the clothing trades. In Windsor a shortage of female help was reported in the overall works. The shirt factories were busy and the button factories fairly active. Steam laundries and dry cleaning establishments were extra busy. Orillia reported more employment in the ready-made clothing factories. In Winnipeg, a shortage of experienced help was reported in the shirt, glove and garment industries. More help was also sought in the fur trade. Cap workers were less active, and the staffs of dyers and cleaners were reduced. Ready-to-wear workers remained in steady employment. Whitewear industries had all the help they needed, but more laundry workers were employed. Steam laundries continued busy in Brandon and Regina, and active in Medicine Hat and Calgary. At Edmonton the overall factory was very busy. Vancouver reported the ready-made clothing trade in all lines busy on men's and women's wear. Shirt and women's whitewear factories were busy and dyeing and cleaning plants very busy. In Victoria shirt and overall factories were active and cleaning establishments fairly active.

St. John reported steady employment in the pulp mill. The paper mills in the outlying district of Quebec were very busy, and the same conditions prevailed at Sherbrooke

**Pulp, paper
and fibre**

and East Angus. At Three Rivers the pulp and paper factory was running full time with regular staff. The pulp and paper mills at Ottawa and Hull were very busy and the card board mill was also busy. At Hamilton the felt and tarred paper factory was active. St. Catharines reported steady employment in pulp, paper and other pulp products. The felt roofing factory at Brantford continued to be very busy, with considerable night work. At Sault Ste. Marie a shortage of men was reported in the pulpwood camps and the pulp and paper mill was running night and day. In the pulp and paper mills at Ocean Falls and Powell River, B.C. steady employment was reported, and in Victoria pulp and paper plants were also active, and the rubber roofing plant at Sidney, B.C., took on more help.

Sydney reported continued activity in newspaper and job printing. A scarcity of compositors and pressmen was reported from Halifax, with overtime in all branches. Bookbinders and paper box makers had a very

**Printing,
publishing
and paper
goods**

busy month in view of the Christmas season. In Charlottetown an improvement was noted in the printing trade. At St. John work was good, pressmen working overtime in job offices. Binders and engravers were also kept busy, and paper box makers were active. Steady employment continued in newspaper and job printing offices at Moncton, and printers and bookbinders at Fredericton were fully employed. Printers, bookbinders and lithographers were fairly active in Montreal, and in Quebec printers and binders were busy and paper box and bag makers were very busy. The same conditions prevailed in the printing trade in Three Rivers and

in Ottawa and Hull. Printers, bookbinders and allied trades had a good month in Toronto, and paper box and bag workers were also busy, with a large and steady demand for workers throughout the paper goods group. Hamilton reported general activity in the printing, publishing, binding, engraving and lithographing plants, also among the makers of paper boxes, bags and novelties. In St. Catharines employment was good throughout the group, and in Brockville newspaper printers had increased employment. Printers had a very busy month in Belleville, a new bindery also being kept fairly busy. At Peterborough printing and allied trades were well employed, and at Galt and Brantford work was good in the printing shops and paper box factories. Kitchener and Guelph reported full activity among the printers, while the paper box factories required more labour. At Stratford the printers were increasingly busy during the month, the bookbinders also being well employed. At Woodstock the printers were full employed with the Christmas trade. Job offices in London were all busy and paper box makers were working overtime. St. Thomas and Chatham reported activity in the printing trade, printers being in demand in the latter city. Increased employment was reported in the printing trade in Windsor, where job printers and press feeders were in special demand. Orillia reported some slackening in the course of the month in the printing trade. In Winnipeg employment continued good in the printing trade, job printers being exceptionally busy during the month. Female help was still in demand in the book binderies and in some cases staffs were increased. Box makers were steadily employed with the same staffs. Printers and bookbinders continued well employed at Regina, and at Medicine Hat newspaper printers were busy, but job printers rather slack. Lethbridge reported steady employment in both sections of the printing trade, and in Calgary and Edmonton the same conditions generally

prevailed, with a few exceptions all hands being employed. At Fernie an exceptional increase was reported in job printing. Vancouver reported newspaper and job printers busy, also small publishing firms and paper box and novelty makers. In Victoria all available printers were employed, some shops working double shifts. Paper box factories were actively engaged on the Christmas trade.

Sydney reported sash, door and planing mills active. In Halifax also building construction continued active in these trades. Carpenters in Truro were very busy with good prospects for winter. Amherst reported a considerable increase in activity in the planing mills. Some improvement was noted in Charlottetown in employment of woodworkers. Steady employment continued in St. John in the sash, door and planing mills, wooden box factory, and broom and brush factories. Moncton reported great activity in the sash and door factories and planing mills, due to extensive building operations. Cooperage workers were also well employed. At Fredericton the sash, door and planing mills continued busy. In Montreal wooden box and furniture workers had a fair month. Piano workers were well employed. Quebec reported very considerable activity in the sash and door factories and planing mills. Wooden box and toy factories were busy and broom and brush makers were well employed. In Three Rivers the sash, door and planing mills were all rushed during the month, but in Sorel the woodworking and furniture trades were reported very quiet. At Ottawa and Hull the sash, door and planing mills and wooden box factories were fairly well employed and the furniture and chair factories were very busy. Toronto reported the sash, door and planing mills working steadily. A shortage of skilled labour was noted in the furniture and piano industries which were very busy

throughout the month. A shortage of women workers was reported in the woodwork group, especially for gramophones, pianos and toys. In Hamilton sash, door and planing mills were fairly well employed, and activity prevailed in the wooden box and basket, brooms, brushes, matches, woodenware, cooperage furniture, wooden toys, novelties and other factories. The planing mill and tennis racquet factory at Niagara Falls were busy. At St. Catharines, Brockville and Belleville employment conditions were good throughout this group. Peterborough reported great activity in the wooden box factories, with sash, door and planing mills also very busy. Galt reported a shortage of help in this group. The planing mill at Brantford was rushed to keep up with building requirements and the piano case factory was also very busy. Finishers and machine hands for the furniture and chair factories were reported short in Kitchener. Toy and novelty factories and sash, door and planing mills were very busy, wooden box and woodenware workers being well employed, broom makers fairly active and cooperage, piano and organ factories all running full time. The phonograph factory was very busy, an extension of the plant being in progress. In Guelph the sash, door and planing mills were fairly active and piano and sewing machine factories were very busy. The broom, chair and furniture factory at Stratford were well employed. Woodstock reported an urgent demand for furniture workers of all kinds including bench hands, machinists, finishers and handy men. Employment was good, but help sufficient in the organ factories, also in the wagon and sleigh factories. In London the planing mills had a busy month. Chatham reported a shortage of skilled workers in the sash, door and planing mills, with activity among wooden box makers. More help was required for the woodenware factories at Windsor, where the sash and door factories were especially busy. The piano factories were fairly busy. At

Orillia the planing mills and furniture factories were well employed. Sault Ste. Marie reported exceptional activity in the planing mills and sash and door factories. Woodworkers were well employed in Port Arthur and Fort William. In Winnipeg the sash, door and planing mill workers continued to be well employed. The same condition prevailed in Brandon, and at Regina these trades were fairly busy, full staffs being retained; in Moose Jaw, however, they were reported quiet. Medicine Hat reported brisk conditions in the planing mills to supply the outside demand. At Lethbridge the sash and door factory had a quiet month and a similar report was received from Fernie, where, however, an improvement was looked for. Vancouver reported activity in the sash, door and planing mills, also in the wooden toy factories in view of the Christmas season. In Victoria the sash and door and wooden box factories were moderately busy, and a new toy factory began operations.

At Fredericton shoe and larrigan workers were kept busy, as were leather workers generally. Montreal reported some shortage of help in the boot and shoe trades. Tanneries also were busy and trunk, bag and harness makers well employed. The rubber workers were mostly busy, though the workers in two plants were on strike. In Quebec the tanners and curriers, and the boot and shoemakers were very busy, but trunk, bag and harness makers were quiet. Boot and shoe workers at Three Rivers and Sorel were well employed. A shortage of operators for the boot and shoe trade was reported from Toronto, where this trade had a very busy month. The trunk, bag and harness makers were also well employed. The boot and shoe workers in Hamilton were active, and in St. Catharines rubber footwear workers had a good month. At Brockville shoemakers were active and rubber belting workers fairly active. The shoe factory

**Leather,
boots, shoes
and rubber**

at Peterborough worked to capacity, all leather workers being reported as employed. A shortage of operators was reported from Galt for the boot and shoe factories. At Brantford the shoe factory ran full handed. Kitchener reported some shortage of help in the boot and shoe and rubber factories, full time being the rule throughout this group, as well as in the tanneries. The tire factory ran double shifts. The rubber factories at Guelph were also reported active, and at Startford active conditions ruled throughout the leather group. At Woodstock the local supply of workers in the tannery was reported as fully employed. Overtime work was the rule in the shoe factories in London, the tannery workers also being exceptionally busy. The tannery at Orillia continued to operate to full capacity. At Brandon the tannery and trunk workers were reported busy. Vancouver reported that the boot and shoe factories and repair shops had a busy month.

At St. John cut stone and granite workers had a dull month, but several of the lime kilns were reported busy. Moneton reported the glass works in steady operation. Cement workers were kept busy. At Montreal the glass factories were well employed. Quebec reported dull conditions in the cut stone and granite trades and that the brick yards had closed down for the season. The brickyards at Sherbrooke were mostly closing down work for winter. Granite, quarry and cut stone yards showed some improvement and stonecutters were again at work at St. John's and Iberville. In Toronto the brick yards and sewer pipes plants had an active month. Hamilton reported activity in the cement, lime and plaster, pottery and porcelain and allied trades. Quiet conditions prevailed in Brockville in the cut stone and granite and brick industries, but at Belleville the tile and pottery works and brick yards were unusually busy. Brick, tile and sewer pipe work was active at Galt,

and at Brantford all the brickyards were running full-handed. Kitchener reported activity in the stone and marble industries and in the brickyards. At Stratford, also the brick and tile workers had a busy month. London reported the busiest season for years. In Chatham activity continued up to the end of the month and at Windsor employment was good. The brick plant at Brandon closed, but at Regina the cut stone and granite workers had a fair month. At Medicine Hat the brick, tile and pottery works continued to be active and the glass works at Redcliffe were very active. At Victoria the cement works were fairly active, cement drain tile being now added to the products.

Lubricating oil and grease works at Sydney continued active, and the paint

**Paints, oils,
chemicals,
explosives**

and varnishing industries at Halifax were very busy. Montreal reported busy conditions in the chemical, drugs and medicine plants, and the paint and varnish plants also worked steadily. At Three Rivers the paint mills were fairly active. Toronto reported good conditions in the soap, paint and varnish industries, and activity in chemical and drug factories. A shortage of help in the soap industry prevented expansion of operations. In Toronto employment was good in the soap, acid, extract and medicine industries, and fairly active in gun-powder, cartridge and ammunition factories. The paint industry at Brantford was very busy, and the oil and grease plant at Kitchener had a good month. Windsor reported a shortage of female help in the perfume, extract and drug factories. The paint and especially the varnish factories had a good month. The chemical plant at Sault Ste. Marie continued with a reduced staff of about 100 men. At Regina the oil works ran full time and the soap workers were fairly busy. The linseed oil mills at Medicine Hat are again active, running

**Clay, glass
and stone**

day and night. At Vancouver the oil refinery at Ioco continued busy, also the paint, varnish and soap factories. The paint and soap factories at Victoria were also active, and the explosive plants continued the manufacture of powder and fertilizers.

The earnings of the Canadian Pacific Railway Co. during October were \$18,-296,652, as compared

**Railways,
shipping and
'longshore work**

with \$15,682,780 in October, 1918. The number of persons employed by the Canadian Pacific Railway, Grand Trunk Railway and the Canadian National Railway on railway operation, including general offices* train and engine crews, station forces, sleeping, dining and parlor car employees, at the end of November was about 66,500 compared with 64,600 at the end of October. The average for the month of November, however, shows only a slight increase over the preceding month, due to the fact that the increases were not made until the last week in November. Treating each company separately the Grand Trunk maintained an equal number of employees throughout the month, the Canadian Pacific Railway showed weekly increases of about 500 persons and the Canadian National Railway reduced their staff during the early part of the month, but made increases at the end of the month which more than compensated for their earlier reductions, the net increase being about 1,000 persons.

Sydney reported that steam and electric railways continued active in November without change from previous month, the same conditions holding in the railway repair shops, shipping and longshore trades, and transfers, liveries and garages. The carshops at Amherst were reported to be still idle. At Halifax railway employees were very busy in all branches; street railway men had a busy month; repair and extension work

being done. Longshoremen were more active than in preceding month, owing to the diversion of steamers from New York and St. John on account of strikes in those ports, and the United States coal strike. All coaling facilities were taxed to capacity. All transportation workers were reported well employed at Charlottetown, railway traffic being very heavy. At St. John the steam railways were reported unusually busy and the electric railway gave steady employment. Longshore men suffered from the diversion of the Canadian Pacific Ocean steamers to Halifax, owing to the strike of freight handlers. Moncton reported railway operation active in both passenger and freight departments. The railway repair shops at Fredericton were active and transport workers were generally busy. At Montreal the railways were reported to be very busy and well manned. The car foundries and repair shops were busy, and 'longshoremen were fairly active. Quebec reported a falling off in passenger traffic, but an increase in freight traffic. Railway repair shops increased their staff, owing to heavy business. The street railways were active throughout the month. 'Longshoremen had a busy month, but ship labourers were very dull, as the season neared its end. Transfers, liveries and garages were slack with the beginning of the winter season. Steam railway men were fairly busy in Sherbrooke and at Three Rivers steam and electric railwaymen had a good month. Transport workers were active at Sorel. Canal and river navigation practically closed at Ottawa and Hull during the month. Decreased railway activity resulted temporarily in Toronto from the American embargo on soft coal exports, and also, towards the close of the month, from the outbreak of an epidemic. Repair shops had plenty of work, and street railway employees were active owing to the increase of passenger traffic. Garages had a busy month, but 'longshoremen were nearly all laid off with the close of navigation. All steam and electric railwaymen at Hamilton were

*General Office staffs numbering about 7,000 persons were not included in report for October.

reported active. At Niagara Falls the usual seasonal increase in railway operation, owing to the close of navigation, was counteracted by the coal embargo which affected traffic over the main lines. Team drivers, delivery men and freight handlers were in demand. Railway work at St. Catharines continued active in all branches. At Brockville steam railways were fairly active, and shipping was very active just before the close of navigation. 'Longshore work was rather slack, however, as most of the coal supply was already unloaded. Transfers, liveries and garages had a fair month considering the season. Belleville and Peterborough reported brisk conditions in railway operations during the month. Transfers, liveries and garages were also busy. At Brantford the effect of the U. S. coal strike was noticeable in a decrease of steam railway trade. Electrical railways, transfers and garages had a fair month. At Kitchener freight workers had a very heavy month owing partly to accumulation of freight resulting from the reduction of train service due to the coal strike. Street railways and garages had a good month, and liveries were fairly active. Stratford reported full employment in the railway repair shops. Garages also were very busy. The Grand Trunk carshops at London were very busy, and the C. P. R. and G. T. R. employees were active. Garages were slack, some of their help being laid off. All railway employees at St. Thomas were reported active throughout the month. Fair conditions prevailed at Chatham in the steam railways, and the freight department of the electric railways was very busy. Windsor reported activity in electric railways, liveries and garages. At Fort William and Port Arthur freight shop and coal dock workers had a busy month up to the close of navigation, and the railway shops were busily employed. Winnipeg reported street railway transportation very active, but with sufficient help available. At Brandon the railways had a very busy month, the repair shops being well occupied. Transfers

were busy and street railways fairly active. Heavy railway activity was also reported from Regina, the repair shops being busy. Street railways and transfers were busy and liveries and garages fairly active. Moose Jaw, Medicine Hat, Calgary and Edmonton reported railway activity, with transfers, liveries and garages generally active. At Vancouver the steam and electric railways were busy. Navigation including 'longshore work was fairly active, and transfers and garages were well employed. Victoria reported that some crews were laid off owing to the falling off in ferry and steamer traffic. 'Longshore work was quiet. Transfers, liveries and garages were active.

The antimony mines at Lake George in the district of Fredericton were reported to be opening up with a territory of 25 square miles, but actual production had not begun. Quebec reported stone quarrying rather slack. At Sherbrooke the asbestos and chrome mines were busy and the copper mines showed increased activity. The gravel pits also had a busy month. During the month of November the mines at Cobalt shipped a total of 22 cars containing approximately 1,788,280 pounds of ore as compared with 4,285,455 pounds in October. Bullion shipments for the month amounted to 642,191 fine ounces, as compared with 607,757 fine ounces in October. A few of the mines which were difficult to operate a few years ago were reported assured of profitable operations owing to the current high quotations for silver. The gold mines of Porcupine and Kirkland Lake were gradually overcoming the unfavourable economic conditions of the past year and at least three of the leading producers were paying dividends. To offset the difficulty in securing unskilled labour in the Porcupine Camp, the Hollinger mine proposed to experiment with mechanical muckers. Fair conditions prevailed in the metalliferous mines in the Fernie district. At Kimberley a fair amount of employment was reported although the

Mining and quarrying

strike was still in effect officially. At the same time there was a noticeable depression of activity. Other mines in the district were operating fairly well. At Nelson the mining camps were active, and at Trail the smelter refineries and concentrators were operating. Owing to the strike at the Sullivan mine at Kimberley the operations of the zinc plant were somewhat curtailed, but it was kept in operation through the purchase by the Consolidated Company of ore and concentrates, thus keeping all the men employed. At the Rossland mine about 200 men were employed, this being about the average for the past six months.

Sydney reported the output of the Dominion Collieries during November as 260,000 tons, compared with 280,000 tons in the previous month, the decrease being due to a heavy wind storm and one day less in the month. The output of coke was 12,000 tons, with fifty coke ovens in operation. The output of the Nova Scotia Steel and Coal Company at Sydney Mines was 57,000 tons, as compared with 54,000 tons in October. Employment conditions were reported to be normal and full time was worked. New Glasgow reported a demand for experienced miners at Thornburn coal mines, which were working steadily. The Dominion Coal Company and the Nova Scotia Steel and Coal Company mines were also active. The Acadia Coal Company's mines at Stelarton also gave steady employment. At Fredericton a strike of coal miners was threatened at Minto mines, but the other mines in the district were working steadily. The mining camps in Lethbridge and district were very busy, most of them working at full capacity, with good prospects for an active winter season. Calgary reported exceptional activity in the coal mines due to the shortage of coal. In the Fernie district employment conditions were very good and the coal output gradually increased to capacity. The coke industry was completely shut down, but a Michel at small number of coke ovens continued to operate. Some demand existed for experienced miners, but not for other classes of labour.

The value of the building permits issued in 35 cities during October amounted to \$9,469,567, as compared with \$11,645,456 in the previous month, and \$2,850,428

Building and construction

in October 1918. During the month of November Sydney reported that the building trades still continued very active. In Halifax the construction of residential houses proceeded steadily, the buildings being of all sizes, giving employment to all available labour. Street paving, sewer and repair work was also very active. At Charlottetown all branches of the building trade were very busy, painters being especially active finishing up contracts. St. John reported building active, due partly to construction under the housing scheme. Labour was in demand at Moncton throughout the month for operations on buildings both public and private. About the middle of the month there was a partial strike of plumbers, bricklayers, cement workers and carpenters, which was settled on November 29. Employment was abundant in Montreal in building and construction, the strike in the building trades being settled on November 24. Quebec and Sherbrooke reported great activity both in construction and repair work during the month. In Three Rivers the building industry continued active, but this class of labour was still reported dull at Sorel. Employment was reported good in Ottawa and Hull, although outside work was hindered somewhat by bad weather. Toronto reported a shortage of labour in the building trades, with good employment prospect for inside work during winter. Hamilton also experienced a shortage of labour with which to complete outside work before the cold weather. More labourers, carpenters and painters were required for construction work at Niagara Falls. St. Catharines and Brockville reported building and construction work fairly brisk. At Belleville there was marked building activity, and Peterborough reported a strong demand for bricklayers. Galt reported some steady activity under the operation of the Housing Commission, and many in-

dustrial and public buildings were in progress. Brantford reported some building activity. Shortage of labour hampered building operations at Kitchener to some extent, and a further short delay was caused on one large contract by a strike of carpenters. Overtime was frequent and the local bricklayers were reinforced by a large gang from Hamilton. Guelph also reported a demand for bricklayers. At Stratford there was considerable activity. Building at Woodstock was rather slack, but unemployed workers were able to find other work in the city or in neighboring towns. London reported bricklayers and carpenters in strong demand, many residences and commercial and industrial buildings being in course of erection. At Chatham employment was reported to be fair. Shortage both of labour and material was reported to be delaying building operations at Windsor where many building contracts awaited fulfillment. Carpenters and general labourers were in some demand at Port Arthur and Fort William, all the workers in the building trades being steadily employed throughout the month. At Winnipeg all outside work practically ceased, but carpenters and painters continued to be well employed. A strong demand was reported from Brandon for carpenters, bricklayers, masons and labourers, much building being still in progress. Regina, Moose Jaw and Medicine Hat reported a seasonal decline in building operations. In Calgary and Edmonton the weather hampered building work early in the month. Fernie reported building at a standstill for winter, and little construction was reported from Nelson. In Vancouver there was activity in house building at the beginning of the month, but this decreased later. Structural alterations in industrial plants were also in progress, but wet weather hampered operations generally.

The Canadian National Railway, Canadian Pacific Railway and Grand Trunk Railway showed further reductions in their railway construction (including Maintenance of Way) staffs during the

month of November, the number of persons employed at the end of the month being 33,900 as compared with 41,300 at the end of October. These decreases were evenly distributed over the whole of the month at the rate of about 1,500 persons per week. The Canadian Pacific Railway showed reductions at the beginning and at the end of the month. The Grand Trunk Railway made their reductions for the most part during the first of the month, while the Canadian Northern Railway did not reduce their staffs until the last week. The average for the month was 36,400 as compared with 42,500 for October.

The lumber industry continued quiet in Charlottetown. At St. John the saw and shingle mills were still running. A shortage of men was reported for the camps round Que-

Lumbering

bec. The saw and shingle mills shut down for the season. A similar shortage was felt at the camps at Sherbrooke. More men were available at Ottawa and Hull for work in the lumber camps during November, though not enough to meet the requirements. Sawmills were mostly closed down by the cold weather, but many of the sawmill employees continued to work in other mills. Peterborough reported lumbering very active for the season of the year, all available men being employed in the camps. The sawmills in most instances concluded operations. A scarcity of men for the lumber camps was reported from Sault Ste. Marie, and at Port Arthur and Fort William it was reported that only about 35 per cent of the men asked for had been secured. Fernie reported activity in the lumbering industry, logging operations proceeding on a large scale with prospects for a record cut during the season. Crews were at work in construction of new camps, but early cold weather hindered this preparatory work. The saw and shingle mills at Vancouver were reported to be busy, and at Victoria the logging and lumbering industry continued active, exports being exceptionally heavy.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

PROCEEDINGS FOR THE MONTH OF NOVEMBER, 1919, WITH TEXT OF BOARDS' REPORTS

DURING the month of November the Department received reports from two Boards of Conciliation and Investigation established to deal with disputes between (1) the Minto Coal Company and its employees, being members of Local Union No. 4552, United Mine Workers of America, and (2) the British Columbia Electric Railway Company and certain of its employees in Vancouver, New Westminster and Victoria, members of the Amalgamated Association of Street and Electric Railway Employees of America; also five applications were received for the establishment of Boards.

Applications Received

During the month of November applications for Boards were received as follows:

(1) From the employees of the Dominion Messenger and Signal Company, Toronto, being electrical workers, members of Local Union No. 353, International Brotherhood of Electrical Workers. This matter was left in abeyance pending further direct negotiation between the disputants looking towards a settlement.

(2) From the employees of the Dominion Coal Company, Glace Bay; Nova Scotia Steel and Coal Company, Sydney Mines; Acadia Coal Co., Stellarton; Intercolonial Coal Mining Company, Limited, Westville; Maritime Coal, Railway and Power Co., Joggins, and other small operators, all located in the Province of Nova Scotia, being members of District 26, United Mine Workers of America. At the close of the month Boards had been established in the cases of the following companies:

(a) Intercolonial Coal Mining Co., Ltd., Westville, Messrs. Wm. Maxwell, Westville, and J. C. Watters, Inver-

ness, being appointed members of the Board on the nomination of the company and employees respectively.

(b) Dominion Coal Company, Glace Bay, the Board being composed as follows: Dr. Clarence MacKinnon, Halifax, chairman, appointed on the recommendation of the other two Board members, Col. W. E. Thompson, Halifax, and Mr. J. C. Watters, Inverness, nominees of the company and employees respectively.

(c) Maritime Coal, Railway and Power Co., Joggins, Messrs. G. R. Hulme, Montreal, and J. C. Watters, Inverness, being appointed members of the Board on the nomination of the company and employees respectively.

(3) From the employees of the Toronto Railway Company, Toronto Electric Light Company and Toronto Power Company, respectively, being members of Local Union No. 353, International Brotherhood of Electrical Workers. A Board was established composed as follows: His Honour Judge R. D. Gunn, Ottawa, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Messrs. Wm. H. Moore and Mr. Fred Bancroft, Toronto, nominees of the company and employees respectively.

(4) From the employees of the Grand River and Lake Erie and Northern Railways, members of Division No. 833, Amalgamated Association of Street and Electric Railway Employees of America.

(5) From the employees of the Telephone Company of Prince Edward Island, members of Local Union No. 970, International Brotherhood of Electrical Workers.

The applications in connection with the last two mentioned disputes were under consideration at the close of the month.

Report of Board in Dispute between the Minto Coal Company and certain of its employees

A REPORT was received from the Board established to deal with the dispute between the Minto Coal Company and its employees, members of Local Union No. 4552, United Mine Workers of America. The Board was composed as follows: the Honourable Mr. Justice H. A. McKeown, Fredericton, chairman, appointed on the joint recommendation of the other two members, Messrs. Richard B. Hanson, Fredericton, and John A. Walker, Halifax, nominees of the company and employees respectively. The report was signed by the chairman and Mr. Hanson, and contained recommendations as to the settlement of the dispute, which report the company expressed its willingness to accept. Mr. Walker presented a minority report.

Report of Board.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Minto Coal Company, Limited, employer, and Local Union No. 4552, United Mine Workers of America, employees.

To the Honourable
the Minister of Labour, Ottawa.

The undersigned, Harrison A. McKeown, Chairman of the Board of Conciliation and Investigation in the above matter, and Richard B. Hanson, a member of the said Board appointed on the recommendation of the Employers, being a majority of such Board, respectfully report as follows:

(1) The Board in this matter met first at the City of Saint John on the invitation of the Chairman, on the sixth day of October, 1919, and decided to give notice to all parties that the hearing would begin on Tuesday the 21st day of October, 1919, at the City of Fredericton, N.B., and notice was given accordingly. The whole day was consumed in

a discussion of the points at issue and going over the correspondence had between the company and its employees, and the Department of Labour and the representatives of the United Mine Workers of America. The representatives appointed by the employer and employees were fully conversant with the matters at issue, and much time was saved by getting a complete knowledge of the material points at issue.

(2) Between the 6th and the 21st of October the Board decided to visit Minto in order to obtain an adequate knowledge of the actual working conditions there, and on the 21st of October all the members of the Board had a view of the company's property and of the mines, actually going through one of the pits. This view was of great value to every member of the Board as it rendered much more intelligible the evidence subsequently given as to working conditions there generally, and in particular with reference to the conditions as they exist at Minto compared with those in Nova Scotia.

(3) Inasmuch as there is no hotel accommodation available at Minto, the Board motored from Fredericton to Minto and returned the same day, and all subsequent sessions of the Board at which evidence was taken were held at Fredericton, a distance of forty miles from Minto.

(4) Evidence was taken on the 22nd and 23rd of October, at which there were present Mr. J. B. McLachlan, Secretary, District No. 26, United Mine Workers of America, and representatives of Local Union No. 4552, United Mine Workers of America, also representatives of the employing company. After the conclusion of the evidence an adjournment was had to the city of St. John on the 24th of October, where an effort was made on the part of the members of the Board to arrive at a unanimous and satisfactory finding on all matters in dispute,

and with respect to this your Board regrets that Mr. John A. Walker, a member of the Board representing the employees, has found it impossible to join in the recommendations submitted herewith.

The points in dispute between the parties hereto are as follows:

1. An increase of 10 per cent on present rates.
2. The erection of scales on the tippie.
3. An eight hour working day.
4. Weekly pay.
5. Collection of union dues through the pay office.

With respect to No. 1: The undersigned beg to report that they are unable to agree that such an increase should take place at the present time. Evidence was submitted to show that the average daily earnings of the miners was \$4.78 per day. Further, that miners working from 44 to 48 hours per week could and did make from six to eight dollars per day, and that the cost of house rent averaged from \$2.50 to \$4.00 per month and fuel from \$1.00 to \$1.50 per month. And the undersigned are of opinion that an average of \$4.78 per day is a good living wage under all the circumstances. Evidence was further submitted on behalf of the company to show that its entire output is tied up in long term contracts, some of which had been made previous to 1914, and which conclusively showed in the opinion of the undersigned that an increase such as is contemplated in this demand would render the operation of the mines unprofitable. Furthermore, it was shown that in the month of June, 1919, the mines were operated at a loss, and for the months of July and August, 1919, at little or no profit. For these and other reasons adduced before the Board the undersigned are unable to agree that there should be an increase of ten per cent as asked for, but we recommend that a slight increase to actual coal cutters, being at the rate of one cent per box, should be given and conceded by the employer company.

With respect to No. 2: The erection of scales on the tippie. The undersigned beg to report that a large amount of testimony was directed to this point. Had conditions at Minto been similar to those prevailing in Nova Scotia, where all coal mined on a particular property is brought to one bank head, the cost of the erection and installation of one large scale on the tippie would not have been a matter of great importance, but in the Minto district where it is admitted on all sides that the seam is thin near the surface, and where a pit or shaft only has an average life of two years, and where the company maintains on an average ten pits at a time, it will be seen that the first cost of installation alone, figured at \$380 for each scale installed, is an important item. In addition to that the company maintained and successfully, in our opinion, that it would be necessary to have a weigher at the rate of \$4.00 per diem or \$1,200 per annum at each and every one of these pits, at a yearly overhead for the weighers alone of \$12,000 a year, or \$8,000 per year if only eight pits were in operation, as happens to be the number at the present time. It was admitted on behalf of the employees that weighers would be necessary at each and every pit, and in addition to that, that the men themselves would have to employ a checker in order that justice might be done. The undersigned are of opinion that one checker could not effectively check each and every one of the weighers at so many shafts, and that an effective checking system on the part of the men would place a very serious burden on the men themselves; so serious that, in our opinion, they would not bear it, thus rendering the whole system abortive from the standpoint of the actual cutters themselves. The company also contended that it would be necessary to maintain inspectors at each and every shaft in order that impurities weighing heavier than coal should not be mixed in the boxes. This was controverted on behalf of the men, and the question in our judgment is still open

as to whether this would be required or not. Furthermore, the actual cutters at these mines have for several years by agreement been paid on the cubic contents of a standard sized box levelled full at the foot of the shaft and not on a tonnage basis. So that the installation of scales on the tippie would not effect any increase in remuneration to the miners should the scales be installed, and, therefore, was not of such value to the men as would lead the undersigned to recommend such change being made. Furthermore, the undersigned understand that the representative of the miners themselves, having regard to the cost of installation and maintenance, has agreed definitely to abandon this claim.

With respect to an eight hour day: The undersigned are of opinion that eight hours is as long as any actual cutter and helper should be asked to work under ground, and is as long as any of them actually do work, and, therefore, concur in that respect with regard to coal cutters and helpers. But with respect to other employees, the undersigned are of opinion that having regard to the conditions as they prevail in these mines, a nine hour day as now in force is quite reasonable and therefore do not concur in the request for an eight hour day for these men.

With respect to weekly pay: The undersigned are of opinion that this request should be granted, with the proviso that the establishment of weekly pay should not diminish the output.

With respect to the collection of union dues: The undersigned recommend that this request be not allowed, and in fact the same was not strongly pressed for by the representative of the miners.

All of which is respectfully submitted.

(Sgd.) H. A. McKEOWN,
Chairman.

(Sgd.) R. B. HANSON,
Member of Board.

Minority Report

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the Minto Coal Company and its employees, all being members of Local Union No. 4552, United Mine Workers of America.

To the Honourable,
the Minister of Labour, Ottawa.

Sir,—

The only reason given by the Company for refusing to grant the 10 per cent increase demanded by their employees was their inability to give such increase. It was urged that the financial position of the Company would not warrant any increase over the present rates. The representatives of the Company claimed that the greater part of their output was sold under long term contracts, entered into at a time when the price of coal was lower than at present, and that therefore the Company was unable to take advantage of the high price which their coal would bring in the open market.

It was admitted by the representatives of the Company that they were able to undersell all the other operators who were mining coal in the Minto district. In fact they stated that they could sell coal to some of the other operators cheaper than these other operators could produce coal from their own areas. The result is that a great many of the smaller operators were forced to close down, leaving the Minto Coal Company practically the sole producer in the Minto district. Thus, by pleading improvident contracts this Company hopes to keep the wages of their employees down to a low level, and, at the same time, undersell other operators who are paying higher wages to their workmen.

The evidence submitted to the Board disclosed that the average wage of coal cutters in the Minto mine is \$4.78 per day. It was also shown that quite a number made as high as \$6.00 and \$7.00 a day. Hence it follows that \$4.78 is

Dated at St. John, N.B., this 31st day of October, A.D. 1919.

not by any means the minimum wage received by coal cutters.

In my opinion, the wages paid by the Minto Coal Company to its employees are inadequate and the 10 per cent increase demanded should be granted.

The seam of coal mined by the Minto Coal Company is only from eighteen to thirty-two inches thick. In no place is the roof of the levels in which the men work higher than four feet. This means that in mining the coal the miners must work on their knees, and during all their time underground they are constantly on their knees or in a stooping position. The lot of other underground workers is equally exacting. The day is past when

men working underground should be asked to work more than eight hours, and especially under such conditions as obtain at the Minto mine. I would therefore recommend that eight hours constitute a shift for all men working underground.

I would also recommend that no employee be discriminated against by reason of his connection with, or membership in, any labour union.

Respectfully submitted,

(Sgd.) J. A. WALKER,
For the Employees.

Halifax, N.S., November 3rd, 1919.

Report of Board in Dispute between the British Columbia Electric Railway Company and certain of its employees

A REPORT was received from the Board established to deal with the dispute between the British Columbia Electric Railway Company and certain of its employees in Vancouver, New Westminster and Victoria, members of the Amalgamated Association of Street and Electric Railway Employees of America. The Board was composed as follows: Mr. Henry A. Stone, Vancouver, chairman, appointed on the joint recommendation of the other two members, Messrs. Thos. W. Fletcher and Thos. Coughlin, Vancouver, nominees of the company and employees respectively. The report was signed by all three members and contained recommendations as to proposed revisions in the present existing schedule of wages and rules. Advice was received in the Department that an agreement had been reached between the parties concerned on the basis of the Board's recommendations.

Report of Board

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between the B. C. Electric Railway Company, employer, and the Amalgamated Association of Street Railway Employees of

America, Vancouver Division 101, Victoria Division 109, and New Westminster Division 130, employees.

Board appointed September 29, 1919.
Henry A. Stone, 361 Water street, Vancouver, Chairman.

Thos. Wm. Fletcher, 3402 Osler avenue, Vancouver, representing the Company.

Thomas Coughlin, 1323 Barclay street, Vancouver, representing the Association.

Witnesses for the Company:

W. G. Murrin, Asst. General Manager.

W. H. Elson, Supt. Interurban Lines.

W. H. Dinsmore, Traffic Supt. City Lines.

G. Dickie, Master Mechanic.

For the Association:

W. H. Cottrell, for Vancouver.

W. Yates, for New Westminster.

W. Nunn, for Victoria.

For Saanich Line men:

W. Jackson.

For the Brotherhood of Locomotive Engineers:

J. W. Miller and Charles Greer.

For the Order of Railway Conductors:

E. Pugsley and John Stefan.

REPORT OF PROCEEDINGS.

The enquiry was taken up in regard to:

Wages of Motormen and Conductors.

Other wages.

Working conditions.

All statistics as to cost of living are from the *Labour Gazette*.

PART I.

REGARDING THE WAGES OF MOTORMEN AND CONDUCTORS AND OTHER WAGES.

The Association desired firstly to show that the scale of wages agreed upon to July, 1918, was not high enough, considering the increased cost of living since 1913, which they desired to be recognized as an important consideration in determining a just and fair wage to be paid to-day.

The Association based this claim:

Firstly, (Exs. 2, 3, 4), on the average cost of living of 1913 and 1918 in 60 Canadian cities for a family of five, estimated at between \$1,600 and \$1,900.

Secondly, (Ex. 1), on the decreased purchasing value of \$1,000 income, 1913-18.

Thirdly, (Ex. 6 to 12), on the wages paid by the City of Vancouver in its various departments and to railway sleeping car conductors.

As to the First: The Company (Ex. C. 36), showed that in May, 1918, they employed 616 of these men who had 680 children, so the average family without dependents was 2 1/10. 207 were single men who received the same wages as married men, so even if one makes some allowance for those having dependents, the amount required to maintain a family of five cannot be considered a reason-

able basis for single men or for a body of men having families of less than half that number.

The Company (Exhibit C. 40) showed that between July, 1913, and July, 1918, the cost of staple foods, fuel, lighting and rents, in Vancouver increased only 29.7 per cent, and in Toronto 58 per cent; while this may be an exceptional comparison, yet this and other considerations throws much doubt on the 60 city estimates, when applied to Vancouver, Victoria and New Westminster, and that such comparisons cannot be so correct as statistics of Vancouver alone, which were shown to be 29.7 per cent plus allowance for the higher cost of clothing, furniture and sundry expenses, for which no figures were quoted.

A further doubt is thrown on the family estimate and increased cost of living, when we know that this increased cost has changed the standard and proportion of articles purchased, for instead of buying woollen blankets and underwear, cotton or mostly cotton articles are now being sold, answering the same purpose at a lower price than the wool article cost five years ago. The sale of fish has increased and of meats diminished.

Secondly: The Association (Exhibit 1), on the purchasing power of \$1,000 for a family of five, while being criticized as to the various sources from which it is derived, being partly from 60 cities and partly from Winnipeg, Toronto and Vancouver, and while having the same unreliability in getting away from the cities where the employees live, does put an estimate on the increased cost of living in Canada between 1913 and 1918 of 60 per cent. (The *Gazette* suggests that even a 5 per cent to 15 per cent increase on this estimate may be nearer the mark), which estimate, while much higher than (C.40) would show, seems nearer to the higher living costs with which we are all so familiar, and may be considered as fair a basis for comparisons for the cities in question as can be arrived at.

The Company Exhibit (C.22) shows that the average yearly wages for the years ending June 30th actually paid to motormen and conductors, including reserve men, in 1913 was \$861.70; and under the 1918 settlement at a 51c. per hour and extras, adding pay for the days the men were on strike in 1918, was \$1,253.00, showing an increase of 45 per cent.

Under the 51c. rate it is possible for a man to earn \$1,339.00, which includes a rate of time and half on Sundays and holidays.

Thirdly: For fully skilled labour the Company pays union wages, such comparisons are only put in by the Association to show as they do the increased tendency to higher pay.

In July, 1918, (Exhibits 6 to 10), the City of Vancouver paid the following wages to:

1st class Constables	\$1,320.00
3rd year Firemen	1,320.00
Construction	1,000.00
Maintenance	1,000.00
Street Sweepers	1,000.00
Teamsters	1,000.00
Bridge men	1,000.00
C.P.R. Conductors, Sleeping Car and Parlour, 2nd year, under the Mc- Adoo Award	1,260.00

So, in comparison with estimates of the increased cost of living or with wages paid in other industries selected by the Association for comparison, those paid to motormen and conductors in July, 1918, do not seem too low, always bearing in mind the conceded steadiness of the work and the skill or standard required, or not required.

DIRECT COMPARISONS.

Getting down to wages paid in Canada to the same industry, the Company's Exhibit C. 33 shows wages paid to motormen and conductors in 15 other Canadian cities of Company-owned systems, 12 of which show a higher living cost than the B. C. Electric Territory does:

4 pay 40c. or under per hour.	Maximum Rate.
6 pay 45c. or under per hour.	
3 pay 50c. or under per hour.	
Winnipeg 55c.	
Toronto 55c.	

Municipally owned:

Calgary pays	60c.
Saskatoon pays	50c.
Regina pays	48c.
Edmonton pays	45c.

These rates were not paid in July, 1918, but are agreements arranged during 1919, and from the three highest awards, including the various additional concessions for Sundays and holidays, we get in round figures these results for comparison:

Municipally owned, one man to a car:

Calgary 63c., with cost of living 5 per cent higher than Vancouver.

Company owned:

Winnipeg 55½c., with cost of living 6 per cent higher than Vancouver. Mather's Award.
Toronto 56¾c., with cost of living 6 per cent higher than Vancouver. Award 1919.
Vancouver 54c. Agreement July, 1918.
or
Vancouver 57c., computing the lower cost of living percentage.

So the present rates agreed upon with the company in July, 1918, compare quite favourably with the highest awards of 1919 in either Toronto or Winnipeg.

The rates paid on the Toronto Suburban Railways are 10c. less than figures quoted for Toronto Street Railways, whereas in the B. C. Electric Territories the one wage applies throughout.

So, taking all these factors into consideration, the wages secured in July, 1918, were reasonable and fair, if not on the high side, and that any increase now must be based on higher living costs since that date and upon the higher wage tendency, as shown by the Association.

PART II.

REGARDING THE INCREASED COST OF LIVING AND WAGE INCREASED TENDENCY SINCE JULY, 1919.

The Company (C. 23 from the *Labour Gazette*), shows that in foods, fuel, lighting and rents, for a family of five, the cost of living in Vancouver between

July, 1918, and July, 1919, increased 6.55 per cent, omitting any consideration for clothing, etc., and as compared with Toronto cost of foods, fuel, lighting and rents in July, 1919, are about the same.

The Association shows that very considerable increases were given during the year or are about to be given to civic employees, to railway conductors, and particularly to skilled labour, varying as to standard and skill required. These increases indicate not only that increased living costs are recognized, but such general increases in themselves result in a further increase in living costs as will also be the case with any increases given B. C. Electric men, as it is evident that the public must eventually pay for such increases.

To letter carriers, an occupation requiring little skill, 3rd year men now receive (Exhibit 46) \$1.262 per annum, and in 1918-19 the average of the wages paid to single and married men of the fifth year was \$1.213.

In this endeavour to arrive at a fair and just decision, one must give consideration to the difference between wages paid out of taxes by cities or governments and those paid by enterprises privately owned, which can only pay expenses out of profits on the sale of the commodity they produce with the assistance of labour.

The Street Railway industry is peculiar to itself and unlike any other industry.

It is reasonable, however, to fully recognize the shown tendency to pay higher wages for the improved conditions of labour.

Therefore, the Board consider the following as fair and just wages to be paid, giving the men a higher wage and better working conditions than are enjoyed by any other street railway employees in Canada.

PART III.

Re WORKING CONDITIONS.

The Company states that the present agreement arrived at in July, 1918, was

forced upon them because the City agreed to a temporary 6c. fare on condition of a present settlement with the men, and that the working conditions of that agreement, as insisted upon by the Association, are most severe, as preventing the Company from economically or profitably conducting the service, and as a result, that notwithstanding the increase to a 6c. fare, that for the twelve months' period of working under this agreement, allowing \$1.02 for power, the systems in question resulted in a net loss of \$271,265 for the Company, and that such severe conditions have "no precedent on the continent of America or elsewhere," and that therefore they desire to cancel or moderate some of these conditions.

The Association did not wish to try and disprove the Company's statements or produce other agreements in comparison, but did wish certain alterations made of still further convenience and benefit to the men.

It seems reasonably fair to compare *one* working agreement with any *other* working agreement, but that particular or exceptional clauses may not fairly or justly be taken from *many other* agreements where local conditions may *vary* and compare with or introduce into *one* agreement.

While it does appear that the Association have already secured such an amalgamated favourable agreement under circumstances which the Association describes as "having the Company where they want them," and that the demands of the Company for its modification and reconsideration on the ground mentioned may be fully justified, yet, as the Board's considerations are based on actual wages paid under these running conditions, believe the work of this Conciliation Board will be best carried out by making no very material alteration in running conditions.

(Sgd.) HENRY A. STONE,
Chairman.

(Sgd.) T. W. FLETCHER.

(Sgd.) THOS. COUGHLIN.

AWARD.

Alterations to Present Agreement.

Part. Section.

- I. 1. "to read" the eighth day of September, 1919.
 2. "to read" after September 8th, 1919.
- 2A. First 6 months .. 45c. per hour.
 Second 6 months. 50c. per hour.
 Third 6 months.. 53c. per hour.
 Thereafter .. . 56c. per hour.
- C. First 6 months.. 45c. per hour.
 Second 6 months. 51c. per hour.
 Third 6 months.. 55c. per hour.
 Thereafter .. . 58c. per hour.
- Freight:
 First 6 months.. 47c. per hour.
 Second 6 months. 53c. per hour.
 Third 6 months.. 57c. per hour.
 Thereafter .. . 60c. per hour.
- Passenger brake-men:
 First 6 months .. 45c. per hour.
 Second 6 months. 49c. per hour.
 Third 6 months.. 52c. per hour.
 Thereafter .. . 55c. per hour.
 Brakemen freight 55c. per hour.
 Trolley men .. . 52½c. per hour.
- F. "omit" Barn Janitors, Car Cleaners and Freight Car Inspectors.
 First 6 months .. 47c. per hour.
 Second 6 months. 52c. per hour.
 Third 6 months.. 55c. per hour.
 Thereafter .. . 58c. per hour.
- Barn Janitors and Car Cleaners:
 First 6 months .. 47c. per hour.
 Thereafter .. . 54c. per hour.
- Freight Car Inspectors .. . 60c. per hour.
- Freight Car repairers' helpers .. . 50c. per hour.
- Painters .. . 65c. per hour.
- Freight car painters .. . 50c. per hour.
- Brush hands .. . 50c. per hour.
- Carpenters .. . 65c. per hour.
- Freight car carpenters.. . 57½c. per hour.
- Machinists .. . 67½c. per hour.
- Babbiter .. . 57½c. per hour.
- Trolley retriever repairer .. . 60c. per hour.
- Blacksmiths .. . 67½c. per hour.
- Car wiremen .. . 62½c. per hour.
- Air brake fitters. 62½c. per hour.

Armature winders:

- 1st Class .. . 67½c. per hour.
 2nd Class .. . 63c. per hour.
 3rd Class .. . 60c. per hour.
- G. First year .. . 23c. per hour.
 Second year .. . 28c. per hour.
 Third year .. . 35c. per hour.
 Fourth year .. . 40c. per hour.
- H. Checkers .. . 53c. per hour.
 Truckers .. . 50c. per hour.
 Auto drivers .. \$110.00 per mo.
 Rate and chief clerk .. . 135.00 per mo.
 Cashier .. . 130.00 per mo.
 Accountant .. . 125.00 per mo.
 Switching clerk. 110.00 per mo.
 First abstract clerk .. . 110.00 per mo.
 Second abstract clerk .. . 105.00 per mo.
 Billing clerk .. . 100.00 per mo.
 Demurrage clerk. 100.00 per mo.
 Shedman (Chilliwack) .. . 100.00 per mo.
- I. Track maintenance men:
 Interurban, includes all men employed on Interurban lines:
 First 3 months.. 45c. per hour.
 Thereafter .. . 50c. per hour.
- City, includes all men employed on City and Suburban lines:
 First 3 months.. 50c. per hour.
 Thereafter .. . 55c. per hour.
- Foremen:
 Regular gang.. \$115.00 per mo.
 Extra gang .. . 125.00 per mo.
 Track welders. 58c. per hour.
 Track welders' helpers .. . 55c. per hour.
- "omit" Block pavement men, switch tenders and greasers.
- J. Baggage room men:
 Vancouver .. \$110.00 per mo.
 New Westminster .. . 105.00 per mo.
 Auto drivers .. . 110.00 per mo.
 Interlocking tower men .. . 100.00 per mo.
 Storekeeper (Westminster Barn). 65.00 per mo.
 Depot master, Caral St. .. . 110.00 per mo.
 Ticket clerks, terminal office .. 110.00 per mo.
 Train dispatchers. 170.00 per mo.
- K. Carpenters, painters and pipe fitters regularly employed .. . 63c. per hour.

- L. Cloverdale . . . \$110.00 per mo.
 Milner 110.00 per mo.
 Langley prairie.. 110.00 per mo.
 Sardis 115.00 per mo.
 Clayburn 115.00 per mo.
 Abbottsford 130.00 per mo.
 Huntingdon 115.00 per mo.
 Chilliwack 130.00 per mo.
 Steveston 115.00 per mo.
 Marpole 135.00 per mo.
 Assistant agents. 105.00 per mo.
 Steveston assistant agent 65.00 per mo.
- II. 19. "add" Store Keepers, Westminster Barn.
 Depot Master, Carral St.
 Ticket clerks at Terminal office.
 Train dispatchers.
- III. 26. "add" Early night run: any run of eight hours or more, finishing before 8.30 p.m.
39. "cancel and replace with"
 In the event of a run not being completed within ten hours of the commencement of the first shift, all such overtime shall be paid for at the rate of 25c. per hour, in addition to work pay, the Company agreeing to complete runs within the following times:—
 50 per cent within 9 hours.
 10 per cent within 9½ hours.
 20 per cent within 10 hours.
 10 per cent within 11 hours.
 10 per cent within 12 hours.
- IV. 40. "cancel and replace with"
 A new running sheet on Passenger Service to go into effect on the first day of each month, shall be posted not later than the 25th of preceding month for signing.
- A new running sheet for Freight Service to be signed up every three months, shall be posted not later than the 25th of month preceding commencement of the three-monthly period for signing.
- 40A. "replace the words" following month "with" sign up.
73. "add" and if held for service in addition to their regular run they will be paid at overtime rates until relieved, if called for duty within three hours after tie-up; the interval not to be paid for.
- V. 87D. "replace with" Men required to work shifts other than those specified shall be classed as night-men and shall work eight consecutive hours for six days per week, and shall receive five cents per hour extra for all time worked.
88. "this clause to be eliminated."
- 89B. "insert" or Jordan River "after Chilliwack."
- VIII. 131. "after the word Painter's insert" Pipe fitters and all helpers.
- The question as to the position of the men of the Saanich Division and those of the 16th Street Yards, in relation to this award, is considered by the Board to be outside its jurisdiction, and the Board recommends that it be a matter of separate arbitration between the Association and men involved.
- (Sgd.) HENRY A. STONE,
 Chairman.
 (Sgd.) THOMAS COUGHLIN.
 (Sgd.) T. W. FLETCHER.
- Dated the 25th day of October, 1919.

PROCEEDINGS OF THE CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

THE Department has received seven new decisions of the Canadian Railway Board of Adjustment No. 1. Case No. 46 has reference to a dispute as to a matter of discipline affecting an engineer on the Canadian Pacific Railway. Case No. 47 deals with a dispute between the Quebec, Montreal and Southern Railway Company and the Brotherhood of Railroad Trainmen as to the application of Supplement No. 16 to General Order No. 27. Case No. 48 re-

lates to a request of employees of the Quebec Railway Light and Power Company for the application of Supplements Nos. 15 and 16 to General Order No. 27. Case No. 49 has reference to a dispute arising from the transfer of two linemen of the Canadian Pacific Railway Company. Case No. 50 relates to a request for the granting of full seniority rights to a telegrapher of the Canadian Pacific Railway who had been dismissed for cause and subsequently reinstated.

Case No. 51 deals with a dispute with regard to the wages paid to locomotive firemen of the Canadian Pacific Railway on a portion of the Eastern lines, and Case No. 52 has reference to a dispute between the Quebec, Montreal and Southern Railway Company and locomotive engineers and firemen as to the application of Supplement No. 15 to General Order No. 27.

Case No. 46.—The Canadian Pacific Railway (Western Lines) and the Brotherhood of Locomotive Engineers

An engineer was disciplined by the Canadian Pacific Railway by having placed against his record twenty demerit marks, which were subsequently reduced to five. This action was taken by the company because it was alleged that he had accepted two orders which were irregular and improper. The company held that it was his duty to call the despatcher's attention to the fact of their irregularity, as it was a breach of the rules to accept such orders, especially when a question of safety was involved. It was contended by the employees that the engineer was unfairly disciplined as his actions under the orders were entirely safe. It was further contended that these orders had been submitted to a recognized authority and that the action taken by the engineer under them was endorsed by this expert as being correct.

The decision of the Board was as follows:

The evidence submitted shows that Orders Nos. 8 and 9, copies of both of which were delivered to Engineer S——, were not, when read together, in proper form, and that inasmuch as they did conflict, they were irregular.

It appears that Engineer S—— called the attention of his conductor to the irregularity of the orders, and acted on them only when it was made known to him that his train would not go beyond Congreve, and later declined to enter the limits named in order to Extra 650 until after 10 o'clock. To this extent Engineer S——'s action was commendable. However, in view of the paramount importance of strict compliance with Train Order Rules so as to ensure the greatest possible protection to both life and property, the Board cannot consistently rule that it is improper to discipline em-

ployees who fail in any way to meet the requirements of these rules.

The Board, therefore, decides that the request for the removal of the discipline assessed against Engineer S——'s record in this case cannot properly be complied with.

Case No. 47.—The Quebec, Montreal and Southern Railway Company and the Brotherhood of Railroad Trainmen

A dispute arose between the Quebec, Montreal and Southern Railway Company and its conductors and trainmen with reference to the application to this railroad of Supplement No. 16 to General Order No. 27. The company declined to join with the employees in a joint statement of fact, but officers of the company gave evidence before the Board to the effect that the financial position of the company did not permit of their paying the increased wages provided for in Supplement No. 16. The company contended that after making effective the wages authorized in General Order No. 27, they had advised their employees that they could make no further increases, and, in fact, that wages would have to be reduced, and therefore they represented that they did not feel under obligation to make effective increases ordered thereafter. Statements were submitted to show that after paying wages the company had left out of its earnings an insufficient amount to meet actual expenses. The company, therefore, requested that the Board take no action in this case, but that it be allowed to work out its wage adjustments with its employees.

The decision of the Board was as follows:

Inasmuch as the Company is through its membership in the Canadian Railway War Board obligated by agreement to incorporate into existing agreements wages and hours established by General Order No. 27 of the Director General of United States railways and amendments thereto, the Board can render no other decision than that Supplement No. 16 is applicable to the wages of employees in train and yard service of the Quebec, Montreal and Southern Railway—apart altogether from the company's ability or otherwise to pay the standard wages established—and decides accordingly.

Case No. 48.—The Quebec Railway, Light and Power Company and The Brotherhood of Locomotive Engineers, the Order of Railway Conductors, and The Brotherhood of Railroad Trainmen

The Joint Committee of the Co-operative Board of the Brotherhood of Locomotive Engineers, Order of Railway Conductors and Brotherhood of Railroad Trainmen on the Montmorency division of the Quebec Railway, Light and Power Company submitted to the company a new schedule incorporating the rates and conditions allowed by Supplements Nos. 15 and 16 to General Order No. 27, also the eight within ten hour rule. It was alleged by the employees that the operating officer of the railway declined to accept and sign this schedule, and that the officials of the company refused to join them in making the submission of the facts in each case. The company declined to join in the presentation of the matter to the Board.

The decision of the Board was as follows:

Under the Agreement between the Canadian Railway War Board and the several Organizations forming Canadian Railway Board of Adjustment No. 1, which is in effect for the duration of the war and thereafter subject to notice, it is provided among other conditions as follows:

“7. Wages and hours established by General Order No. 27 of the Director General of the United States Railroad Administration and amendments thereto shall be incorporated into existing agreements on the several railways, and should differences arise between the management and the employees on any of the railways as to such incorporation, such questions of difference shall be decided by the Canadian Railway Board of Adjustment No. 1 when properly presented thereto.”

The Quebec Railway, Light and Power Company is shown by the Canadian Railway War Board as one of the Companies party to the Agreement, which is still in effect, and the war has not yet been officially declared at an end.

Under all the circumstances as set forth, the Board cannot consistently come to any other conclusion than that the provisions of Supplements Nos. 15 and 16 to General Order No. 27 of the Director General of the United States Railroad Administration should be applied to schedules governing the employment of men

engaged in engine and train service who are employed by the Quebec Railway, Light and Power Company, and, therefore, decides accordingly.

Case No. 49.—The Canadian Pacific Railway Company (Western Lines) and the Order of Railroad Telegraphers

Two linemen of the Canadian Pacific Railway, one at North Bend, B.C., and the other at Regina, Sask., made arrangements to trade positions under the Sick Transfer clause of the telegraphers' schedule. The man at Regina proceeded to Vancouver, but owing to illness did not report for duty till some months later. In the meantime, the other employee had gone to Regina, but after looking over the ground he had returned to North Bend, B.C., refusing to be bound by his agreement. The employees contended that the latter man should be compelled to carry out his agreement, and that the company should be advised to make the necessary changes in order to give effect to the transfer as originally arranged. The company claimed that this matter was not a dispute between the company and the men or organization and that therefore it should be settled between the men themselves. It declined to force either of the men to vacate their present positions, which they were holding in accordance with an agreement with the telegraphers' organization. It also pointed out that the local chairman of the Union had certified to the statement of the man from North Bend in which it was stated that all through this matter his request was for a transfer to the Alberta district, but that owing to his health having greatly improved he withdrew the application altogether.

The decision of the Board was as follows:

The question appears to be one between the Telegraphers on two promotion territories regarding an exchange of transfers jointly arranged in accordance with schedule understanding with reference to so-called Sick Transfers. It is evident that a joint transfer was arranged, of which some of the Superior Officers of the Company were not previously made fully aware, and that a definite decision is

now necessary in order to enable the Company to dispose of the question in such a manner as to prevent any further misunderstanding arising.

The Board, therefore, decides that the claim of the employees is sustained to the extent that the positions at Regina and North Bend should be declared open, and that Messrs. F—— and L—— should be regarded as holding their seniority rights on the British Columbia and Saskatchewan districts, respectively.

Case No. 50.—The Canadian Pacific Railway (Western Lines) and the Order of Railroad Telegraphers.

A railroad telegrapher employed in the British Columbia district of the Canadian Pacific Railway was dismissed for cause, but was later re-employed on the Alberta district. He sought to be reinstated with his full seniority rights of the British Columbia district. The contention of the company was that when this telegrapher was re-employed it was with the understanding that he enter the service as a new employee on the Alberta district, his seniority to date from the date of his re-employment. There was no contention with reference to justification for his dismissal from the British Columbia district, and the company claimed that any contention for his reinstatement with full seniority rights on the district from which he was dismissed was not justified, and that this case was not a dispute and could only be classed as a leniency case. The employees contended that the question of this man's reinstatement in British Columbia with full seniority rights was taken up through the Order of Railroad Telegraphers when he re-entered the service of the company, and the matter became quite properly a question for negotiation between the company and the organization. The reasons advanced why the request should be granted were his long term of service dating back from 1903, and the lack of sufficient seniority to secure for himself a permanent position where he could locate with his family. The company offered to transfer him to British Columbia with seniority acquired on the Alberta district or to give him seniority from 1903 on the Al-

berta district, but the telegraphers contended that this seniority should be granted where earned, namely on the British Columbia district.

The decision of the Board was as follows:

Inasmuch as R—— was dismissed for cause, and that justification for such dismissal had not been questioned, the Board decided that the matter of reinstatement on the British Columbia district with full seniority rights should be at the option of the company.

Case No. 51.—The Canadian Pacific Railway (Eastern Lines) and the Brotherhood of Locomotive Firemen and Enginemen

A controversy arose between the Canadian Pacific Railway and the Brotherhood of Locomotive Firemen and Enginemen with regard to the rate of pay for locomotive firemen between Cartier and Fort William. The joint statement of fact showed that the existing agreement at the date of the issue of Supplement No. 15 to General Order No. 27 provided a higher rate of pay to locomotive firemen at Cartier and west than that paid on any other portion of the lines east of Fort William. In applying the rates and conditions contained in Supplement No. 15 a disagreement arose relative to the question of obtaining this higher rate of pay. The men contended that according to decisions rendered with regard to Interpretation No. 1 to Supplement No. 15 to General Order No. 27, the differential that existed prior to the issuance of Supplement No. 15 was maintained and that the same amount of money differential should be added to the rates of the Supplement to determine the rate which should be paid to locomotive firemen at Cartier and west. It was contended by the company that the rate paid from Cartier and west to Fort William was not regarded as a differential as differentials are to be applied within the intent of Supplement No. 15, and that in applying Supplement No. 15 which provided a uniform rate in this territory, the question of the differential west of Cartier was not dis-

cussed, nor was any intimation given that it was even intended. The company claimed that unless a differential as such is specifically provided for in existing agreements, the rates set by Supplement No. 15 were intended as uniform rates of pay, and having been applied and agreed to in that way that they should continue in effect as already applied.

The decision of the Board was as follows:

From the evidence submitted it is shown that the difference in rates which did at one time exist on the territory between Cartier and Fort William cannot now be regarded as having established a differential in its favour, consequently the decisions in Interpretation No. 1 to Supplement No. 15, on which the claim is

based, have no bearing on the case. The claim is therefore denied.

Case No. 52.—The Quebec, Montreal and Southern Railway Company and The Brotherhood of Locomotive Engineers. (Also representing the Firemen)

This case, relating to a request of the locomotive engineers and firemen of the Quebec, Montreal and Southern Railway for the application of Supplement No. 15 to General Order No. 27 is similar to Case No. 47, given above, relating to the trainmen of this company. The company entered the same plea as in the latter case, and the decision of the Board was to the same effect.

COST OF LIVING ADJUSTMENT OF WAGES OF GAS WORKERS IN VANCOUVER, B.C.

AS provided in an agreement, dated July 10, 1918, between the Gas Workers' Union and the Vancouver Gas Company, the wage rates have been adjusted every three months according to the cost of living for the Province of British Columbia, as published in the LABOUR GAZETTE, "taking as a basis the cost of living figures for the month of June, 1919, including clothing and other necessities previously included by Adjuster W. L. Macdonald."

In accordance with this clause the Adjuster, Mr. W. L. Macdonald, reported that the prices for Vancouver, for June and September, published in the LABOUR GAZETTE, showed an increase from \$22.497 to \$22.976, or

47.9 cents per week. Allowing forty-four working hours per week, the increase in wages per hour would be 1.1 cents. As the articles enumerated in the LABOUR GAZETTE do not include all the necessities of life the Adjuster further investigated the increase in the price of clothing and other necessities and found that such increases would be met by a further increase in wages of 32 cents per week in addition to the 48 cents referred to above, making a total of 80 cents per week, or $1\frac{3}{4}$ cents per hour. This increase in the wages of all employees covered by the agreement would be effective as and from October 1, 1919.

COST OF LIVING ADJUSTMENT OF WAGES FOR SHIPBUILDING EMPLOYEES ON THE PACIFIC COAST

Fifth Award Based on Cost of Living

AS provided by an agreement dated June 3, 1918,* between certain unions, members of which were employed in the shipbuilding plants on the Pacific Coast, and the employers, the wages of the employees have been adjusted every three months according to official information on the cost of living as published in the LABOUR GAZETTE as applicable to the Province of British Columbia. These adjustments were made by W. L. Macdonald of Vancouver, the changes in wages taking effect from September 1, December 1, March 1, and June 1, each year.

Owing to the absence from Vancouver of Mr. Macdonald, the adjustment for the three months ending August 31, 1919, was made for the Adjuster by D. T. Bulger, Fair Wages

Officer of the Department at Vancouver. The method adopted was that used by the Adjuster on former occasions, namely to compare the prices in the LABOUR GAZETTE for May and August, for the cities of Vancouver, Victoria and New Westminster, and to calculate the increase in the cost of living thereby shown. As the articles enumerated in the LABOUR GAZETTE did not include all the necessities of life, the prices of clothing and other necessities were also investigated. The increase between May and August on foods, fuel and rent was from \$22.052 to \$22.414, or 36.2 cents per week in wages or .82 cents per hour (forty-four hours per week.)

The increase in clothing, etc., it was found, would be met by an increase in wages of .55 cents per hour, making a total increase of $1\frac{1}{4}$ cents per hour, effective from September 1, 1919.

*For text of the agreement see the LABOUR GAZETTE, June, 1918, p. 412.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1919

SIX strikes, involving 1,119 employees, were reported as having commenced during November. There were in existence at some time or other during the month 25 strikes, involving 4,903 workpeople. The total time loss on account of industrial disputes was estimated at 84,073 working days, as compared with 147,996 in the previous month, and 36,843 in November, 1918. The time loss occasioned by the 6 strikes which began in November was 7,957 working days, while a loss of 76,116 is charged to the 19 strikes that commenced prior to November. Termination was reported in the case of 7 disputes which com-

menced prior to November. One of the disputes commencing during November terminated during the month, leaving the following 17 strikes, affecting approximately 2,420 workpeople on record November 30: loggers, Chase, B.C.; miners, Kimberley; pottery workers, St. John's; moulders, Brantford; moulders and coremakers, Sherbrooke and Sydney; moulders and patternmakers, Toronto; shipbuilders, Sorel; upholsterers, Kitchener; garment workers and milliners, Montreal; steam and operating engineers, Amherstburg; glass workers, Montreal and Thorold; freight handlers, stationary engineers and musicians, St. John.

Disputes by Industries

The following is a review of the disputes by industries in the order in which they appear in the statistical table. A brief summary is given of the more important strikes.

LUMBERING.—Although five strikes were in existence at some time or other during the month, only one strike—that of the loggers at Chase, B. C.—was active at the end of the month. Disputes in this industry have been reported chiefly from British Columbia where the Logger's Union gained considerable strength and was prominent in nearly all disputes during the past four months. Since last month's statement eight strikes have terminated in this industry. In three of these eight strikes, the men returned to work under the former camp schedules. In two others, the companies granted substantial wage increases. One strike ended in a compromise and in the remaining two the strikers were replaced, it is reported, by other workers. The longest of these strikes was that of the loggers at Duncan Bay, which commenced on August 6 and involved 150 workers. In this case, the strikers submitted 27 demands, chiefly concerning food and camp conditions, to the Merrill Ring Lumber Company. The Company submitted a counter agreement but refused to employ its labour through the Logger's Union. The strike was finally called off on November 26, the terms of settlement not being reported. Approximately, the strike situation for November involves, 364 workers and a time loss of 4,434 working days.

MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, ETC.—The strike of bituminous coal workers in the United States did not bring out the affiliated organizations in Canada, in Districts 18 and 26. However, in the latter district, there was an unsteady situation throughout the month. The Minto miners in this district presented demands for a 10 per cent wage increase and an eight-hour day. A Conciliation Board decided in favour of a one per

cent increase. The miners have refused to abide by this decision. At the end of the month, a strike had not resulted, pending the efforts of the Minister of Labour to secure a more favourable settlement. The strike of the miners at Kimberley, which commenced on September 12, and involved 200 men, remained unterminated. Various attempts towards a settlement have been made, but so far unsuccessful and the latest report indicated that all but about forty men have left the camp. The miners are asking for a flat increase of one dollar per day. The companies have refused to negotiate with an alleged One Big Union organization. The situation for November in this group remains at two strikes, involving 245 employees and a time loss of 6,125 working days.

BUILDING AND CONSTRUCTION.—The strike in the building trades in Montreal, which commenced on September 2, was terminated on November 24. The workers in these trades demanded a new schedule of increased wages. For a considerable time, about 2,000 workers were affected by this strike, which, before its termination, totalled an approximate time loss of 142,000 working days. The workers returned under the former schedule, until December 1. After that date, to February 1, the increase was to be 7½ cents per hour and the future scale was to be fixed by a joint committee. Carpenters in Kitchener to the number of nearly 100 were ordered out in a sympathetic strike to support the strike of the building trades in Montreal. One firm, the Atlas Construction Company, had contracts in both Montreal and Kitchener and its carpenters in Kitchener were involved in this strike which commenced on October 31, and ended on November 10. A third strike in this group commenced on November 19 in Moncton, where plumbers, carpenters and bricklayers went out on strike because two non-union employees were working on a contract job. This

strike terminated on November 29. This group showed an approximate time loss of 33,147 working days for the month and involved 2,146 employees.

METALS, MACHINERY AND CONVEYANCES.—Six strikes, affecting 440 employees and totalling a time loss of 22,279 working days is the approximation of this group for November. Shipbuilders at Sorel and moulders at Toronto were still out on strike. The former strike affected 650 workers and commenced on August 12. The latter involved 150 workers and commenced on May 1. The latest strike in this group is that of the moulders at Sydney, when on November 26, about 60 employees went out for increased wages and shorter hours.

WOODWORKING.—Four shops in Kitchener were still reported as being involved in the strike of upholsterers which commenced in Kitchener and Waterloo on September 25, and affected 100 employees. However, latest reports indicate that only a few men are now actually out of work. The four firms, reported as strike shops, were said to be operating with apprentices. It was alleged, also, that the strikers were black-listed on seeking work elsewhere.

CLOTHING.—Two strikes in this group were active in Montreal. The garment

worker's strike, commencing October 20 for union recognition, remained unterminated. On November 27, 200 milliners in five firms struck for increased wages. The approximation for November was two strikes, involving 225 workpeople and a time loss of 1,225 working days.

TRANSPORTATION.—About 800 freight handlers of the Canadian Pacific Railway went on strike at St. John, on November 21. The Union's demands were for a 9-hour day, instead of the former 10 hours, and a flat increase of 18 cents per hour, the former rate being 47 cents per hour. Several meetings between representatives of both sides occurred but no satisfactory agreement resulted and the men went out. The port was practically idle and shipping reports indicated that fourteen steamers, which were destined for St. John were diverted to other ports. At the end of the month prospects appeared bright for an early settlement by conciliation.

MISCELLANEOUS.—Strikes of glass workers in Thorold, and Montreal were still unterminated. About 140 employees were affected in these strikes. A theatre orchestra in St. John were on strike because of the employment of a non-unionist.

STRIKES AND LOCKOUTS DURING NOVEMBER, 1919

Industry or occupation.	Particulars.	No. of employees affected.	Time loss in working days
STRIKES COMMENCING PRIOR TO NOVEMBER, 1919			
LUMBERING. —			
Loggers, Chase, B.C.....	Commenced September 18. Demand for the 8-hour day. Untermi-	45	1,125
Loggers, Duncan Bay, B.C.....	Commenced August 6. For increased wages, shorter hours and better camp conditions. Strike called off November 26.	150	3,150
Loggers, North Vancouver, B.C.....	Commenced August 21. Against discharge of employees. Information received in the Department indicates the strikers' places were filled.	120	.....
Loggers, Vancouver, B.C.....	Commenced October 16. For increased wages. Men returned to work under same conditions as existed prior to strike. Work resumed November 5.	25	75
Loggers, White Rock, B.C.....	Commenced October 10. For better working conditions. Settled by negotiations; returned to work under same conditions as prior to strike.	24	84
MINES, SMELTERS, QUARRIES, CLAY PRODUCTS, Etc. —			
Miners, Kimberley, B.C.....	Commenced September 12. For increased wages. Untermi-	200	5,000
Pottery workers, St. John's, Que.....	Commenced November, 1913. Against a reduction in wages. Un-	45	1,125
	terminated.		

STRIKES AND LOCKOUTS DURING NOVEMBER, 1919.—Continued.

Industry or occupation.	Particulars.	No. of employees affected.	Time loss in working days
BUILDING AND CONSTRUCTION—			
Carpenters, Kitchener, Ont.....	Commenced October 31. In sympathy with carpenters on strike in Montreal. Settled by replacement; work resumed November 10.	96	672
Building trades, Montreal, Que.....	Commenced September 2. For increased wages and shorter hours. Settled by negotiations; work resumed November 24.	2,000	38,000
METALS, MACHINERY AND CONVEYANCES—			
Moulders, Brantford, Ont.....	Locked out May 1. Demand for increased wages. Unterminated....	9	225
Moulders and coremakers, St. Catharines, Ont.	Commenced May 23. For increased wages and shorter hours. Information received in the Department indicates that conditions are no longer affected.		
Moulders and coremakers, Sherbrooke, Que..	Commenced September 23. For increased wages. Unterminated...	71	1,775
Moulders and patternmakers, Toronto, Ont..	Commenced May 1. For increased wages and shorter hours. Unterminated.	150	3,750
Shipbuilders, Sorel, Que.....	Commenced August 12. For increased wages and shorter hours. Unterminated.	650	16,250
WOODWORKING—			
Upholsterers, Kitchener, Ont.....	Commenced September 25. For increased wages, shorter hours and a minimum wage scale. Unterminated.	4	100
CLOTHING—			
Garment workers, Montreal, Que.....	Commenced October 20. For recognition of the union. Unterminated	25	625
TEXTILES—			
Knitters and loopers, Clinton, Ont.....	Commenced September 24. For increased piece work prices. Strikers' places were filled.	18	360
CHEMICALS AND EXPLOSIVES—			
Steam and operating engineers, Amherstburg, Ont.	Commenced June 28. For increased wages and union recognition. Unterminated.	12	300
MISCELLANEOUS—			
Glass workers, Montreal, Que.....	Commenced October 6. For increased wages and shorter hours. Unterminated.	60	1,500
Glass workers, Thorold, Ont.....	Commenced June 18. For increased wages and shorter hours. Unterminated.	80	2,000
STRIKES COMMENCING DURING NOVEMBER, 1919.			
BUILDING AND CONSTRUCTION—			
Building trades, Moncton, N.B.....	Commenced November 19. Against employment of non-unionists. Settled by negotiations; work resumed November 29.	50	475
METALS, MACHINERY AND CONVEYANCES—			
Moulders and coremakers, Sydney, N.S.....	Commenced November 26. For increased wages and shorter hours. Unterminated.	57	223
Stationary engineers, St. John, N.B.....	Commenced November 11. For increased wages and shorter hours. Unterminated.	3	51
CLOTHING—			
Milliners, Montreal, Que.....	Commenced November 27. For increased wages. Unterminated....	200	600
TRANSPORTATION—			
Freight handlers, St. John, N.B.....	Commenced November 21. For increased wages and shorter hours. Unterminated.	800	6,400
MISCELLANEOUS—			
Musicians, St. John, N.B.....	Commenced November 4. Against employment of non-unionist. Unterminated.	9	203

ENQUIRY INTO A FOUR-HOUR STRIKE

Judge Baron's Report as Commissioner in Toronto Street Railway and Electric Workers' Case

DURING the month of October His Honour J. A. Baron, Stratford, Senior County Judge of the County of Perth, was appointed a Commissioner to investigate and report to the Minister of Labour concerning the strike which occurred in Toronto during the afternoon and early evening of Wednesday, September 3, 1919.

The dispute between the Toronto Street Railway and certain of its employees, being electrical workers, had been submitted in due course to a Board, appointed under the Industrial Disputes Investigation Act, 1907, composed as follows: His Honour Judge J. H. Denton, Toronto, chairman, and Messrs. William H. Moore and H. W. Harper, Toronto, nominees of the company and employees respectively. The findings of the Board were duly submitted to the Department of Labour and appear in the *LABOUR GAZETTE* for the month of October, pp. 1138-41.

The circumstances leading up to the appointment of the Commissioner are outlined in the following extracts from the Order-in-Council No. 2056, October 6, authorizing the appointment:

On the morning of September 3, the Minister of Labour received from Judge Denton the findings of the Board in question, also a covering communication intimating that there was considerable unrest among the employees, with some danger of an immediate cessation of work. The chairman remarked that it would be perhaps an advantage if copies of the Board's report were despatched from the chairman's office direct to the parties to the dispute instead of certified copies of the Board's report being forwarded in the usual way, and as the formal procedure requires, from the office of the Registrar at Ottawa to the several disputing parties. The chairman suggested that the Minister might, under the circumstances, deem it wise to telegraph him as early as possible on Wednesday, September 3, authorizing distribution by the chairman of copies of the report. The Minister accepted the suggestion, and after

reading the Board's report, telegraphed the chairman authorizing an immediate distribution of copies of the report, and it is understood that copies were immediately, in the early part of the afternoon of September 3, despatched from the chairman's office to the parties to the dispute.

A strike was called during the afternoon, and, the period being during the progress of the Toronto Industrial Exhibition, many thousands of persons were subjected to extreme inconvenience with a very large measure of positive distress.

The Minister is of the view that the circumstances attending the calling of the strike are of such a nature as to deserve and require a careful inquiry with a view to action, if possible, by the framing of regulations or otherwise, looking to the avoidance of similar incidents in the future.

Report of the Commissioner

Judge Baron's report was received by the Minister shortly after the close of the month, and is as follows:

IN THE MATTER OF THE INVESTIGATION INTO THE CAUSE OF, AND RESPONSIBILITY FOR, THE STRIKE OF THE ELECTRICAL WORKERS IN THE EMPLOY OF THE TORONTO RAILWAY COMPANY, WHICH TOOK PLACE IN TORONTO ON THE THIRD DAY OF SEPTEMBER, 1919, RESULTING IN A TOTAL STOPPAGE OF THE STREET CAR SERVICE ON THE AFTERNOON OF THAT DAY.

By virtue of the report of the Committee of the Privy Council, bearing date the sixth day of October, 1919, a copy of which is attached hereto marked "A," and in obedience to the Royal Commission of the same date, conferring upon me the necessary powers, and constituting me Commissioner to conduct certain enquiries into the matters therein, and in the said Report more fully set out, I, the undersigned John Augustus Baron, did proceed to enquire into the causes of and responsibility for the

said strike as ordered so to do in and by the said Commission, and, thereupon, and by virtue of the powers conferred upon me by the authorities aforesaid, I caused an appointment to be served upon all parties concerned or their representatives, and thereafter on the 13th day of October, 1919, at the City Hall, in the City of Toronto, I was, in pursuance of said appointment, attended by the following persons, namely: Mr. J. Seymour Corley, K.C., and Mr. Hamilton, who represented the citizens of Toronto, and the community generally, being patrons and users of the Toronto Railway street service; by Mr. James T. Gunn, who was then and had been for some time before the Business Agent of Local Union 353 of the International Brotherhood of Electrical Workers, and by Mr. Peter White, K.C., and by Mr. Symmes, in behalf of the Toronto Railway Company, and of Mr. R. J. Fleming, its Manager.

The enquiry was proceeded with, and lasted over a period of several days, but was finally concluded on the 26th day of November, 1919. There were in all seven adjournments, five of which were asked for by the representatives of the Electrical Workers, one adjournment was made necessary through the illness of Mr. Peter White, and one through the illness of me, the said Commissioner.

Before the said enquiry had far proceeded, Mr. J. G. O'Donoghue appeared and took charge, at my request, of the said enquiry, for and on behalf of the said Local Union 353 of the International Brotherhood of Electrical Workers, and I desire to express my appreciation of the services he rendered to me as Commissioner during the time he acted as counsel.

I find the following facts:

One. The said strike and its consequences followed after certain proceedings were had, under and by virtue of the Industrial Disputes Act. The said Electrical Workers, and certain machinists, blacksmiths, pattern makers, brass moulders and core-makers in the employ of the Toronto Railway Company had,

it appeared, become dissatisfied with the wages they were receiving, and with the working conditions of their employment, and, because of this they asked for and were granted by the Minister of Labour a Board of Conciliation under the Statute in that behalf.

Two. Such Board, as finally constituted, was composed of His Honour Judge Denton as Chairman, Mr. W. H. Harper, as the Representative of the Employees, and Mr. W. H. Moore as the Representative of the Employers—the Toronto Railway Company.

Three. Prior to the meetings of such Board, the dispute between the machinists, blacksmiths, pattern makers, brass moulders and core-makers, on the one hand, and the Toronto Railway Company on the other, had been amicably adjusted, and, therefore, the machinists and the others herein just mentioned withdrew from the reference, which then proceeded, only so far as the dispute was concerned between the Toronto Railway Company and the Electrical Workers being employees of the said Railway Company.

Four. On the 2nd day of September, 1919, the said, His Honour Judge Denton and W. H. Harper, signed a majority report, and a copy thereof is attached hereto marked "B." The said W. H. Moore was unable to agree with the findings of the other two, and he, on the same day, signed a minority report, and the minority report is attached hereto marked "C."

Five. The report and minority report were forwarded to the Honourable the Minister of Labour at Ottawa on the 3rd day of September, 1919, in accordance with the Statute in that behalf, which enacts "That the Board's report and recommendation shall be sent to the Minister in writing (6 and 7 Edw. VII., cap. 20, sec. 27) and the Minister shall then cause a copy thereof to be sent to the parties to the dispute" (sec. 28).

Six. The said James T. Gunn, as Representative of the said Electrical Workers, appeared before the said Board in their behalf, and was aware

of all that transpired before the said Board from day to day.

Seven. The said James T. Gunn became aware, and had full knowledge, as early as Saturday, the 30th day of August, of the purport of the majority report of the said Board, as it affected the Electrical Workers. He claims that he "sensed," during the hearing, what the findings of the said Board would be. Whether he "sensed," to the full extent of his knowledge, or whether he acquired his knowledge in any other way, it is, I think, unnecessary for me to say. It is sufficient to find the fact, as I do, that he then on Saturday, the 30th day of August, knew the full purport and effect of the said report; then concluded but not signed until the following Tuesday, as it affected the said Electrical Workers; and I further find the fact to be that at the meeting of the workers on Sunday, the 31st day of August (the next day) he communicated his knowledge to them, and they, or a minority of them, were dissatisfied, disappointed, and more or less angry with him, because, as they believed, he had failed to secure for them the schedule of wages they desired on the basis of an eight hour day. I cannot refrain from adding, however, that whatever was the effect of the Board's finding, beneficial or the reverse to the said workers, no one could or should question for one moment the perfect good faith of the said James T. Gunn towards them, whom he represented, or his loyalty towards his Union, which was and is true, sincere and self-sacrificing. Conscious of this he felt 'piqued' (to use his own word) at the unjust attitude of the workers toward him.

Eight. It was known to His Honour Judge Denton that a spirit of unrest, more or less serious, existed among the said Electrical Workers. Of the causes for this unrest, as I was told them, I shall speak hereafter. Because of this unrest, however, and in order to allay it as speedily as possible, so far as he could, he desired to furnish copies of the said report to all parties concerned

with the least possible delay, and to this end, when forwarding the reports as aforesaid, to the Honourable, the Minister of Labour, he asked permission of the said Minister to hand out the said reports in advance of the time when they would reach the parties in the ordinary course. The Minister of Labour at once acceded to this request, and his telegram granting it, reached Toronto between 10 and 11 a.m. on Wednesday, the 3rd day of September, but it did not reach the hands of His Honour Judge Denton, nor was it read by him, before one o'clock of the said 3rd day of September. He then endeavoured to reach the said W. H. Moore to inform him of his permission, and was able to, and did deliver to him by messenger the said majority report by three o'clock of the same afternoon.

Nine. The reports reached the offices of the Toronto Railway at forty-seven minutes past three o'clock of the same afternoon, but for the reasons herein-after given, did not reach the General Manager personally, nor did he know of their "delivery out" until at the earliest, seven o'clock the same evening.

Ten. The reason for the facts related in the next preceding paragraph is that the General Manager, namely Mr. R. J. Fleming, was absent from his offices during the entire afternoon from before noon of that day, first in attendance at the Toronto Exhibition, and then without returning to his offices, at some road construction work then being done opposite his farm property, east of Toronto on the Kingston road.

Eleven. His Private Secretary, Mr. Leonard Smith, made all and continued efforts to locate him, 'phoning to every place where he thought he might be, but because of his change of movements during this afternoon was unable to reach him, and it was not until twenty minutes past five that he did get in touch with the said General Manager, or rather I should say, that the General Manager got in touch with him. The said General Manager, while returning from the Kingston road, saw that the

cars had stopped running. He then called up by 'phone the said Leonard Smith to know what this meant, as, at first, he assumed it was caused by the dropping of an overhead wire. He then, for the first time, at 5.20 p.m., learned that there was a strike. He thereupon hurried to his office, and reached there at 5.30 p.m. Almost immediately he was joined by the Mayor, Mr. Harris and Mr. Russell, and all were closeted together for some time over these unexpected events.

Twelve. The reports, with their schedules attached, cover not less than twelve typewritten pages, foolscap size, and it is reasonable to say required some time for perusal and consideration, in order to decide whether there should be that acceptance or refusal contemplated by the Statute. It is fair to say that, had said Fleming received them immediately on his arrival, it would take until 6 p.m. at the earliest before he could decide, but a perusal just then was prevented because of the interview at the time with the Mayor, Mr. Harris and Mr. Russell referred to in the next preceding paragraph. On their leaving his office, he was handed the reports, and the time now was about 7 p.m. This was the first he knew of the reports having been "delivered out." He had been informed by Mr. W. H. Moore on Tuesday morning that the reports had been signed and were ready, and he asked the said Moore, if he, the said Moore, was at liberty to disclose their purport and effect, but the said Moore replied "No, that the Conciliation Board had been sworn to secrecy (or words to that effect) and he, the said Fleming, had no knowledge or intimation when the said reports would be "delivered out," nor had he any knowledge or intimation that the said reports would reach him otherwise than in ordinary way, namely, through the statutory channel, which in this case at the earliest, could not and would not be until Thursday morning, the 4th September, by postal delivery from Ottawa.

Thirteen. At 5 o'clock on Wednesday,

the 3rd day of September, the cars stopped. The power was "off," because of the action of the said Electrical Workers, and not a car moved until nine o'clock the same evening.

Fourteen. Prior to this, on the 14th day of May, the machinists, through the executive of the Metal Trades Council, had presented to the railway, by letter, a schedule of wages, a discussion of which was requested any time between the 14th of May and the 15th of June, but no reply was received to this communication, and on the 18th of June the Secretary of the Metal Trades Council wrote again asking for a meeting on behalf of the employees coming under the jurisdiction of Metal Trades Council, and on the 20th of June a reply was sent to the Secretary of the Metal Trades Council from the Railway Management asking what class of their employees came under the Metal Trades Association. Here I point out that whatever delay, if any, there was for which the Railway Management was to blame, the delay was one affecting the Machinists of the Metal Trades Council, and a satisfactory settlement had thereafter been come to between them and the said Railway, so that they do not and have not complained of this delay, and I fail to see why the Electrical Workers should now borrow a complaint of the Metal Trades Council, which latter, they themselves neither make nor set up. Nevertheless, if I am permitted to do so, I would declare that there was delay in replying to the said letter of the 14th May on the part of the railway, only part of which can be satisfactorily accounted for, in the necessary routine involved in laying before Mr. Clarke, Mr. McCrae and Mr. Deacon, in the Machinist Department of the said Railway, the schedule attached to the said letter of the 14th May, for their investigation and report in the usual way.

Fourteen (a). Then on the 26th of June, an application for a Board was made to the Minister of Labour, and by him granted, and the Department of Labour is absolved by Mr. O'Donoghue

from all blame for the delays which he maintains theretofore and thereafter followed. It must be noticed that the request for a Board of Conciliation was at first in behalf of the said Electrical Workers, and certain Machinists, Blacksmiths, Patternmakers, Brass Moulders and Core Makers, as mentioned in the first paragraph of this my report, and that negotiations went on for a settlement so far as all were concerned, but by the end of July a settlement had been amicably arrived at, so far as all were concerned except the said Electrical Workers. If the period between the 26th of June and the end of July achieved this settlement, then, whatever delay there was, was a wise delay. Regrettable delays had taken place in the formation of the Board, some because of necessary changes in its personnel. For instance His Honour Judge Gunn had been selected and approved of as Chairman. Afterwards it was discovered that he was unable to act, and a new Chairman had to be chosen and then approved of. Inasmuch as the new Chairman had been selected and approved of without reference to the Railway some slight misunderstanding and delay arose over this fact. Mr. Moore, chosen to represent the Railway, was called to Washington. His absence caused further delay. When he returned it was found that the time thereby lost now prevented Mr. Frederick Bancroft from acting as the Representative of the men. Another had to be chosen in his place and approved of. This resulted in more delay. Prior to Mr. Moore's selection by the Railway, the statutory period for the naming of their representative had passed, and the Department at once drew their attention to this fact. It was explained that the then absence, and for some days before, of their proposed nominee prevented the railway from getting his consent to act, and they could not obtain it until his return. Then during the negotiations trouble had arisen in the running of the Railway, which resulted in the taking over of the same by the Ontario Railway Board, and

before the Toronto Railway was restored to its management, a delay of three or four days had occurred. During this interval Mr. Harris was appealed to by the Electrical Workers, for an adjustment of their demands, but he considered he had no jurisdiction because the Workers were not the Employees of the Ontario Railway Board. He was right.

These are all provoking delays which exasperated the employees, and they blamed the Railway therefor, judging the Railway officials upon what they claimed was their reputation for delay, rather than from the facts of the particular matters, then leading up to the formation of the Board. Reputation, like suspicion, is rarely a safe guide to judgment, but with that I have nothing to do. I am of the opinion, that under the complicated circumstances existing throughout, the delays that did occur were more or less unavoidable, and not unreasonable. But on the 28th day of August, the Board was sitting, and had then been in session for 5 or 6 days, and was then hurrying to a conclusion, with all expedition, and without unseemly haste, so that whatever causes had existed, and causes did exist, for dissatisfaction at delays, these causes at this time had ceased to continue. Nevertheless, at a meeting of the Union on the 28th of August, and at the adjourned meeting on the next night, dissatisfaction was felt and expressed and unrest shown, and this to such an extent as to call from both Mr. Harper and Mr. Gunn on different nights strong expression that the men should do nothing, but should wait until the report of the Board was handed out.

I am of the opinion, and I find the fact to be, that before the Board had finally concluded its work, but after they had determined upon a wage-scale, and working conditions, there were other causes for dissatisfaction and disappointment. I do not say they were just. I am here dealing merely with the fact. Upon the top of distrust at delays, wrongly suspected of being deliberate, came the disappointment at the wage

scale and working conditions, as established by the Board. It was known by the Electrical Workers, on Sunday, the 31st day of August, as related in the seventh paragraph of this my report, that the Board, while granting shorter hours, had failed to so increase the wage scale per hour as to equal in some cases the pay they had been getting for a ten hour day. This worked a hardship, and perhaps was unintentional. The men, as I have already stated, or some of them, adversely criticized the said Gunn for this outcome. At the sittings of the Board he had been 'phoned to by Mr. Noble that some of the men objected to a request for 44 hours, that they wanted longer hours. This was the first he, Gunn, had heard of it, and he was surprised. He, resting under this (as he felt it unjust) criticism, became anxious to see the Manager of the Railway, on his own personal account, as well as and more particularly on account of the men, to get rectified, if possible, what they conceived to be an injustice, and to have a wrong to them, made right. He felt, so he says, that he was under great responsibility.

Fifteen. The end came on this Sunday afternoon, when the workers concurred in an amended schedule of wage and working conditions, and unanimously voted for extreme action. The wording of the resolution is as follows:

That the Award be dated back to July 4th. That the Committee be instructed to indicate to R. J. Fleming that if this amended schedule be not signed and agreed to by 4 o'clock p.m. Wednesday the men will take action at 5 o'clock same day. That advisory committee be authorized to call the men out after speaking to Bro. Gunn on the matter.

Sixteen. It is not contended otherwise than that the Award referred to is the award of the said Board of Conciliation, whose proceedings were then pending, and that the amended schedule was a proposed amendment to that award. Mr. Gunn candidly puts it "That the Conciliation Board were dealing with the very matter that 'they' dealt with, although it has no reference to the Conciliation Board. It is dealing with the

same thing" (p. 229 of evidence, line 30).

It is due to Mr. Gunn to state that he counselled moderation, and asked the men to wait the final giving out of the award, though he did not say to them that it would be illegal to strike pending the proceedings of the said Board. (6 and 7 Ed. VII., cap. 20, sec. 56).

Seventeen. Thereafter the said James T. Gunn made several attempts to secure a conference with the said Fleming. As Monday was a holiday nothing was done on that day; but on Tuesday about 10 o'clock a.m. he got Mr. Hubbard on the 'phone. Mr. Hubbard is Assistant to the General Manager, and Mr. Gunn's request was for an appointment with Mr. Fleming, for 3 o'clock that afternoon, Mr. Hubbard replied to the effect that he thought as the preceding day had been a holiday, Mr. Fleming might have been out of town. He had not yet returned, but he would let Mr. Gunn know later on. In the course of this conversation Mr. Gunn explained that his business was in connection with the men's case, that they were discontented with the delay. Then Mr. Hubbard remarked that Mr. Fleming did not like to be tied up to conference for the afternoon, and that if he came in would it be agreeable to Mr. Gunn to meet him earlier in the day. Mr. Gunn at first "seemed disinclined to change the hour, it had to be three o'clock in the afternoon, but finally he said he thought he could meet Mr. Fleming around noon time. Then Mr. Hubbard asked him to ring him up about 11 or 11.30, and he would let him know what could be done, and at this Mr. Gunn said "all right," but Mr. Gunn did not 'ring up' again, nor did Mr. Hubbard get any further word from him until about 2.30 p.m., and then he told Mr. Gunn that Mr. Fleming had had a dinner engagement at the Exhibition at 12 (noon) and was at the Exhibition during the afternoon, and later on at the Massey Hall, and that if he would be in, it would not be until 4.30 or 5 p.m. Then it was, according

to Mr. Hubbard that he, Gunn, used the word "trouble" and that he could "hold this thing over until 10 a.m. next day, but he did not know what he could do after that." This ended the conversations between Mr. Gunn and Mr. Hubbard, who heard nothing more from Mr. Gunn. On Wednesday at 12.30 Mr. Hubbard left for the Exhibition and knew nothing of a strike until Wednesday evening between 6 and 7, and then the strike had been active for over an hour.

Eighteen. Mr. Gunn's recollection of this conversation with Mr. Hubbard is as follows: "It is very important" he said, "that I see Mr. Fleming if possible to-day," or words to that effect. "If I don't see him to-day by five o'clock there will be a bad 'tie-up.'" "I said 5 o'clock Tuesday because I wanted to impress him." Mr. Hubbard said, "What is the 'tie-up' for, is it over the award?" Then Mr. Gunn replied, "Yes, it is partly about the award." "Well," said Mr. Hubbard, "I don't know where Mr. Fleming is. He has gone out." It is unfortunate that this statement was made (if made) that there would be a tie-up that day, because, when that day passed and no tie-up (as none was intended) any warning the following day became less alarming. Again the statement that the object in seeing Mr. Fleming was in part about the award, was unfortunate, because the award, at this time, had not been handed out, nor were its contents known to any one except to the said Gunn. Then at 12.45 Mr. Hubbard saw Mr. Fleming, who had just come into his office, and he informed Mr. Fleming that Mr. Gunn had called him up. That he seemed fussy, that he wanted a conference that afternoon. That he must have at least half an hour—that the men were discontented. That there was going to be trouble unless he had this conference. Mr. Fleming replied, "I have the car waiting, I am going to the Exhibition grounds for dinner, and I can't take it up now."

Nineteen. About 9.30 a.m. the next day, Wednesday, the said Gunn got in contact with Mr. Leonard Smith, who is Secretary to the General Manager, and informed him that he wanted to know what the chances were for seeing Mr. Fleming on that day. Mr. Smith replied that he had not seen Mr. Fleming. That he did not know what his movements would be; that he was very busy; that he would take the message. Mr. Gunn replied, "that he wanted an interview," and "to let Mr. Fleming know on the first opportunity during the day." At 10.30 Mr. Gunn again called to know if he could arrange an appointment, and Mr. Smith, who had not yet seen Mr. Fleming, told him so. No intimation, on either of these occasions, was made by Mr. Gunn of the purpose of the proposed interview, though he did say it was important. About, or near to 12 o'clock, noon, Mr. Gunn again called up Mr. Smith, who again told him that he had not been able to see Mr. Fleming, but at this moment he heard people in the Board Room, and going in found Sir William MacKenzie, Mr. E. R. Wood and Mr. Fleming in conference. He then told Mr. Fleming that Mr. Gunn was anxious to get an appointment, and Mr. Fleming replied, "You see how busy I am, it will have to be a little later on in the day. You keep in touch with me." This was the first that Mr. Fleming knew that day of Mr. Gunn's desires and it is all from which he could gather that there was any immediate importance to be attached to an interview. Mr. Fleming left the Board room shortly afterwards with the other gentlemen, and when Mr. Gunn again called up, Mr. Smith replied that "Mr. Fleming had only been in for a second and he had not been able to arrange it." Then, for the first time, the said Gunn informed the said Smith of the reason for the appointment, saying to him that the men were talking of going out on strike at 5 o'clock. Mr. Smith replied, "Now, I know the importance of your message, I will do everything I can," and he did so, by

calling up each one of the various offices where Mr. Fleming might be, but without being able to reach him; the fact that Mr. Fleming had left for the Toronto Exhibition, where he remained until he proceeded east to the Kingston road, from whence he did not again reach his office until about 5.30 p.m. as heretofore related.

In the meantime Mr. Clulow, from the Mayor's office, called the Railway offices, and he got the same information from Mr. Smith. Supplementing the efforts, as above outlined, to see the said Fleming, he, the said Gunn, approached the Mayor, and the latter with no better success endeavoured to get in touch with said Fleming, failing which the Mayor tried to meet Sir William MacKenzie, but failed in this also. The said Gunn also made the attempt through the services of the said W. H. Moore, but he, too, failed to reach the said Fleming, adding that he supposed he must be out at his farm on the Kingston road.

Twenty. On these facts the said Gunn came to the conclusion that he, the said Fleming, was evading him. I do not come to the same conclusion, for it will be seen that Mr. Fleming had no knowledge that the men knew of the purport of the Award, and knowing of it, were dissatisfied with it, nor had he any knowledge at any time of the gravity of the situation, until after the strike was in full force and effect, nor did he know from any one what object Mr. Gunn had in asking for an interview.

It is manifest, I think, if the said Fleming had had any notion or suspicion that a strike was threatened or might take place, as and when it did, that he would have done everything he could to avert it (including an interview with Mr. Gunn), if for no other reason than to save the Company the financial loss it subsequently suffered because of the strike. All this is so self-evident that, to escape it, the view is advanced that the Railway Company really wanted the strike for some ulterior reason of its own. On the other hand, the said

James T. Gunn did know of the gravity of the situation, and against the possibility of failing to see Mr. Fleming he should have notified him by letter or telegram, of the unanimous vote of his Union. But this he failed to do. The Union claimed the right to alter the schedule of an award of which they had full knowledge, but of which the Toronto Railway knew nothing, and they demanded a conference to 'insist upon a different schedule before the time was ripe for such a conference.' Without being unjust to Mr. Gunn, I must add that he failed to convey, until it was too late, that the situation was serious. Perhaps it was the Oath of Secrecy binding upon Union men that restrained him from telling the Railway of the unanimous resolution passed on the previous Sunday. This oath of secrecy did restrain others of the workers from telling their "bosses" "what was in the air," and Mr. Gunn may have been similarly regardful of his oath. He certainly did try hard to get an interview, and had he succeeded the strike might have been averted, but there was nothing in his requests far different from previous requests in regard to other matters, as they reached the said Fleming until, as I have said, it was too late, and impossible to reach the said Fleming.

There is nothing in the resolution referred to, giving Mr. Gunn permission to inform the Railway authorities, and conscious of this, while insistent upon an interview, he held back any reference to "direct action," seemingly anxious to say nothing that would reveal the secrets of his Union, or give a warning to the Railway, which might be used, to the disadvantage of the men in the event of a strike. His loyalty restrained him. His position was a difficult one. Had he said too much he might have been blamed. Not saying enough he is now blamed.

Twenty-first. The plan of operation to strike was, first the appointment of the said Advisory Committee above mentioned. This Committee was ordered by

the resolution of the Union to call up James T. Gunn at 4 p.m. on the Wednesday in question, and if then the said Gunn replied that he had failed to see Mr. Fleming and to secure from him his signature to the amended schedule, the men should "go out" at 5 o'clock the same day. The said Gunn was accordingly "called up," and he answered, as the facts were, and at 5 o'clock p.m. over the entire city the cars stopped.

Twenty-second. The hour (5 p.m.) is the rush hour of the day. Men and women, employees in factories, clerks in stores, and citizens generally, after their daily work, depart for their homes. Many hundreds of people were put to grievous inconvenience. The cars stopped wheresoever the moment chanced to find them. In some cases at the intersections of streets, thereby causing obstruction. The police authorities required that these obstructions be removed, and the Railway Company sent motor trucks for the purpose. The day was Farmers' day at the Exhibition. Much inconvenience and anxiety was caused to visitors, in some instances actual distress to women and children, and the Management of the Exhibition suffered a loss of many thousand dollars. I give the facts. I refrain from comment.

Twenty-third. The said James T. Gunn, when 'phoned to between 4 and 5 o'clock on the Wednesday afternoon, could, up to a certain point, say only that which he did, but having said what in truth and honesty he was obliged to say, he should have gone further. He should have said that Mr. Fleming might not at that hour have received the report of the Board (as in fact he had not). That it then might be unlawful to strike (as in law I think it was). He could have said that Mr. Fleming's engagements possibly interfered with an interview (as in fact they did). He could have appealed to their reason and patience to continue peaceful and constitutional means, to attain the working conditions which they had discovered the reports denied them. I do not doubt, had this been done, the workers, as

reasonable men, would have been influenced by their business manager in whom, quite properly, they had full confidence. In fact Mr. Gunn said if Mr. Fleming "was prepared to grant an interview and talk things over," he was prepared to take the responsibility of going back to the men, when they 'phoned at 4 o'clock, and "postpone the thing for a couple of days." If he could take that responsibility in the one case, he could take it in the other. Again at p. 299 of his evidence, he said: "If the Company had seen fit to be decent and talk the matter over, I was prepared to tell the men, 'Let us have a talk and postpone the thing for a couple of days and see what comes of it.'" But he failed. He knew that the strike would hinge upon his answer. He gave that answer without adding information which might and doubtless would have prevented it, especially if he had said "Wait."

Twenty-four. The claim is made that after all blame for the strike rests with the Company, because a sufficient number of men were available to "carry on," apart from the strikers, but the Company failed to use them. The evidence fails to support this contention, and I find against it. It would be folly to stop the cars running in order thereby to secure certain ends, if at the time there were sufficient men available to keep the cars running. It is urged that the Company should have understudies. The fact is the company had assistants, but they, too, went out on strike, so this contention must also fail.

Twenty-five. While the strike was on a meeting was held at the office of the Toronto Railway some time after six p.m. There were present the Mayor and Mr. Harris and Mr. Russell, also Mr. Gunn, Mr. Stuart and Mr. Farquhar, and Mr. Fleming. At this meeting, as Mr. Gunn states, "there was a whole lot of discussion and heated recriminations." As it took place subsequent to the strike the words that passed at this meeting, or at any other subsequent meeting, are not important, except in so

far as they disclose admissions of responsibility for the previous strike. I find that no such admissions were made. The meeting resolved itself into an attempt to bring "order out of chaos." Mr. Fleming's proposition "that the men should go back to work and he would take up the whole question next morning," was conveyed to the men at the Labour Temple, but they "turned it down," and this fact was told to the Mayor and Mr. Harris, then waiting outside in the Committee room at the Labour Temple. These two gentlemen then returned to the office of the Railway and got from Mr. Fleming the letter, a copy of which is attached hereto marked "C." These gentlemen then carried the letter to the Labour Temple, and through their good offices, and that of the said James T. Gunn, the men voted in favour of its acceptance, and at 9.20 p.m. the service was resumed. The next morning on the advice and request of said Gunn, the workers accepted the award, and a copy of their letter to that effect is attached hereto marked "D."

Twenty-six. On the foregoing facts, I find:

(*First*). That the initial blunder was when on Sunday, the 31st August, the Brotherhood of Electrical Workers, 353, unanimously voted to strike, at a time when the "proceedings were pending" before the said Conciliation Board. The illegality of this Sunday afternoon action may be questioned, because the time to strike was fixed for a future date, and contingent on certain failures, but as on that future date, when the strike did take place, "the reference was still pending," because the award had not been published '*ubique partium*',—the moral obligation, if not the law, was against the strike, and primarily the said Brotherhood was and is responsible.

(*Second*). I find that, after that, the said James T. Gunn was responsible, for the reasons pointed out '*in extenso*', in the 23rd paragraph of this my report.

(*Third*). The causes for the strike are already given in detail, and I find them insufficient. To such causes I must add that of dissatisfaction at the wage scale and the working conditions. Considerable time was occupied in showing that the wages paid were not at all commensurate with the cost of living. With this feature I have nothing to do, but, I have to do with the fact that it was made a cause for premeditating a strike "pending a reference" to a tribunal as to the very wage scale and working conditions with which the men were dissatisfied. I therefore find that at the time and under the circumstances this cause was not a just cause, and its influence should not have prevailed. On the question of wages and working conditions, and other matters, the Electrical Workers have applied for another Board under the Industrial Disputes Act. This is the proper and wise course, and should have been taken without the intervention of a strike.

In conclusion, I desire to thank Mr. Sorley, K.C., and Mr. Hamilton, Mr. Peter White, K.C., and Mr. Symmes, for their invaluable and unremitting services.

All of which is respectfully submitted.
December 1, 1919.

EXHIBIT "C."

Toronto, Ont., Sept. 3, 1919.

His Worship,
Mayor Church,
Toronto.

Dear Mr. Mayor,—

Since your departure from me an hour ago I have had an opportunity of considering the Award of the Board of Conciliation relative to the question of wages, etc., as between the Companies and the employees therein mentioned, and on behalf of the Companies I hereby accept the Award.

Should there be any matters outside of the same that the employees or their representatives wish to see me about they can do so tomorrow morning, or any morning afterwards that may be convenient to them.

The Award did not come into the possession of the Companies until about four o'clock this afternoon, and I did not get back to the office until five-thirty, and knew nothing about it or its contents until within the last hour, so that no time has been lost in dealing with the same.

Yours truly,

ROBERT J. FLEMING.

EXHIBIT "D."

(Toronto Railway Co.,
Received Sept. 4, 1919,
Manager's Office.)

Toronto, September 4, 1919.

membership voted to accept the award of the Board of Conciliation appointed to enquire into the dispute between the Toronto Power Company, Toronto Electric Light, Toronto Street Railway Company, and their electrical employees.

I am instructed to advise you accordingly.

I am,

Yours faithfully,

JAMES T. GUNN,
Business Agent, Local Union 353.

R. J. Fleming, Esq.,
Toronto Street Railway Company,
Toronto, Ont.

This letter was received per 'special delivery' at 2.40 this afternoon, Sept. 4, 1919.

L. S.

Dear Sir,—

At a meeting of this Organization held in the Labour Temple on the 3rd instant, the

THE UNITED STATES STEEL STRIKE

Report of the Senate Committee of Investigation

THE report of the Labour Committee of the United States Senate, appointed on September 23, to investigate the strike of steel workers in the mills of the United States Steel Corporation, recommends the passage of a bill now before the Senate for the Americanization of aliens and the education of illiterates. The report also urges effective legislation against anarchy and revolution. A brief description of the dispute that led to the appointment of the Committee, together with a summary of its report, is given below.

The causes and course of this industrial battle are somewhat obscured by conflicting claims, but the chief point at issue is the unionizing of the steel mills. The strike itself is the culmination of a campaign for a settlement of grievances by collective bargaining. To this end, a National Committee, representing twenty-four affiliated steel workers' organizations, was convened last summer. Its chairman was John Fitzpatrick and

its secretary, William Z. Foster. The representatives of this National Committee repeatedly endeavoured to secure a conference with E. H. Gary, president of the United States Steel Corporation, who, it is claimed, ignored a personal letter from President Gompers, of the American Federation of Labour, and refused an audience to this National Committee which had waited upon him in New York. On August 28, Judge Gary wrote to the National Committee setting forth the reasons for declining to deal with labour unions and stating that the Corporation does not combat labour unions as such, but that it does not negotiate with unions because it would indicate the closing of the shops against non-union labour.

The National Committee officials requested President Wilson to effect a meeting between union labour and Judge Gary. The President in reply asked that the strike call, which had been fixed at any time after August 30, be rescinded until after the Industrial Conference. This was rejected by the National Committee, who then asked for a more

definite answer within forty-eight hours to their request, stating that further delay would adversely affect their interests. A telegram from President Wilson stated that he could give no promise of an immediate conference with officials of the United States Steel Corporation. Following this, the workers' officials issued an order calling a strike for September 22.

Twelve demands were made by the steel workers, six of which referred directly or indirectly to wages and hours of labour, the other six having reference to collective bargaining, the "check-off" for deducting union dues from the payroll, abolition of "company unions," abolition of physical examination of applicants for jobs, rule of seniority to govern in shop maintenance, and reinstatement of men discharged for union activity. These six demands could not be acceded to by the Steel Corporation without, it was claimed, admitting complete defeat of the "open shop"; nor, on the other hand, could they be renounced by the American Federation of Labour without admitting complete defeat on its part. According to the report of the United States Steel Corporation for 1918, the average pay for all employees of all grades, high and low, amounted to \$5.38 per day. The lowest wage paid for unskilled labour at present is \$3.50 and the highest \$6 per day. The wages for skilled workers are reported to range from \$7 to \$36 per day. The strikers sought a wage increase "sufficient to guarantee American standards of living." They also demanded an eight-hour day with one day's rest in seven. Previous to the war, the seven-day week had been practically abolished, but owing to the excessive demands of the war on the steel industry, the seven-day week was restored.

The territory over which the strike extended can be divided, roughly, into two big areas—the Pittsburg district and the Chicago district. During the course of the strike there was considerable violence and rioting, notably at

Gary, Indiana, where after the failure of the local police and militia to maintain order, Federal troops were called in. Bitterness was aroused by the alleged tactics of the State police. Union leaders charged that constitutional guarantees of the rights of free speech and free assembly had been nullified in Western Pennsylvania at the behest of the United States Steel Corporation. On the other hand, the Corporation officials contended that the strike leaders employed misrepresentation and intimidation in their methods to induce the illiterates and the aliens into staying away from their work. The charge was made also, that such union organizers as W. Z. Foster were active I.W.W. agents who were seeking control of the American Federation of Labour for the purpose of effecting a Soviet form of government by revolution; also, that the strike had the support of the I.W.W. organization.

The strikers claimed that from 300,000 to 350,000 workers went out, and that the same number of men continued to be out for more than a month after the strike had begun. Employers, however, claimed that some plants during that time were operating with from 50 per cent to 75 per cent of their normal staffs.

At the close of November it was reported that less than one per cent of the men who struck were idle. Many were reported to have returned to their old jobs, many others had received work elsewhere, and many foreign workers had returned to their own country. Seven lives were lost and 173 were injured in riots, street fights or clashes between pickets and workmen and guards.

The Senate Investigation

Congress intervened in the strike on September 23, by directing the Senate Labour Committee to institute an investigation to ascertain "if the situation can in any way be relieved by federal action." The Senate Labour Committee, whose chairman is Senator Kenyon, then made a searching enquiry into the

steel strike. It examined numerous witnesses, including foreigners, workers, skilled and unskilled; Judge Gary, president of the United States Steel Corporation; Samuel Gompers, president of the American Federation of Labour, and William Z. Foster, the secretary of the striking unions. This Senate Committee visited the strike districts and examined conditions in each.

Treating of the causes of the strike, the Senate Committee expressed the opinion that the walk-out was precipitated by the determination of the American Federation of Labour to organize the steel industry. Wages, it was held, were not a factor in the strike, as they were sufficiently high to give no reason for dissatisfaction. The hours of the workers, however, in the judgment of the Committee, are too long.

In its report to the Senate, dated November 3, the Committee criticizes Judge Gary, chairman of the United States Steel Corporation, for his failure to meet with the union representatives. It also severely criticizes the local police and the magistrate's courts in Western Pennsylvania for arrests and sentences of unwarranted severity.

The Committee finds that a large percentage of the men involved in the strike are foreigners unable to speak or to read the language of America. This, it finds, has led them to follow the more radical leaders of the strike who were ready to promise anything. It points to the necessity of shorter hours in order that these men may learn the American language and institutions.

The report has high praise for the patriotic attitude of Samuel Gompers and the American Federation of Labour in general, but gives evidence to show that in its opinion the I.W.W. were consistently "boring" into this organization and cites Foster as such a "borer from within" and calls upon the Federation to renounce such leadership.

Though the Committee was not empowered to determine remedies for the situation which it found, it suggests the measures which it believes will meet such contingencies as the failure of Judge Gary and the strike officials to get together, the prevalence of alienism and radicalism in the strike, and other conditions. It makes no suggestions, however, for the immediate settlement of the strike. Its general recommendations are:

First.—A board or commission, like the War Labour Board, with all powers short of compulsory arbitration, to investigate and if possible mediate strikes.

Second.—Passage of the Americanization bill already before Congress to assure the education and Americanization of illiterate foreigners and native illiterates.

Third.—Development of the policy of helping the workers to own their own homes as a measure tending to allay unrest. It suggests that the steel companies might well use some of their large profits in extension of home building.

Fourth.—A change in the naturalization laws that will require the naturalization of all aliens and their education, so that they can at least speak the language within five years after their arrival or else be deported. Also the suspension of further immigration until our present alien content can be assimilated.

Fifth.—Effective legislation against anarchists and revolutionists who would destroy the American Government.

COAL MINERS' WAGE DISPUTE IN THE UNITED STATES

THE November issue of the LABOUR GAZETTE (pages 1304-5) recorded the unsuccessful negotiations carried on in October between the representatives of the United Mine Workers of America and the coal operators in the Central Competitive Field with respect to the

schedule sought by the miners. On November 1, many thousands of miners went on strike, disregarding a temporary injunction of the Federal Court at Indianapolis, by virtue of which the United States Government sought to have the strike order cancelled.

Mr. Gompers on behalf of the American Federation of Labour sought a postponement of proceedings in the Federal Court, but was unsuccessful, and on November 8 the Government's application for a mandatory injunction ordering the leaders to cancel the strike order came up before the Federal Court at Indianapolis.

At about this time considerable publicity was given in the press to an analysis made by the United States Department of Labour of wages and hours in the coal mining industry. A survey made in the Hocking Valley district, which district is used as a basis for establishing rates in other bituminous fields, shows the average wages and hours during the period over which the survey was carried on to be as follows:

Occupation.	Hours worked in half month	Hours per day	Wages received in half month	Wages per hour
Brakemen.....	76.1	5.9	\$44.22	\$0.577
Bratticemen and timbermen.....	84.9	6.6	51.78	.606
Cagers.....	82.6	6.6	51.72	.631
Drivers.....	73.1	5.8	44.33	.605
Labourers.....	74.9	5.8	43.86	.575
Loaders.....	65.3	5.0	56.51	.802
Miners, hand.....	60.0	4.7	47.11	.784
Miners, machine.....	73.2	5.6	67.75	.947
Motormen.....	86.5	6.7	53.51	.619
Pumpmen.....	104.1	8.1	61.01	.577
Trackmen.....	82.4	6.4	49.23	.593
Trappers, boys....	71.5	5.7	24.26	.339
Average.....	67.5	5.3	49.04	.744

The report of the survey also throws an interesting light on the question raised by the miners as to abbreviated hours, which cut into possible earnings. It shows that while bituminous mines in general fell below full time operation, there was an even wider margin between the time of actual operation and

the average number of hours worked by the miners. It appeared to be generally conceded that some attempt should be made to stabilize working hours and prevent unemployment, improving conditions which during the past year had reduced the weekly average of work to as low as 24 hours during the slack months, while the average for the year was only slightly higher than 30 hours a week.

On November 8, the miners' officials sought in the United States District Court a stay of injunction proceedings for a week in the hope that meanwhile the strike might be settled. The court, however, took the position that the case was too important to admit of any delay, and proceeded to take up the miners' motion that the injunction be dissolved. The miners based their motion on charges that the Government was without authority to interfere in disputes between employers and employees arising out of wage controversies, and in this connection cited the Clayton Act of 1914 as authority. The miners also declared that the Lever Act, under which Government suit was brought, was effective only during the war, and that the war had "ceased progressively," thus making the law ineffective. The miners protested against the re-establishment of the Fuel Administration without the consent of Congress, and disputed the power of the Government to deprive them of their strike funds without "just cause or compensation."

The Government action against the strike leaders was based on the provisions of the Lever law which made it a crime to conspire to limit the production of food or fuel while the United States was in a state of war. To establish the

point of property rights the argument was advanced that if operations were curtailed on the railroads as a result of the strike the United States Government would have to make additional payments to the railroads in order to bring their incomes up to the amount guaranteed them by the Government. The dissolution of the injunction was not allowed by the Court. Against this decision the miners filed notice of appeal.

The American Federation of Labour then took the occasion to issue a manifesto, the chief points of which were: The right of the miners to improved living conditions; that the strike order reflected the actual wish of the men through their chosen delegates; a protest against the Government's methods of restraining the leaders by an injunction; an accusation that the Government had broken its pledges made in 1917 that the Lever Act should not be used against Labour in its efforts to obtain better working conditions; a declaration that the American Federation of Labour supported the miners in all their demands.

After three days of deliberation the miners' officials decided to comply under protest with the Federal Court's mandate, stating as a reason for their decision that they could not fight the Government. An order was accordingly issued on November 11, rescinding the strike order. Mr. W. B. Wilson, Secretary of the Department of Labour, then issued an invitation to the miners and operators of all the coal fields involved in the strike to meet in Washington on November 14, for the purpose of negotiating a basis of settlement. This offer was accepted by both sides. At the opening session of the conference the Secre-

tary of Labour stated that the miners' demands for a 30-hour week and 60 per cent increase were impossible on account of the varying demand for coal and difficulties of transportation; but that the operators must not continue to maintain their attitude of resistance to changes made necessary by the increased cost of living. The Secretary then made the following proposals to aid the two factions in arranging a new wage agreement: (1) Negotiation through joint wage scale committees representing all districts. (2) Negotiation through concurrent sessions of committees from various districts. (3) Negotiation first of an agreement in the Central Competitive Field, and then of agreements for other fields with that of the Central district as a basis. After a lengthy discussion it was agreed to take up the settlement of wages and labour conditions in the Central Competitive Field only. At this stage the operators alleged that the Court injunction to call off the strike was not being obeyed. The miners' officials replied that the mandate required that the strike order be rescinded and that this had been done; and, further, that the court had affirmed the rescinding order sent out. The Court order, they claimed, "did not order men back to work." The Secretary of Labour stated that the Government had no present intention of prosecuting workers who arrange or agree to stay away from the workings in violation of the Lever Act, but should the future situation warrant, the Department of Justice would use the evidence now in hand against certain mine and district leaders. The Secretary also asserted that the miners' demand for a 60 per cent wage increase was impossible, but he urged the offer

and acceptance of an advance commensurate with the rise in the cost of living.

While the above conference was taking place in Washington, the State of Kansas was preparing to take over the control of large mining properties within the State on the ground that the operators were violating their charters by suspension of the mines since November 1. The State charged the operators with violation of the anti-monopoly law in having refused to open the mines, and with having made illegal agreements concerning prices. The preparation for state control, however, proved distasteful to both sides and the project was finally abandoned owing to a threatened multiplicity of legal proceedings.

The Washington conference having accomplished nothing, Dr. H. A. Garfield, on November 18, acting on direct orders from the Cabinet, resumed his war time authority as Fuel Administrator and called a joint meeting of the miners' and the operators' scale committees. On November 20 the operators offered a flat increase of 15 cents a ton on coal mined and a 20 per cent increase for day workers. These proposals, the operators claimed, would result in an increase in the price of coal of from 30 to 40 cents a ton, which increase would have to be paid by the public. This offer the miners rejected, together with the suggestion that any rise in price should be borne by the public. The miners then made a counter-proposal of a 40 per cent increase, a seven-hour day, and a half-holiday on Saturday. Comparative data on increases in the cost of living and wage advances to miners since 1914 was submitted by the Secretary of Labour upon which figures he based a proposal for a wage increase of approximately 31

per cent. At the same time he voiced the Government's attitude that both sides must find a solution which will place no additional burden on the public. The Secretary's proposal for a 31 per cent increase was accepted by the miners but rejected by the operators, who stated that it would mean an increase of 75 or 80 cents a ton at the mines. The operators expressed their willingness to turn over their mines to the Government if decisive action should become necessary to secure production.

On November 26, the Fuel Administrator announced the Cabinet's decision of a wage advance of 14 per cent for all mine workers, for maintenance of governmental control over coal prices, and that no increase in prices should be made at the present time. In reply to a question from the miners, the Fuel Administrator stated that the Secretary of Labour had made his proposal as a mediator merely to facilitate negotiations, but that it was the duty of the Fuel Administrator to fix prices. He also stated that according to the Bureau of Labour statistics, the cost of living had risen 79.86 per cent since 1913, and that the amount necessary to bring the average wages of mine workers up to this point at the present time was 14 per cent. The operators accepted the ruling, though they expressed the opinion that without any increase in selling price the elimination of profits would be such that many mines would be forced to close down. The miners expressed considerable dissatisfaction, and at the end of November there was some speculation as to whether the wage increase would be sufficient to induce enough men to return to the mines in time to avert the threatened coal famine.

STRIKES AND LOCKOUTS IN THE UNITED KINGDOM DURING OCTOBER, 1919

THE following details with regard to strikes and lockouts in the United Kingdom during October, 1919, based on returns from employers and workpeople, are taken from the November issue of the British *Labour Gazette*:

NUMBER AND MAGNITUDE.—The number of trade disputes beginning in October was 53, as compared with 90 in the previous month, and 79 in October, 1918. In these new disputes about 13,000 workpeople were directly, and 12,000 indirectly, involved. In addition, over 600,000 workpeople (mainly in the railway service and in iron foundries) were involved in disputes which begun before October and were still in progress at the beginning of the month, giving a total of nearly 630,000 workpeople involved in disputes in October, 1919, as compared with about 640,000 in September, 1919, and 68,000 in October, 1918. In the following table the new trade disputes for October are summarized by groups of trades:

Groups of Trades.	No. of disputes	No. of workpeople involved
Building.....	6	262
Coal mining.....	5	4,349
Engineering and shipbuilding.....	4	3,608
Other metal.....	5	14,490
Textile.....	7	378
Clothing.....	3	150
Transport.....	5	262
Other trades.....	13	1,481
Local authority services.....	5	161
Total, October, 1919....	53	25,141
Total, September, 1919...	90	587,664
Total, October 1918.....	79	60,400

CAUSES.—Of the 53 new disputes, 32, directly involving 4,500 workpeople, arose on demands for advances in wages; seven, directly involving over 1,000 workpeople, on other wages questions; seven, directly involving nearly 1,000 workpeople, on questions respecting the employment of particular classes or persons; two, directly involving over 3,500 workpeople, in sympathy with other disputes; and five, directly involving nearly 3,000 workpeople, on other questions.

RESULTS.—During the month settlements were effected in the case of 26 new disputes, directly involving about 10,000 workpeople, and 28 old disputes, directly involving 7,000 workpeople. Of these new and old disputes, eight, directly involving nearly 1,000 workpeople, were settled in favour of the workpeople; 14, directly involving about 3,000 workpeople, in favour of the employers; and 32, directly involving 13,000 workpeople, were compromised. In the case of 17 other disputes, directly involving about 5,000 workpeople, work was resumed pending negotiations.

AGGREGATE DURATION.—The number of working days lost in October by disputes which began or were settled in that month amounted to about 2,594,000. In addition, 1,941,000 working days were lost owing to disputes (*e.g.*, that in the ironfounding industry) which began before October and were still in progress at the end of the month. Thus the total aggregate duration in October of all disputes, new and old, was 4,535,000 days, as compared with 2,954,000 days in September, 1919, and 282,000 days in October, 1918. It should be noted that October, 1919, included five days of the railway dispute.

LEAGUE OF NATIONS INTERNATIONAL LABOUR CONFERENCE

THE first International Labour Conference, convened under the authority of the Treaty of Peace, assembled in Washington, D.C., on October 29, and concluded its labours exactly one month later on November 29. The purpose of this organization is to promote the international regulation of labour conditions.

It was the first time that representatives of governments, and of employing and employed interests assembled in an international conference to consider labour problems. The agenda of this first conference had been fixed in the Peace Treaty and the proceedings in Washington were entirely confined thereto. The matters under consideration related to the permanent organization of the International Labour Body and the following specific subjects of reference, namely: The application in the countries represented of the principle of the eight-hour day or forty-eight-hour week, the question of preventing or providing against unemployment, various proposals relating to the employment of women and children and the prohibition of the use of white phosphorus in the manufacture of matches.

Considering the diversity of the interests represented, it was the general feeling that the discussions and decisions of the Conference gave evidence of a sincere desire on the part of the participants to fulfil the purposes for which the organization had been created. As in the case of the National Industrial Conference which assembled in Canada in the month of September last, the intercourse between employers and employees and the various governmental authorities concerned undoubtedly made for better understanding all round. It is, of course, impossible, within the limited space of a single article, to do more than summarize the month's proceedings of this important gathering. The concrete results of the Conference are embodied in six draft conventions* and

six recommendations* which are now being referred to the different countries participating for the enactment of appropriate legislation or other action.

Labour Features of Treaty of Peace

The following general principles are enunciated in the Treaty of Peace as comprising the methods and principles for regulating industrial conditions which all industrial communities should endeavour to apply so far as their special circumstances will permit:

The High Contracting Parties, recognizing that the well-being, physical, moral and intellectual, of industrial wage-earners is of supreme international importance, have framed, in order to further this great end, the permanent machinery provided for in Section I and associated with that of the League of Nations.

They recognize that differences of climate, habits and customs, of economic opportunity and industrial tradition, make strict uniformity in the conditions of labour difficult of immediate attainment. But, holding as they do, that labour should not be regarded merely as an article of commerce, they think that there are methods and principles for regulating labour conditions which all industrial communities should endeavour to apply, so far as their special circumstances will permit.

Among these methods and principles, the following seem to the High Contracting Parties to be of special and urgent importance:

First.—The guiding principle above enunciated that labour should not be regarded merely as a commodity or article of commerce.

Second.—The right of association for all lawful purposes by the employed as well as by the employers.

Third.—The payment to the employed of a wage adequate to maintain a reasonable standard of life as this is understood in their time and country.

Fourth.—The adoption of an eight hours day or a forty-eight hours week as the standard to be aimed at where it has not already been attained.

Fifth.—The adoption of a weekly rest of at least twenty-four hours, which should include Sunday wherever practicable.

*The full text of these conventions and recommendations appears at the close of the present article.

Sixth.—The abolition of child labour and the imposition of such limitations on the labour of young persons as shall permit the continuation of their education and assure their proper physical development.

Seventh.—The principle that men and women should receive equal remuneration for work of equal value.

Eighth.—The standard set by law in each country with respect to the conditions of labour should have due regard to the equitable economic treatment of all workers lawfully resident therein.

Ninth.—Each State should make provision for a system of inspection in which women should take part, in order to ensure the enforcement of the laws and regulations for the protection of the employed.

Without claiming that these methods and principles are either complete or final, the High Contracting Parties are of opinion that they are well fitted to guide the policy of the League of Nations; and that, if adopted by the industrial communities who are members of the League, and safeguarded in practice by an adequate system of such inspection, they will confer lasting benefits upon the wage-earners of the world.

Under the provisions of the Peace Treaty, a period of one year from the closing of the Conference is allowed, or in exceptional cases up to eighteen months, to bring the conventions and recommendations of the Conference before the parliaments or other competent authorities of the countries concerned for acceptance or otherwise. The Treaty further directs that if no legislative or other action is taken on a recommendation to make the same effective, or if a draft convention fails to obtain the consent of the authority or authorities within whose competence the matter lies, no further obligation shall rest upon the country concerned. It is provided in article nineteen of the Labour Convention of the Treaty of Peace that in the case of a federal state, the power of which, to enter into conventions on labour matters, is subject to limitations, it shall be at the discretion of that government to treat a draft convention to which such limitations apply as a recommendation only, and the provisions of the article of the labour convention with respect to recommendations shall apply in such case.

The membership of the International Labour Conference, which is part of the machinery of the League of Nations, comprises all the countries members of the League. The arrangements for the convening of the first Conference were made by the Government of the United States and an International Organizing Committee, consisting of seven members appointed by the United States, Great Britain, France, Italy, Japan, Belgium and Switzerland.

Thirty-eight countries were represented by delegates at the Washington Conference, as follows: Argentina, Belgium, Bolivia, Brazil, Canada, China, Czecho-Slovakia, Columbia, Denmark, France, Great Britain, Greece, Guatemala, Haiti, India, Italy, Japan, Luxembourg, Netherlands, Nicaragua, Norway, Panama, Paraguay, Persia, Peru, Poland, Portugal, Roumania, San Domingo, San Salvador, Siam, Kingdom of the Serbs, Croats and Slovenes, South Africa, Spain, Sweden, Switzerland, Uruguay, and Venezuela.

Under the terms of the Convention, each state adhering thereto is entitled to four delegates in the Conference, two of whom shall be Government delegates and the two others shall be delegates representing respectively the employers and the workpeople of the country, chosen in agreement with the industrial organizations, if such organizations exist, which are most representative of employers or workpeople, as the case may be, in the respective countries. Each delegate is entitled to be accompanied by advisers not exceeding two in number for each item on the agenda of the meeting. Provision is also made that when questions specially affecting women are to be considered by the Conference one, at least, of the advisers should be a woman. It may be of interest at this point to note that there were nineteen women present in the capacity of advisers, and that on several occasions women addressed the Conference on subjects pertaining to the employment of women and children and also took part in the Committee proceedings. In a number of cases the male

advisers acted as substitutes for the delegates during the Conference and committee proceedings.

The meetings were most appropriately held in the Pan-American Building, which is dedicated to the peace and progress of the Americas. Hon. W. B. Wilson, Secretary of Labour of the United States, presided at the opening meeting and afterwards was elected by the Conference as its first President. Three Vice-Presidents were also elected as follows: Rt. Hon. George N. Barnes, Great Britain, on the nomination of the Government delegates; M. Jules Carlier, Belgium, on the nomination of the employers' delegates; and M. Léon Jouhaux, France, on the nomination of the employees' delegates. Mr. H. B. Butler, C.B., of London, England, who had acted as Secretary of the International Organizing Committee, was chosen as Secretary-General of the Conference. Reference is made at a later point in the present article to the officers and personnel of the Governing Body.

All of the proceedings were conducted in English and French, and addresses delivered in other languages were translated into both English and French as the discussions proceeded. The printed report of the proceedings was also issued in Spanish.

The total number of delegates present at the Conference was 122 and the total number of advisers 150.

The Canadian Delegation

The Canadian delegation was one of the most complete representations at the Conference and took an important part in the proceedings both of the Conference and of the various committees which were established in connection therewith. Both of the Government delegates from Canada were Ministers of the Crown, and these were assisted as advisers by three officers of the Dominion Public Service, and by representatives designated by each of the nine provincial Governments, in response to an invitation extended by the Government

of Canada. Some of the items on the agenda related to matters falling within the jurisdiction of the provinces and the appointment of certain of the advisers on the recommendation of the different Provincial Governments, thus bringing the Conference and the Governments concerned into direct contact was deemed to be of general advantage. The Provincial Governments responded cordially to the invitation and each Provincial Government save Prince Edward Island named for appointment a Minister or a leading official. Prince Edward Island named the Hon. W. L. Mackenzie King, M.P., Leader of the Dominion Opposition.

The delegate on behalf of the employers was appointed on the nomination of the Canadian Manufacturers' Association, and the delegate on behalf of labour on the nomination of the Trades and Labour Congress of Canada.

Government Delegates:

The Hon. Gideon D. Robertson,
Senator and Minister of Labour of
Canada.

The Hon. Newton W. Rowell, K.C.,
M.P.,

President of the Privy Council of
Canada, and Acting Secretary of
State for External Affairs.

Advisers:

Mr. F. A. Acland,
Deputy Minister of Labour of
Canada.

Mr. Loring G. Christie,
Legal Adviser to the Department
of External Affairs of Canada.

Mr. Daniel A. Cameron, of Sydney.
Member of the Provincial Legisla-
ture of Nova Scotia.

The Hon. C. W. Robinson, of Moncton,
Member without portfolio of the
Government of the Province of
New Brunswick.

The Hon. W. L. Mackenzie King,
C.M.G., M.P., of Ottawa,
Leader of the Dominion Opposition,
and former Minister of Labour of
Canada.

Mr. Louis Guyon, of Montreal,
Deputy Minister of Labour for the
Province of Quebec.

Dr. Walter A. Riddell, of Toronto,
Deputy Minister of Labour for the
Province of Ontario.

The Hon. Thos. H. Johnson, of Win-
nipeg,
Attorney General for the Province
of Manitoba.

Mr. T. M. Molloy, of Regina,
Secretary of the Bureau of Labour
for the Province of Saskatchewan.

The Hon. C. R. Mitchell, of Ed-
monton,
Provincial Treasurer of the Pro-
vince of Alberta.

Mr. J. D. McNiven, of Victoria,
Deputy Minister of Labour for the
Province of British Columbia.

Secretary (and Adviser):
Mr. Gerald H. Brown,
Secretary of the Reconstruction
Committee of the Government of
Canada.

Employers' Delegate:

Mr. S. R. Parsons,
President, British American Oil
Company, Limited, Royal Bank
Building, Toronto.

(Appointed on the nomination of the
Canadian Manufacturers' Associa-
tion.)

Advisers:

Mr. Sam Harris,
The Harris Lithographing Com-
pany, Ltd., Toronto.

Mr. J. T. Stirrett,
General Secretary, Canadian Manu-
facturers' Association, Toronto.

Mr. E. Blake Robertson,
Ottawa Representative, Canadian
Manufacturers' Association, Ot-
tawa.

Mr. J. B. Hugg,
Canadian Manufacturers' Associa-
tion, Winnipeg.

Mr. J. G. Merrick,
Secretary, Employers' Association,
Toronto.

Workers' Delegate:

Mr. P. M. Draper,
Secretary-Treasurer, Trades and
Labour Congress of Canada, and
President, Ottawa Typographical
Union.

Advisers:

Mr. Tom Moore,
President, Trades and Labour Con-
gress of Canada, Ottawa.

Mr. Arthur Martel,
Vice-President, Trades and Labour
Congress of Canada, Montreal.

Mr. Robert Baxter,
Vice-President, Trades and Labour
Congress of Canada, Sydney.

Mr. David Rees,
Vice-President, Trades and Labour
Congress of Canada, Vancouver.

Mrs. Kathleen Derry,
Member, Boot and Shoe Workers'
Union, Toronto.

Major L. L. Anthes and Mr. T. A.
Stevenson, of the Information and Ser-
vice Branch of the Department of Sol-
diers' Civil Re-establishment, were also
present at the Conference on behalf of
the Dominion Government.

Agenda of Conference

The agenda of the first Conference
was contained in an annex to the Con-
vention creating the International body,
and was as follows:

- (1) Application of principle of the eight-
hour day or of the forty-eight hour week.
- (2) Question of preventing or providing
against unemployment.
- (3) Women's employment—
 - (a) Before and after child-birth, in-
cluding the question of maternity
benefit.
 - (b) During the night.
 - (c) In unhealthy processes.
- (4) Employment of children—
 - (a) Minimum age of employment.
 - (b) During the night.
 - (c) In unhealthy processes.
- (5) Extension and application of the Inter-
national Conventions adopted at Berne
in 1906 on the prohibition of night work
for women employed in industry and the
prohibition of the use of white phos-
phorus in the manufacture of matches.

Laws and Practices in Canada

Information respecting the existing laws and practices in the different countries on the different items of the agenda was obtained through a questionnaire sent out to the different countries concerned in advance of the Conference. The information furnished by the Government of Canada on the different items of the agenda through this questionnaire were printed in advance of the Conference and a limited number of copies of this publication are available for distribution by the Department of Labour.

Eight-Hour Day:

With respect to the first item of the agenda relating to the application of the principle of the eight-hour day or forty-eight hour week, the information compiled by the Department of Labour of Canada enumerated the industries in which a limit of eight hours a day or forty-eight hours a week is already enforced by law or administrative order, together with the text of the various laws and orders referred to.

In the mining industry the limit of eight hours a day or forty-eight hours a week is already enforced by law in Alberta, British Columbia, Ontario, Quebec and the Yukon Territory.

In the manufacturing industry the limit of eight hours a day or forty-eight hours a week is already enforced by law in British Columbia and Nova Scotia, and by administrative orders in the province of Manitoba.

In the mercantile industry the limit of eight hours a day or forty-eight hours a week is already enforced by law in the province of Nova Scotia and by law and administrative orders in the province of Manitoba.

On public works the limit of eight hours a day or forty-eight hours a week is already enforced by law in the Yukon Territory and by administrative order in the province of Manitoba.

In restaurants the limit of forty-eight hours a week is already enforced by ad-

ministrative order in the province of Manitoba.

The memorandum also pointed out that apart from existing laws on the subject the working day in Canada is limited in part to eight hours under general agreement between employers and workers, or by custom, in specified occupations of the following industrial groups: The building trades, clerical, and mercantile group, personal service and amusement group, general labour group, chemical and oils industry, food and tobacco industry, the metals group, pulp and paper industries, printing group, textiles industry, ships and vehicles group, the mining group and the railway group.

In leather and allied industries the eight-hour day occurs so rarely as to be almost negligible, except in the case of glove and fur workers. In the glass industry, which is well organized, an eight and a half-hour day by agreement is usual.

A summary was furnished in the Departmental memorandum of the chief provisions of various agreements relating to hours of labour.

Unemployment:

With respect to item two of the agenda concerning unemployment, the memorandum outlined the nature and extent of the unemployment problem in Canada, and the measures which have been taken by the Dominion and Provincial authorities for the prevention of unemployment. Specific mention was made of the system of public employment exchanges which has been established throughout the Dominion of Canada under the authority of the Employment Offices Co-ordination Act of 1918.

Women's Employment:

With respect to item three of the agenda concerning women's employment, it was stated in the Canadian memorandum that there were no restrictions imposed at present by law or administrative order on the employment of women before and after child-birth.

As respects the restrictions imposed in Canada by law or administrative order on employment during the night, it was stated in the memorandum that the Berne Convention of 1906 had not been ratified by Canada. It was further observed that the matters involved are such as are presumed to lie within the jurisdiction of provinces and had not been the subject of discussion between the Dominion Government and the Governments of the respective provinces. A brief outline was given of the present law and practice concerning the employment of women in unhealthy processes.

Employment of Children:

With respect to item four of the agenda concerning the employment of children, the memorandum contained the legal limits of age of children in various branches of employment in Canada. The questionnaire submitted by the Organizing Committee asked if the recommendations of the draft convention adopted by the Berne Conference of 1913 touching the employment of children during the night had been carried out in Canada, or if the Government was prepared to adopt them. The answer given to this enquiry was that the matters involved are such as are presumed to lie within the jurisdiction of the provinces and had not been discussed between the Dominion Government and the Governments of the respective provinces. The memorandum contained an outline of the special restrictions imposed by law or administrative order on the employment of young persons in certain unhealthy processes.

White Phosphorus Matches:

With respect to item five of the agenda concerning the application of the International Convention adopted at Berne in 1906 for the Prohibition of the use of White Phosphorus in the Manufacture of Matches, it was stated in the memorandum that legislation had been adopted by the Dominion Parliament in 1914 prohibiting the manufacture, importa-

tion and sale of matches made of white phosphorus.

Position of United States

On account of the failure of the United States Senate to ratify the Peace Treaty, the United States was not entitled to official representation in the Labour Conference. Representation was, however, extended to the United States by courtesy, without the privilege of voting. Mr. Samuel Gompers, President of the American Federation of Labour, was appointed as labour delegate; no representatives were, however, appointed on behalf of the employers or on behalf of the United States Government. Delegates were also received in the Conference from Finland on the same conditions "as obtained in the case of other countries which have not adhered to the covenant of the League of Nations."

German and Austrian Representation

The question of the admission of German and Austrian delegates was considered early in the Conference. In this connection the report of the International Organizing Committee recommended "that in anticipation of their admission to the League of Nations and in view of their expressed willingness to co-operate in the work of the labour organization, Germany and Austria are hereby admitted to membership in the International Labour Organization with the same rights and obligations possessed by the other members of the Labour Organization, according to the terms of the Treaties of Peace signed at Versailles on the 28th day of June, 1919, and at St. Germain on the 10th day of September, 1919." Opinions both for and against were expressed in the ensuing discussion, it being argued on the one hand that the occurrences connected with the war precluded their effective participation in the Conference, while on the other hand it was urged that Germany and Austria could not be expected to accept the Conference decisions unless they were permitted to take part in the proceedings.

The recommendation of the Organizing Committee in favour of the admission of German and Austrian delegates was finally accepted by the Conference on a vote of seventy-one in favour, one against and one abstention. Through delay in obtaining steamship passage and the brevity of the Conference the German and Austrian delegates were, however, unable to reach Washington in time to participate in the proceedings.

Commission of Selection

A Commission of Selection (or Steering Commission) was appointed by the Conference from the three groups as follows:

Government Delegates:

Sir Malcolm Delevigne, Great Britain; Dr. Felipe Espil, Argentina; M. Arthur Fontaine, France; M. E. Mahaim, Belgium; Dr. Neumann, Denmark; M. M. Oka, Japan; M. di Palma Castiglione, Italy; Dr. Adolfo Posada, Spain; Hon. Gideon D. Robertson, Canada; M. Charles Spinka, Czechoslovakia; Dr. Hans Sulzer, Switzerland.

Employers' Delegates:

M. Francis X. Hodacz, Czechoslovakia; M. Louis Guerin, France; Mr. D. S. Marjoribanks, Great Britain; M. Ferdinando Quartieri, Italy; M. Sanji Muto, Japan; M. Alfonso Salas, Spain.

Employees' Delegates:

M. Mertens, Belgium; M. Jouhaux, France; Mr. G. H. Stuart-Bunning, Great Britain; M. Oudegeest, Netherlands; M. Caballero, Spain; M. Lindquist, Sweden.

Commissions were also appointed to confer and report on the various items of the agenda.

The Eight-Hour Day

Respecting the first item of the agenda, namely, the question of the eight-hour day or forty-eight hour week, the report of the International Organizing Committee, circulated in advance of the

Conference, had suggested the adoption of the principle of the forty-eight hour week instead of the eight-hour day for two reasons: first, that it would allow more elasticity in the arrangement of the hours of work and would facilitate the adoption of a half holiday or even a whole holiday on Saturday or some other day of the week, by enabling a longer period than eight hours to be worked on other days; and, secondly, that it would help to secure a weekly rest day, whereas the principle of the eight-hour day by itself does not.

When consideration of the first item of the agenda was reached in the Conference, the Rt. Hon. George N. Barnes, Government Representative from Great Britain, moved "that the draft convention on the forty-eight hour week prepared by the Organizing Committee be adopted by the Conference as the basis for discussion, but that the question of its application to the tropical and other countries referred to in the third paragraph of Article 405 of the Treaty be referred in the first instance for consideration by the special committee which shall report to the Conference." Mr. Barnes, in support of his motion, agreed that while increased production was necessary it could only be secured through a better organization of industry and by humanizing conditions of labour. Long hours of work would not, he thought, contribute to that end. The adoption of a basic eight-hour day would not give workers the leisure which they desired and needed. He further advised that the draft convention on this subject should be made sufficiently elastic to meet the requirements of special industries and to provide for emergencies such as might arise due to weather, etc. "It is true," he observed, "that an eight-hour day, if spread evenly over a week, makes a 48-hour week. But there is no reason why it should be spread evenly over every day in the week if industries can be better served otherwise. For instance, there is laundry work, which, as I know and all of you know, has its busy spell in certain

days of the week, and I should provide for it accordingly. Again, there are some countries in which Saturday afternoon work is unknown. I should make provision for that by a longer working day in the days preceding Saturday; and, therefore, I put the proposition to you in the form of a forty-eight-hour week instead of an eight-hour day. I am inclined to think if that be adopted we shall, to some extent, avoid or prevent troubles arising from overtime."

On the following day a substitute resolution was presented to the Conference by Mr. D. S. Marjoribanks (Great Britain), on behalf of the employers' group, which proposed another plan for the daily and weekly hours of labour. While accepting the principle of the eight-hour day and forty-eight-hour week, this alternative resolution proposed to subject the rule to certain specified modifications and specific conditions differing from those proposed by the Organizing Committee and by Mr. Barnes. The Canadian, Dutch and Italian employers' delegates in the Conference explained that they had not appended their signatures to this substitute draft. Strong opposition to the employers' plan was voiced by various workers' delegates, and particularly by M. Léon Jouhaux (France), on behalf of all the workers' delegates together. The discussion of this subject in the Conference ranged over a wide field and brought out most of the arguments for and against the eight-hour day and forty-eight-hour week.

It was finally agreed, on motion of Hon. N. W. Rowell (Canada), that the whole subject should be referred to a commission of fifteen delegates, five from each group, for further consideration and report. Three places on this commission were given to Canada, Hon. G. D. Robertson being selected as one of the representatives of the Government group, Mr. S. R. Parsons as one of the representatives of the employers' group, and Mr. P. M. Draper as one of the representatives of the employees' group. Mr. Tom Moore, one of the advisers of the

Labour Delegate from Canada, acted as substitute for Mr. Draper on this Commission.

This Commission held a number of sittings under the chairmanship of Mr. Tom Shaw, M.P., one of the advisers of the British Labour Delegate, and submitted its report on Nov. 24 through M. Arthur Fontaine, Director of the Labour Department of the French Ministry of Labour, in the form of a draft convention. This convention provided for an eight-hour day and forty-eight-hour week in all industrial undertakings, public or private, and to all branches thereof of whatsoever kind, other than undertakings in which only members of the family are employed. In view, however, of the impossibility of applying this principle rigidly, a number of important exceptions were adopted as follows:

"The provisions of the convention shall not apply to persons holding positions of supervision or management, or employed in a confidential capacity.

"Where by law, custom or agreement between employers' and workers' organizations (or where no such organizations exist, between the employers' and workers' representatives), the hours of work on one or more days of the week are less than eight, the limit of eight hours may be exceeded on the remaining days of the week by the sanction of the competent authority, or by agreement between such organizations or representatives. Provided, however, that in no case shall the daily limit of eight hours under the provisions of this paragraph be exceeded by more than one hour.

"Where persons are employed in shifts it shall be permissible to employ persons in excess of eight hours in any one day and forty-eight in any one week, if the average number of hours over a period of three weeks or less does not exceed eight hours per day, and forty-eight per week."

It was further provided in the draft convention that the limit of hours may be exceeded "in the case of accident, actual or threatened, of urgent work to be done to machinery or plant, or of 'force majeure', but only when necessary to avoid serious interference with the regular working of the undertaking." In continuous processes where the work is done by a succession of shifts,

the working hours may be extended, but not to exceed fifty-six in the week on an average. The limitation of hours will not affect holidays. Agreements may be made in exceptional cases between employers' and employees' organizations where it is recognized that the provisions of the convention cannot be applied, whereby the daily limit of work may be exceeded so long as the average weekly hours in the period covered by such arrangement do not exceed forty-eight. The rate of wage for overtime work shall not be less than time and a quarter. The enforcement of the convention is to be carried out by the posting of notices in the works or other suitable places, or "by such other method as may be approved by the Government," stating the conditions of employment fixed for the particular industry. It is further provided that the provisions of the convention may be suspended in any country by order of the country in the event of war or other emergency endangering the national safety. Commerce and agriculture are not included in the draft convention. The competent authority in each country shall define the line which separates industry on the one hand and commerce and agriculture on the other. July 1, 1921, is set as the time for carrying the terms of the convention into effect.

Certain difficulties were recognized by the Conference in the application of the eight-hour day and forty-eight-hour week to countries in which the climatic conditions, the imperfect development of industrial organizations, or other special circumstances, make the industrial conditions substantially different. Consideration was given to this phase of the subject by a sub-commission under the chairmanship of the Rt. Hon. George N. Barnes.

The report of this sub-committee discussed the special position of Japan, India, China, Siam, Persia, Tropical America and South Africa.

In respect of Japan the report pointed out that it was only in the last few years that any rapid advance had been

made in the organization of industry, that factory legislation applied only to women and children, and prescribed for these a maximum working day of thirteen hours, that in the case of male workers there was no regulation of hours and that the restrictions of the Factory Act, moreover, applied only to works employing more than fifteen persons, whereas a large proportion of the actual operations was of a domestic nature, as for example in the silk industry, which employs 900,000 workers, fifty-three per cent of whom do not come under the scope of the Factory Act. Overtime to the extent of two or three hours a day is, moreover, common, and in the silk industry an additional hour of overtime is, in fact, permitted on 120 days in the year.

The report of the sub-commission recommended that a period of five years should be allowed to Japan to adopt the provisions of the main convention, and that in the meantime certain modifications should be allowed which were enumerated in the text and which, it was felt, would in themselves create a considerable advance upon existing conditions. The report proposed that coal mining should be brought under the terms of the convention at once. It further proposed that a limit of a sixty-hour week should be established in the silk industry while all other industries might be operated on a basis of a nine and one-half-hour daily maximum, or a fifty-seven-hour week. The unit for the definition of a factory would also be changed from an establishment employing fifteen persons to one employing ten persons. A forty-four hour week should also apply to minors under fifteen years of age. A weekly rest of twenty-four consecutive hours was provided for in the draft convention, and it was declared that overtime was to be regulated in accordance with the provisions of the main convention.

The Japanese Government delegates and employers' delegate urged that it would be impossible for Japan to adjust her industrial organization to meet the

requirements of the eight-hour day and forty-eight-hour week convention in the specified time, and requested certain modifications, at the same time signifying her intention "to accelerate the unqualified adoption of the rule in harmony with the general trend of the world."

The Japanese labour delegate strongly urged, on the contrary, that Japan should be treated in the convention precisely in the same way as other countries. In support of his position he asserted that Japan was not a tropical country, but climatically like the United States, Italy and Spain; that Japanese industry had developed so rapidly during the war that Japan is at least on an equal industrial footing with Italy and Spain, and that domestic industry was rapidly being transformed into the industrial conditions of modern factories. An increasing number of factories were, he claimed, at present adopting the eight-hour day, especially at Osaka. The Japanese employers' opposition to the immediate introduction of the eight-hour day and forty-eight-hour week was due, he asserted, to their desire to retain their advantageous position, secured through exploitation of the workers, whilst the Japanese Government also desired to protect the employers at the expense of the workers, which latter, on account of the limitations placed upon labour organization, were unable to speak for themselves. The relative inefficiency charged against Japanese workers was due, he said, to the exhausting effect on them of their prolonged hours of labour. Japan was taking her place in the world as a first-class power, yet was pleading industrial inferiority.

Mr. Barnes maintained that if Japan were required to adopt at once the full eight-hour day and forty-eight-hour week it would reduce her production sixty per cent, and, further, that she had not now the machinery to meet the conditions of the convention and could not obtain the same in less than three years.

In the case of India, the commission recommended a sixty-hour week for industries under the factory law and urged that the Government should modify the definition of a factory so as to reduce the unit of fifty persons now recognized as constituting a factory.

As China is still very largely an undeveloped country with little modern machinery and the population not industrialized, the Chinese delegate asked for a delay in the framing of any recommendation relative to Chinese industry. The commission proposed in its report that China should adhere to the principle of the convention and submit for the consideration of the Chinese Parliament the possibility of adopting a ten-hour day or sixty-hour week for adult workers and an eight-hour day or forty-eight hour week for minors in employment under fifteen years of age, also that the weekly day of rest should be granted and that all factories employing more than one hundred workers should be included in the scope of the projected legislation.

It was stated on behalf of South Africa and tropical American countries that the main provisions of the convention as drafted would be applicable in their countries, with the possible exception of coal mining, sugar refining and a few other industries. Persia has no factories and there is little industry in Siam so that no application of the eight-hour day need be made to them. Special consideration was recommended for Greece and Roumania in view of the devastation caused by the war in these respective countries. The convention will not apply to Greece until July 1, 1923, for certain unhealthy industries, and July 1, 1924, for others. In the case of Roumania the convention will not be brought into operation before July 1, 1924.

The draft convention on the subject of the eight-hour day was adopted by the Conference by a vote of eighty-two for, eight against, and one abstention. The report of the sub-committee on the

special position of Japan, India, etc., was also adopted.

Unemployment

The commission on the subject of unemployment was divided, for purposes of speedy completion of its work, into three sub-commissions. The conclusions reached by these sub-commissions were finally considered by the commission as a whole and submitted by the latter to the Conference with certain amendments in the form of: (1) A draft convention divided into three articles, dealing, respectively, with statistics, employment, and reciprocity in the question of insurance against unemployment; (2) A draft recommendation consisting of four articles, two of which relate to the employment of workers, one to insurance against unemployment, and one to works executed on behalf of public authorities; (3) Four resolutions addressed to the governing body of the International Labour Office; (4) A draft convention on reciprocity in the treatment of foreign workers in all matters relating to the protection of labour.

The first draft convention provides that the states ratifying it shall communicate to the International Labour Office, at intervals of not less than three months, all available information on unemployment and steps being taken to combat the same. Each state acceding to the convention shall establish a system of free employment agencies under the control of a central authority advised by committees of employers and workers, and shall co-ordinate this work with any existing private agencies and through the International Labour Office with other national systems. The convention further directs that states having systems of unemployment insurance shall, on agreement with other states, admit workers from the latter to their full insurance benefits.

In connection with the foregoing convention, the commission submitted a recommendation in favour of the prohibition of employment agencies which

charge fees, and where they exist to require them to operate under state license, and that the state should take all practical measures to abolish private employment agencies as soon as possible.

A second recommendation reported by the unemployment commission favoured the prohibition of the recruiting of bodies of foreign workers in any of the states ratifying the unemployment conventions, except after consultation with the employees and workers in each country.

A third recommendation was made by the unemployment commission in favour of the establishment of an effective system of unemployment insurance, managed either by the state itself or by state-aided associations.

A fourth recommendation of the unemployment commission advised that the states members of the International Labour body should take measures with a view to co-ordinating the execution of work undertaken by or on behalf of the state and by public authorities with a view to reserving as far as practicable such work for periods of unemployment and for districts most affected by such unemployment.

The four resolutions addressed to the Governing Body of the International Labour Office dealt with the best means of collecting and publishing information concerning unemployment, and information relative to agricultural workers, in connection with which it was suggested that the International Labour Office should arrange with the International Institute of Agriculture at Rome for the transmission of information collected by that body relative to agricultural employment. It was also proposed that the question of migration and the protection of foreign workmen should be considered by an International Commission which, while giving due regard to the sovereign rights of each state, should report on measures for the protection of these workers.

The draft convention on reciprocity in the treatment of foreign workers in all matters relating to the protection of

labour provided that "the states ratifying this convention or acceding to it shall reciprocally admit to the benefit of the laws and regulations having regard to labour protection, as well as the right of lawful organization, the workers belonging to one of these states and employed in another, together with their families."

M. Gino Baldesi (Italy), Employees' Delegate from Italy, submitted a minority report from the unemployment commission advising that a more equitable distribution of raw materials would assist in preventing unemployment. He proposed that "considering that the question of unemployment is closely related to that of the distribution of raw materials and the means of maritime transport and freight rates, considering further that the question can only be effectively dealt with by the Council of the League of Nations, it is recommended that the Council should undertake to examine and solve the problem."

M. Baldesi's motion was supported by the labour delegates from France and Switzerland and the Polish Government delegate, who called attention to the state of unemployment existing in the devastated areas of these countries consequent on a dearth of raw materials. On the other hand, M. Baldesi's motion was opposed by certain employers' delegates on the ground that it was outside of the sphere of the International Labour Conference to interfere with rights of property.

The subject of ocean transport was also discussed, but without any action being taken thereon.

M. Baldesi's motion was lost, as was also a motion to refer the whole report on unemployment to the Governing Body.

The draft convention's recommendations and resolutions submitted by the commission on unemployment were adopted by the Conference with two important amendments. In the case of the resolution addressed to the Governing

Body of the Conference advising the establishment of an international commission to study the question of the migration and protection of foreign workmen, an amendment was passed by the Conference declaring that European States should be limited to one-half the total membership of the proposed commission; this amendment will give those countries to which workers naturally immigrate an important voice in the proposed enquiry. A substitution was also made by the Conference for the draft convention on the reciprocity of treatment of foreign workers to leave to the nations receiving immigration the determination of "who should compose their own population or be entitled to the right of citizenship, or the rights which citizens should enjoy within their own territory."

Employment of Women

Miss Constance Smith (Great Britain), reporting for the commission on the employment of women, explained that the commission had in the main confined its work to the application and extension of the Convention of Berne, 1906, which prohibits night work for women in industry. The commission was unanimously of opinion that the great industrial changes which had occurred since 1906 and the establishment of the League of Nations demanded a re-drafting of the Berne Convention and the insertion of certain new provisions.

One of the limitations in the Convention of 1906 limited its scope to undertakings employing more than ten persons. The commission recommended that this limitation should be removed, but that the original provision in the convention should be retained which declared that the convention should in no case apply to undertakings in which only the members of a family are employed.

The commission advised the substitution of a definition of industrial undertakings which would make the same as nearly identical as possible with that appearing in other proposed conventions.

In order to meet the case of certain countries, such as India, which were hampered by climatic conditions or backward industrial organization, a new article was proposed permitting of the suspension of the application of the convention in these countries of such industrial undertakings as might be designated in that respect by the national Government.

Under the Berne Convention of 1906, it was provided that the period of nightly rest should in any case include the hours from 10 p.m. to 5 a.m. An effort was made by the Italian workers' delegate to extend the rest period to 6 a.m. This effort, however, failed and the report of the commission was adopted.

A draft convention was also approved by the Conference concerning the employment of women before and after child-birth. This convention provides that (a) women wage earners shall not be employed during the six weeks immediately following confinement; and (b) they shall have the right to leave their work six weeks before confinement in pursuance of a doctor's certificate stating that confinement will take place in six weeks' time. In either case they will be entitled to a maternity benefit to be paid either by the State or by means of a system of insurance. The amount of this benefit is left to the determination of the Government of each country, but it must be sufficient for the full and healthy maintenance of the mother and the child. Free medical attention is also granted. This convention is not confined to undertakings in which members of the same family only are employed.

On motion of M. Jouhaux (France) the application of this draft convention was extended to include all women wage earners and not only those employed in industrial undertakings. As finally adopted the words "or commercial" were inserted in the first article of the convention.

The Indian Government was requested to make a study of this phase of the

employment of women and report to the next Conference.

Employment of Children

The commission appointed to deal with the subject of the employment of children presented its report to the Conference through its chairman, Sir Malcolm Delevigne, that a unanimous decision had been reached by the commission in favour of fixing the minimum age of admittance of children into industry at fourteen years. In doing so, he said, the commission had kept two objects in view: first, to obtain a real advance over existing conditions, and, secondly, to make proposals which would be likely to meet with general support. Whilst the commission had desired to fix a higher age limit than fourteen years, it had been felt that Government sanction could not be obtained and that the limit of fourteen years would constitute a real advance in various countries.

Consideration had been given to the case of countries in which the age of leaving school had not been fixed as high as fourteen years. The majority of the commission had, however, felt that the time limit in the draft convention, namely, January, 1922, left ample time to deal with this subject.

Another problem which had presented itself related to the modifications which should be made in the case of countries having special industrial or climatic conditions. In the case of Japan the Committee proposed that (a) the minimum age should be 14, but that a child over 12 years of age might be permitted employment if he had finished the course in the elementary school; (b) the provision in the present law admitting children under 12 to certain light and easy employments should be repealed; (c) as regards children between 12 and 14 who have been employed the Government reserved the right to make transitional regulations.

In respect of Indian and other oriental countries the commission recommended that consideration should be given to

the conditions in these countries at the International Labour Conference of 1920, after the Governments concerned had had an opportunity of discussing the same.

A counter proposal was made by Miss Margaret Bondfield, on behalf of the British workers' delegation, to the effect that "children under 12 should not be employed: (a) in factories working with power, employing more than ten persons, (b) in mines and quarries, (c) on railroads, (d) on docks."

The draft convention reported by the commission was adopted with the amendment proposed by Miss Bondfield.

A draft convention was also reported by the commission on the employment of children concerning the night work of young persons employed in industry. Under its terms, night work in industrial establishments is prohibited for minors under 18 years of age with the following exceptions:

"The prohibition of night work shall not apply to young persons over the age of 16 who are employed in the following industries, or in work which is required, by the nature of the process or to avoid the waste of fuel or material, to be carried on continuously day and night.

"(a) Manufacture of iron and steel; processes in which reverberatory or regenerative furnaces are used; and galvanizing of sheet metal and wire (except the pickling process).

"(b) Glassworks.

"(c) Manufacture of paper.

"(d) Manufacture of raw sugar.

"(e) Gold mining reduction work."

It is also provided in this draft convention that the prohibition of night work for young persons over sixteen years of age may be suspended in cases of unforeseen emergencies. The period of night rest advised by the convention will comprise eleven consecutive hours, including in any case the period between 10 p.m. and 5 a.m., except in tropical countries where work is suspended in

the middle of the day. Here the period of night rest may be less than eleven hours if compensatory rest is given during the day.

In the application of this convention to Japan the prohibition of night work for young persons shall apply only to minors under fifteen years of age until 1925, and thereafter only to minors under sixteen years of age. In its application to India, the industrial undertakings will include only factories as defined in the Indian Factory Act and the prohibition of night work will not apply to boys under fourteen years of age.

Unhealthy Processes

Certain proposals concerning the protection of women and children employed in unhealthy processes were considered by a commission which reported through its chairman, Dr. Legge (Great Britain) a series of recommendations for the protection of women and children against lead poisoning, and a separate recommendation concerning the prevention of anthrax. In the case of lead poisoning the commission proposed that in view of the danger involved to the function of maternity and to the physical development of children, women and young persons under the age of eighteen years should be excluded from employment in certain specified processes, and that in other specified processes the employment of women should be permitted only under regulated conditions. As regards anthrax, the commission recommended that "arrangements should be made for the disinfection of wool infected with anthrax spores either in the country exporting such wool, or, if that is not practicable, at the port of entry in the country importing such wool."

Both of these recommendations were adopted by the Conference.

White Phosphorus

The Conference adopted a recommendation presented by Sir Malcolm Delevigne (Great Britain), as chairman of a commission relative to the prohibi-

tion of the use of white phosphorus in the manufacture of matches. The recommendation in question was to the effect that all members of the International Labour Organization which have not yet done so should adhere to the International Convention adopted at Berne, in 1906, on the prohibition of the use of white phosphorus in the manufacture of matches.

The Governing Body of the International Labour Office

During the continuance of the Conference, measures were taken for the creation of a Governing Body of the International Labour Office. This body will be composed of twelve members representing the various Governments, together with six others representing employers and six representing workers. It was agreed that the Government representatives would be nominated by the following countries: Belgium, France, Great Britain, Italy, Japan, Germany, Switzerland, Spain, Argentina, Canada, Poland, and, pending the appointment of a representative of the United States, Denmark.

The employers' representatives on the Governing Body will be as follows:

Sir Allan Smith, Great Britain.

M. Guerin, France.

M. Pirelli, Jr., Italy.

M. Jules Carlier, Belgium.

M. Hodacz, Czecho-Slovakia, and, pending the appointment of a representative of the United States employers, M. Schindler, of Switzerland.

The workers' representatives will be:

M. Léon Jouhaux, France.

M. Oudegeest, Netherlands.

Mr. Stuart-Bunning, Great Britain.

M. Lindquist, Sweden, and, pending the appointment of a representative of the United States, Mr. Draper, of Canada.

M. Albert Thomas (France) was elected Provisional Director-General of the International Labour Office and M. Arthur Fontaine (France) permanent Chairman. The office will be located provisionally at Sunderland House, Curzon St., W.1, London, England.

The next meeting of the Governing Body will be held in Paris on January 26, 1920.

Standing orders relating to the procedure, etc., of the International Labour Office were also adopted by the Conference.

The Agenda for 1920 Conference

Various proposals were submitted in connection with the agenda for the Conference of 1920, but it was agreed by the Conference that the final selection of the subjects to be dealt with at the next annual meeting should be made by the Governing Body.

Miscellaneous Resolutions

Among the miscellaneous resolutions adopted was one expressing the wish that the provisions of the draft conventions adopted by the Conference may be followed in the legislation of all industrial countries, and that to this end the Governing Body of the International Labour Office should communicate the texts of the draft conventions to all the Governments of the states which are not members of the International Labour Organization, and also study the possible methods for inducing these states to embody the provisions of the conventions in their domestic legislation.

Another resolution pointed out that, since the Treaty of Peace had not yet been ratified in all cases, the Governing Body should be given authority to take such measures as may be necessary to render the resolutions of the Conference effective. For this reason it was directed that when the Conference adjourned it would be left to the discretion of the Governing Body to reconvene this first meeting or to declare it closed, as might be deemed advisable.

Conventions and Recommendations adopted by the International Labour Conference, Washington, D.C., Oct.-Nov., 1919

The full texts of the Conventions and Recommendations adopted by the International Labour Conference are reproduced below.

Draft Convention Limiting the Hours of Work in Industrial Undertakings to Eight in the Day and Forty-Eight in the Week

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America, on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to the "application of principle of the 8-hours day or of the 48-hours week," which is the first item in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a draft international convention,

Adopts the following Draft Convention for ratification by the Members of the International Labour Organization, in accordance with the Labour Part of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919:

ARTICLE 1.

For the purpose of this Convention, the term "industrial undertaking" includes particularly:

(a) Mines, quarries, and other works for the extraction of minerals from the earth.

(b) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including shipbuilding and the generation, transformation, and transmission of electricity or motive power of any kind.

(c) Construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gas work, waterwork or other work of construction, as well as the preparation for or laying the foundations of any such work or structure.

(d) Transport of passengers or goods by road, rail, sea or inland waterway, including the handling of goods at docks, quays, wharves or warehouses, but excluding transport by hand.

The provisions relative to transport by sea and on inland waterways shall be determined

by a special conference dealing with employment at sea and on inland waterways.

The competent authority in each country shall define the line of division which separates industry from commerce and agriculture.

ARTICLE 2.

The working hours of persons employed in any public or private industrial undertaking or in any branch thereof, other than an undertaking in which only members of the same family are employed, shall not exceed eight in the day and forty-eight in the week, with the exceptions hereinafter provided for.

(a) The provisions of this Convention shall not apply to persons holding positions of supervision or management, nor to persons employed in a confidential capacity.

(b) Where by law, custom, or agreement between employers' and workers' organizations, or, where no such organizations exist between employers' and workers' representatives, the hours of work on one or more days of the week are less than eight, the limit of eight hours may be exceeded on the remaining days of the week by the sanction of the competent public authority, or by agreement between such organizations or representatives; provided, however, that in no case under the provisions of this paragraph shall the daily limit of eight hours be exceeded by more than one hour.

(c) Where persons are employed in shifts it shall be permissible to employ persons in excess of eight hours in any one day and forty-eight hours in any one week, if the average number of hours over a period of three weeks or less does not exceed eight per day and forty-eight per week.

ARTICLE 3.

The limit of hours of work prescribed in Article 2 may be exceeded in case of accident, actual or threatened, or in case of urgent work to be done to machinery or plant, or in case of "force majeure," but only so far as may be necessary to avoid serious interference with the ordinary working of the undertaking.

ARTICLE 4.

The limit of hours of work prescribed in Article 2 may also be exceeded in those processes which are required by reason of the

nature of the process to be carried on continuously by a succession of shifts, subject to the condition that the working hours shall not exceed fifty-six in the week on the average. Such regulation of the hours of work shall in no case affect any rest days which may be secured by the national law to the workers in such processes in compensation for the weekly rest day.

ARTICLE 5.

In exceptional cases where it is recognized that the provisions of Article 2 cannot be applied, but only in such cases, agreements between workers' and employers' organizations concerning the daily limit of work over a longer period of time, may be given the force of regulations, if the Government, to which these agreements shall be submitted, so decides. The average number of hours worked per week, over the number of weeks covered by any such agreement, shall not exceed forty-eight.

ARTICLE 6.

Regulations made by public authority shall determine for industrial undertakings:

(a) The permanent exceptions that may be allowed in preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working of an establishment, or for certain classes of workers whose work is essentially intermittent.

(b) The temporary exceptions that may be allowed, so that establishments may deal with exceptional cases of pressure of work.

These regulations shall be made only after consultation with the organizations of employers and workers concerned, if any such organizations exist. These regulations shall fix the maximum of additional hours in each instance, and the rate of pay for overtime shall not be less than one and one-quarter times the regular rate.

ARTICLE 7.

Each Government shall communicate to the International Labour Office:

(a) A list of the processes which are classed as being necessarily continuous in character under Article 4;

(b) Full information as to working of the agreements mentioned in Article 5; and

(c) Full information concerning the regulations made under Article 6 and their application.

The International Labour Office shall make an annual report thereon to the General Conference of the International Labour Organization.

ARTICLE 8.

In order to facilitate the enforcement of the provisions of this Convention, every employer shall be required:

(a) To notify by means of the posting of notices in conspicuous places in the works or other suitable place, or by such other method as may be approved by the Government, the hours at which work begins and ends, and where work is carried on by shifts the hours at which each shift begins and ends. These hours shall be so fixed that the duration of the work shall not exceed the limits prescribed by this Convention, and when so notified they shall not be changed except with such notice and in such manner as may be approved by the Government.

(b) To notify in the same way such rest intervals accorded during the period of work as are not reckoned as part of the working hours.

(c) To keep a record in the form prescribed by law or regulation in each country of all additional hours worked in pursuance of Articles 3 and 6 of this Convention.

It shall be made an offense against the law to employ any person outside the hours fixed in accordance with paragraph (a), or during the intervals fixed in accordance with paragraph (b).

ARTICLE 9.

In the application of this Convention to Japan the following modifications and conditions shall obtain:

(a) The term "industrial undertaking" includes particularly—

The undertakings enumerated in paragraph (a) of Article 1;

The undertakings enumerated in paragraph (b) of Article 1, provided there are at least ten workers employed;

The undertakings enumerated in paragraph (c) of Article 1, in so far as these undertakings shall be defined as "factories" by the competent authority;

The undertakings enumerated in paragraph (d) of Article 1, except transport of passengers or goods by road, handling of goods at docks, quays, wharves, and warehouses, and transport by hand; and,

Regardless of the number of persons employed, such of the undertakings enumerated in paragraphs (b) and (c) of Article 1 as may be declared by the competent authority either to be highly dangerous or to involve unhealthy processes.

(b) The actual working hours of persons of fifteen years of age or over in any public or private industrial undertaking, or in any branch thereof, shall not exceed fifty-seven in the week, except that in the raw-silk industry the limit may be sixty hours in the week.

(c) The actual working hours of persons under fifteen years of age in any public or private industrial undertaking, or in any

branch thereof, and of all miners of whatever age engaged in underground work in the mines, shall in no case exceed forty-eight in the week.

(d) The limit of hours of work may be modified under the conditions provided for in Articles 2, 3, 4, and 5 of this Convention, but in no case shall the length of such modification bear to the length of the basic week a proportion greater than that which obtains in those Articles.

(e) A weekly rest period of twenty-four consecutive hours shall be allowed to all classes of workers.

(f) The provision in Japanese factory legislation limiting its application to places employing fifteen or more persons shall be amended so that such legislation shall apply to places employing ten or more persons.

(g) The provisions of the above paragraphs of this Article shall be brought into operation not later than 1 July, 1922, except that the provisions of Article 4 as modified by paragraph (d) of this Article shall be brought into operation not later than 1 July, 1923.

(h) The age of fifteen prescribed in paragraph (c) of this Article shall be raised, not later than 1 July, 1925, to sixteen.

ARTICLE 10.

In British India the principle of a sixty-hour week shall be adopted for all workers in the industries at present covered by the factory acts administered by the Government of India, in mines, and in such branches of railway work as shall be specified for this purpose by the competent authority. Any modification of this limitation made by the competent authority shall be subject to the provisions of Articles 6 and 7 of this Convention. In other respects the provisions of this Convention shall not apply to India, but further provisions limiting the hours of work in India shall be considered at a future meeting of the General Conference.

ARTICLE 11.

The provisions of this Convention shall not apply to China, Persia, and Siam, but provisions limiting the hours of work in these countries shall be considered at a future meeting of the General Conference.

ARTICLE 12.

In the application of this Convention to Greece, the date at which its provisions shall be brought into operation in accordance with Article 19 may be extended to not later than 1 July, 1923, in the case of the following industrial undertakings:

- (1) Carbon-bisulphide works,
- (2) Acids works,
- (3) Tanneries,
- (4) Paper mills,

- (5) Printing works,
- (6) Sawmills,
- (7) Warehouses for the handling and preparation of tobacco,
- (8) Surface mining,
- (9) Foundries,
- (10) Lime works,
- (11) Dye works,
- (12) Glassworks (blowers),
- (13) Gas works (firemen),
- (14) Loading and unloading merchandise;

and to not later than 1 July, 1924, in the case of the following industrial undertakings:

(1) Mechanical industries: Machine shops for engines, safes, scales, beds, tacks, shells (sporting), iron foundries, bronze foundries, tin shops, plating shops, manufacturing of hydraulic apparatus;

(2) Constructional industries: Lime-kilns, cement works, plasterers' shops, tile yards, manufacturing of bricks and pavements, potteries, marble yards, excavating and building work;

(3) Textile industries: Spinning and weaving mills of all kinds, except dye works;

(4) Food industries: Flour and grist-mills, bakeries, macaroni factories, manufacturing of wines, alcohol, and drinks, oil works, breweries, manufacturing of ice and carbonated drinks, manufacturing of confectioners' products and chocolate, manufacturing of sausages and preserves, slaughterhouses, and butcher shops;

(5) Chemical industries: Manufacturing of synthetic colours, glassworks (except the blowers), manufacturing of essence of turpentine and tartar, manufacturing of oxygen and pharmaceutical products, manufacturing of flaxseed oil, manufacturing of glycerine, manufacturing of calcium carbide, gas works (except the firemen);

(6) Leather industries: Shoe factories, manufacturing of leather goods;

(7) Paper and printing industries: Manufacturing of envelopes, record books, boxes, bags, bookbinding, lithographing, and zinc-engraving shops;

(8) Clothing industries: Clothing shops, underwear and trimmings, workshops for pressing, workshops for bed coverings, artificial flowers, feathers, and trimmings, hat and umbrella factories;

(9) Woodworking industries: Joiners' shops, coopers' sheds, wagon factories, manufacturing of furniture and chairs, picture-framing establishments, brush and broom factories;

(10) Electrical industries: Power houses, shops for electrical installations;

(11) Transportation by land: Employees on railroads and street cars, firemen, drivers, and carters.

ARTICLE 13.

In the application of this Convention to Roumania the date at which its provisions shall be brought into operation in accordance with Article 19 may be extended to not later than 1 July, 1924.

ARTICLE 14.

The operation of the provisions of this Convention may be suspended in any country by the Government in the event of war or other emergency endangering the national safety.

ARTICLE 15.

The formal ratifications of this Convention under the conditions set forth in Part XIII of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919, shall be communicated to the Secretary General of the League of Nations for registration.

ARTICLE 16.

Each Member which ratifies this Convention engages to apply it to its colonies, protectorates and possessions which are not fully self-governing:

(a) Except where owing to the local conditions its provisions are inapplicable; or

(b) Subject to such modifications as may be necessary to adapt its provisions to local conditions.

Each Member shall notify to the International Labour Office the action taken in respect of each of its colonies, protectorates, and possessions which are not fully self-governing.

ARTICLE 17.

As soon as the ratifications of two Members of the International Labour Organization have been registered with the Secretariat, the Secretary General of the League of Nations shall so

notify all the Members of the International Labour Organization.

ARTICLE 18.

This Convention shall come into force at the date on which such notification is issued by the Secretary General of the League of Nations, and it shall then be binding only upon those Members which have registered their ratification with the Secretariat. Thereafter this Convention will come into force for any other Member, at the date on which its ratification is registered with the Secretariat.

ARTICLE 19.

Each Member which ratifies this Convention agrees to bring its provisions into operation not later than 1 July, 1921, and to take such action as may be necessary to make these provisions effective.

ARTICLE 20.

A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Secretary General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

ARTICLE 21.

At least once in ten years the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention, and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

ARTICLE 22.

The French and English texts of this Convention shall both be authentic.

Draft Convention Concerning Unemployment

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America, on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to the "question of preventing or providing against unemployment," which is the second item in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a draft international convention,

Adopts the following Draft Convention for ratification by the Members of the International Labour Organization, in accordance with the Labour Part of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919:

ARTICLE 1.

Each Member which ratifies this Convention shall communicate to the International Labour Office, at intervals as short as possible and not exceeding three months, all available information, statistical or otherwise, concerning unemployment, including reports on measures taken or contemplated to combat unemployment.

Whenever practicable, the information shall be made available for such communication not later than three months after the end of the period to which it relates.

ARTICLE 2.

Each Member which ratifies this Convention shall establish a system of free public employment agencies under the control of a central authority. Committees, which shall include representatives of employers and of workers, shall be appointed to advise on matters concerning the carrying on of these agencies.

Where both public and private free employment agencies exist, steps shall be taken to co-ordinate the operations of such agencies on a national scale.

The operations of the various national systems shall be co-ordinated by the International Labour Office in agreement with the countries concerned.

ARTICLE 3.

The Members of the International Labour Organization which ratify this Convention and which have established systems of insurance against unemployment shall, upon terms being agreed between the Members concerned, make arrangements whereby workers belonging to one Member and working in the territory of another shall be admitted to the same rates of benefit of such insurance as those which obtain for the workers belonging to the latter.

ARTICLE 4.

The formal ratifications of this Convention, under the conditions set forth in Part XIII of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919, shall be communicated to the Secretary General of the League of Nations for registration.

ARTICLE 5.

Each Member which ratifies this Convention engages to apply it to its colonies, protectorates and possessions which are not fully self-governing:

(a) Except where owing to the local conditions its provisions are inapplicable; or

(b) Subject to such modifications as may be necessary to adapt its provisions to local conditions.

Each Member shall notify to the International Labour Office the action taken in respect

of each of its colonies, protectorates and possessions which are not fully self-governing.

ARTICLE 6.

As soon as the ratifications of three Members of the International Labour Organization have been registered with the Secretariat, the Secretary General of the League of Nations shall so notify all the members of the International Labour Organization.

ARTICLE 7.

This Convention shall come into force at the date on which such notification is issued by the Secretary General of the League of Nations, but it shall then be binding only upon those Members which have registered their ratifications with the Secretariat. Thereafter this Convention will come into force for any other Member at the date on which its ratification is registered with the Secretariat.

ARTICLE 8.

Each Member which ratifies this Convention agrees to bring its provisions into operation not later than 1 July, 1921, and to take such action as may be necessary to make these provisions effective.

ARTICLE 9.

A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Secretary General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

ARTICLE 10.

At least once in ten years the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention, and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

ARTICLE 11.

The French and English texts of this Convention shall both be authentic.

Recommendation Concerning Unemployment

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to the "question of preventing or providing against unemployment," which is the second item in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a recommendation,

Adopts the following Recommendation, to be submitted to the Members of the International Labour Organization for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the Labour Part of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919:

I.

The General Conference recommends that each Member of the International Labour Organization take measures to prohibit the establishment of employment agencies which charge fees or which carry on their business for profit. Where such agencies already exist, it is further recommended that they be permitted to operate only under Government licenses, and that all practicable measures be taken to abolish such agencies as soon as possible.

II.

The General Conference recommends to the Members of the International Labour Organi-

zation that the recruiting of bodies of workers in one country with a view to their employment in another country should be permitted only by mutual agreement between the countries concerned and after consultation with employers and workers in each country in the industries concerned.

III.

The General Conference recommends that each Member of the International Labour Organization establish an effective system of unemployment insurance, either through a Government system or through a system of Government subventions to associations whose rules provide for the payment of benefits to their unemployed members.

IV.

The General Conference recommends that each Member of the International Labour Organization co-ordinate the execution of all work undertaken under public authority, with a view to reserving such work as far as practicable for periods of unemployment and for districts most affected by it.

Recommendation Concerning Reciprocity of Treatment of Foreign Workers

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to the "question of preventing or providing against unemployment," which is the second item in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a recommendation,

Adopts the following Recommendation to be submitted to the Members of the International

Labour Organization for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the Labour Part of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919:

The General Conference recommends that each Member of the International Labour Organization shall, on condition of reciprocity and upon terms to be agreed between the countries concerned, admit the foreign workers (together with their families) employed within its territory, to the benefit of its laws and regulations for the protection of its own workers, as well as to the right of lawful organization as enjoyed by its own workers.

Draft Convention Concerning the Employment of Women before and after Childbirth

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to "women's employment, before and after childbirth, including the question of maternity benefit," which is part of the third item in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a draft international convention,

Adopts the following Draft Convention for ratification by the Members of the International Labour Organization, in accordance with the Labour Part of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919:

ARTICLE 1.

For the purpose of this Convention, the term "industrial undertaking" includes particularly:

(a) Mines, quarries, and other works for the extraction of minerals from the earth.

(b) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including shipbuilding, and the generation, transformation, and transmission of electricity or motive power of any kind.

(c) Construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gas work, water work, or other work of construction, as well as the preparation for or laying the foundation of any such work or structure.

(d) Transport of passengers or goods by road, rail, sea, or inland waterway, including the handling of goods at docks, quays, wharves, and warehouses, but excluding transport by hand.

For the purpose of this Convention, the term "commercial undertaking" includes any place where articles are sold or where commerce is carried on.

The competent authority in each country shall define the line of division which separates industry and commerce from agriculture.

ARTICLE 2.

For the purpose of this Convention, the term "woman" signifies any female person, irrespective of age or nationality, whether married or unmarried, and the term "child" signifies any child whether legitimate or illegitimate.

ARTICLE 3.

In any public or private industrial or commercial undertaking, or in any branch thereof, other than an undertaking in which only members of the same family are employed, a woman—

(a) Shall not be permitted to work during the six weeks following her confinement.

(b) Shall have the right to leave her work if she produces a medical certificate stating that her confinement will probably take place within six weeks.

(c) Shall, while she is absent from her work, in pursuance of paragraphs (a) and (b), be paid benefits sufficient for the full and healthy maintenance of herself and her child, provided either out of public funds or by means of a system of insurance, the exact amount of which shall be determined by the competent authority in each country, and as an additional benefit shall be entitled to free attendance by a doctor or certified midwife. No mistake of the medical adviser in estimating the date of confinement shall preclude a woman from receiving these benefits from the date of the medical

certificate up to the date on which the confinement actually takes place.

(d) Shall in any case, if she is nursing her child, be allowed half an hour twice a day during her working hours for this purpose.

ARTICLE 4.

Where a woman is absent from her work in accordance with paragraphs (a) or (b) of Article 3 of this Convention, or remains absent from her work for a longer period as a result of illness medically certified to arise out of pregnancy or confinement and rendering her unfit for work, it shall not be lawful, until her absence shall have exceeded a maximum period to be fixed by the competent authority in each country, for her employer to give her notice of dismissal during such absence, nor to give her notice of dismissal at such a time that the notice would expire during such absence.

ARTICLE 5.

The formal ratifications of this Convention, under the conditions set forth in Part XIII of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919, shall be communicated to the Secretary General of the League of Nations for registration.

ARTICLE 6.

Each Member which ratifies this Convention engages to apply it to its colonies, protectorates, and possessions which are not fully self-governing:

(a) Except where, owing to the local conditions, its provisions are inapplicable; or

(b) Subject to such modifications as may be necessary to adapt its provisions to local conditions.

Each Member shall notify to the International Labour Office the action taken in respect of each of its colonies, protectorates, and possessions which are not fully self-governing.

ARTICLE 7.

As soon as the ratifications of two Members of the International Labour Organization have been registered with the Secretariat, the Secretary General of the League of Nations shall so notify all the Members of the International Labour Organization.

ARTICLE 8.

This Convention shall come into force at the date on which such notification is issued by the Secretary General of the League of Nations, but it shall then be binding only upon those Members which have registered their ratifications with the Secretariat. Thereafter this Convention will come into force for any other Member at the date on which its ratification is registered with the Secretariat.

ARTICLE 9.

Each Member which ratifies this Convention agrees to bring its provisions into operation not later than 1 July, 1922, and to take such action as may be necessary to make these provisions effective.

ARTICLE 10.

A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Secretary General of the League of Nations for registration. Such denunciation shall not take effect until one year after

the date on which it is registered with the Secretariat.

ARTICLE 11.

At least once in 10 years the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention, and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

ARTICLE 12.

The French and English texts of this Convention shall both be authentic.

Draft Convention Concerning Employment of Women during the Night

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America, on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to "women's employment: during the night," which is part of the third item in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a draft international convention,

Adopts the following Draft Convention for ratification by the Members of the International Labour Organization, in accordance with the Labour Part of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919:

ARTICLE 1.

For the purpose of this Convention, the term "industrial undertaking" includes particularly:

(a) Mines, quarries, and other works for the extraction of minerals from the earth;

(b) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including shipbuilding, and the generation, transformation, and transmission of electricity or motive power of any kind;

(c) Construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gas work, waterwork, or other work of construction, as well as the preparation for or laying

the foundations of any such work or structure.

The competent authority in each country shall define the line of division which separates industry from commerce and agriculture.

ARTICLE 2.

For the purpose of this Convention, the term "night" signifies a period of at least eleven consecutive hours, including the interval between ten o'clock in the evening and five o'clock in the morning.

In those countries where no Government regulation as yet applies to the employment of women in industrial undertakings during the night, the term "night" may provisionally, and for a maximum period of three years, be declared by the Government to signify a period of only ten hours, including the interval between ten o'clock in the evening and five o'clock in the morning.

ARTICLE 3.

Women without distinction of age shall not be employed during the night in any public or private industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the same family are employed.

ARTICLE 4.

Article 3 shall not apply:

(a) In cases of *force majeure*, when in any undertaking there occurs an interruption of work which it was impossible to foresee, and which is not of a recurring character.

(b) In cases where the work has to do with raw materials or materials in course of treatment which are subject to rapid deterioration, when such night work is necessary to preserve the said materials from certain loss.

ARTICLE 5.

In India and Siam, the application of Article 3 of this Convention may be suspended by the

Government in respect to any industrial undertaking, except factories as defined by the national law. Notice of every such suspension shall be filed with the International Labour Office.

ARTICLE 6.

In industrial undertakings which are influenced by the seasons and in all cases where exceptional circumstances demand it, the night period may be reduced to ten hours on sixty days of the year.

ARTICLE 7.

In countries where the climate renders work by day particularly trying to the health, the night period may be shorter than prescribed in the above articles, provided that compensatory rest is accorded during the day.

ARTICLE 8.

The formal ratifications of this Convention, under the conditions set forth in Part XIII of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919, shall be communicated to the Secretary General of the League of Nations for registration.

ARTICLE 9.

Each Member which ratifies this Convention engages to apply it to its colonies, protectorates and possessions which are not fully self-governing:

(a) Except where owing to the local conditions its provisions are inapplicable; or

(b) Subject to such modifications as may be necessary to adapt its provisions to local conditions.

Each Member shall notify to the International Labour Office the action taken in respect of each of its colonies, protectorates and possessions which are not fully self-governing.

ARTICLE 10.

As soon as the ratifications of two Members of the International Labour Organization have been registered with the Secretariat, the Sec-

retary General of the League of Nations shall so notify all the Members of the International Labour Organization.

ARTICLE 11.

This Convention shall come into force at the date on which such notification is issued by the Secretary General of the League of Nations, but it shall then be binding only upon those Members which have registered their ratifications with the Secretariat. Thereafter this Convention will come into force for any other Member at the date on which its ratification is registered with the Secretariat.

ARTICLE 12.

Each Member which ratifies this Convention agrees to bring its provisions into operation not later than 1 July, 1922, and to take such action as may be necessary to make these provisions effective.

ARTICLE 13.

A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Secretary General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

ARTICLE 14.

At least once in ten years, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention, and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

ARTICLE 15.

The French and English texts of this Convention shall both be authentic.

Recommendation Concerning the Prevention of Anthrax

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to "women's employment: unhealthy processes," which is part of the third item in the agenda for the Washington meeting of the Conference; and

Having determined that these proposals shall take the form of a recommendation,

Adopts the following Recommendation, to be submitted to the Members of the International Labour Organization for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the Labour part of the Treaty of Versailles of 28 June, 1919, and the Treaty of St. Germain of September 10, 1919:

The General Conference recommends to the Members of the International Labour Organization that arrangements should be made for the disinfection of wool infected with anthrax spores, either in the country exporting such wool, or, if that is not practicable, at the port of entry in the country importing such wool.

Recommendation Concerning the Protection of Women and Children against Lead Poisoning

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to "women's and children's employment: unhealthy processes," which is part of the third and fourth items in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a recommendation,

Adopts the following Recommendation, to be submitted to the Members of the International Labour Organization for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the Labour Part of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919:

The General Conference recommends to the Members of the International Labour Organization that in view of the danger involved to the function of maternity and to the physical development of children, women, and young persons under the age of eighteen years, be excluded from employment in the following processes:

(a) In furnace work in the reduction of zinc or lead ores.

(b) In the manipulation, treatment, or reduction of ashes containing lead, and in the desilverizing of lead.

(c) In melting lead or old zinc on a large scale.

(d) In the manufacture of solder or alloys containing more than ten per cent of lead.

(e) In the manufacture of litharge, massicot, red lead, white lead, orange lead, or sulphate, chromate or silicate (frit) of lead.

(f) In mixing and pasting in the manufacture or repair of electric accumulators.

(g) In the cleaning of workrooms where the above processes are carried on.

It is further recommended that the employment of women and young persons under the age of eighteen years in processes involving the use of lead compounds be permitted only subject to the following conditions:

(a) Locally applied exhaust ventilation, so as to remove dust and fumes at the point of origin.

(b) Cleanliness of tools and workrooms.

(c) Notification to Government authorities of all cases of lead poisoning, and compensation therefor.

(d) Periodic medical examination of the persons employed in such processes.

(e) Provision of sufficient and suitable cloak-room, washing, and mess-room accommodation, and of special protective clothing.

(f) Prohibition of bringing food or drink into work rooms.

It is further recommended that in industries where soluble lead compounds can be replaced by non-toxic substances, the use of soluble lead compounds should be strictly regulated.

For the purpose of this Recommendation, a lead compound should be considered as soluble if it contains more than five per cent of its weight (estimated as metallic lead) soluble in a quarter of one per cent solution of hydrochloric acid.

Recommendation Concerning the Establishment of Government Health Services

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to "women's employment: unhealthy processes," which is part of the third item in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a recommendation,

Adopts the following Recommendation, to be submitted to the Members of the International Labour Organization for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the Labour Part of the Treaty of Versailles of June 28, 1919, and the Treaty of St. Germain of September 10, 1919:

The General Conference recommends that each Member of the International Labour Organization which has not already done so should establish as soon as possible, not only a system of efficient factory inspection, but also in addition thereto a Government service especially charged with the duty of safeguarding the health of the workers, which will keep in touch with the International Labour Office.

Draft Convention Fixing the Minimum Age for Admission of Children to Industrial Employment

The General Conference of the International Labour Organization of the League of Nations,

which only members of the same family are employed.

Having been convened by the Government of the United States of America at Washington, on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to the "employment of children: minimum age of employment," which is part of the fourth item in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a draft international convention,

Adopts the following Draft Convention for ratification by the Members of the International Labour Organization, in accordance with the Labour Part of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919:

ARTICLE 1.

For the purpose of this Convention, the term "industrial undertaking" includes particularly:

(a) Mines, quarries and other works for the extraction of minerals from the earth.

(b) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including shipbuilding, and the generation, transformation, and transmission of electricity and motive power of any kind.

(c) Construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gas work, water work, or other work of construction, as well as the preparation for or laying the foundations of any such work or structure.

(d) Transport of passengers or goods by road or rail or inland waterway, including the handling of goods at docks, quays, wharves, and warehouses, but excluding transport by hand.

The competent authority in each country shall define the line of division which separates industry from commerce and agriculture.

ARTICLE 2.

Children under the age of fourteen years shall not be employed or work in any public or private industrial undertaking, or in any branch thereof, other than an undertaking in

ARTICLE 3.

The provisions of article 2 shall not apply to work done by children in technical schools, provided that such work is approved and supervised by public authority.

ARTICLE 4.

In order to facilitate the enforcement of the provisions of this Convention, every employer in an industrial undertaking shall be required to keep a register of all persons under the age of sixteen years employed by him, and of the dates of their births.

ARTICLE 5.

In connection with the application of this Convention to Japan, the following modifications of article 2 may be made:

(a) Children over twelve years of age may be admitted into employment if they have finished the course in the elementary school;

(b) As regards children between the ages of twelve and fourteen already employed, transitional regulations may be made.

The provision in the present Japanese law admitting children under the age of twelve years to certain light and easy employments shall be repealed.

ARTICLE 6.

The provisions of article 2 shall not apply to India, but in India children under twelve years of age shall not be employed,

(a) In manufactories working with power and employing more than ten persons;

(b) In mines, quarries, and other works for the extraction of minerals from the earth;

(c) In the transport of passengers or goods, or mails, by rail, or in the handling of goods at docks, quays, and wharves, but excluding transport by hand.

ARTICLE 7.

The formal ratifications of this Convention, under the conditions set forth in Part XIII of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919, shall be communicated to the Secretary General of the League of Nations for registration.

ARTICLE 8.

Each Member which ratifies this Convention engages to apply it to its colonies, protecto-

rates, and possessions which are not fully self-governing:

(a) Except where owing to the local conditions its provisions are inapplicable; or

(b) Subject to such modifications as may be necessary to adapt its provisions to local conditions.

Each Member shall notify to the International Labour Office the action taken in respect to each of its colonies, protectorates, and possessions which are not fully self-governing.

ARTICLE 9.

As soon as the ratifications of two Members of the International Labour Organization have been registered with the Secretariat, the Secretary General of the League of Nations shall so notify all the members of the International Labour Organization.

ARTICLE 10.

This Convention shall come into force at the date on which such notification is issued by the Secretary General of the League of Nations, but it shall then be binding only upon those Members which have registered their ratifications with the Secretariat. Thereafter this Convention will come into force for any other Member at the date on which its ratification is registered with the Secretariat.

Draft Convention Concerning the Night Work of Young Persons Employed in Industry

The General Conference of the International Labour Organization of the League of Nations,

Having been convened by the Government of the United States of America at Washington, on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to the "employment of children: during the night," which is part of the fourth item in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a draft international convention,

Adopts the following Draft Convention for ratification by the Members of the International Labour Organization, in accordance with the Labour Part of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919:

ARTICLE 1.

For the purpose of this Convention, the term "industrial undertaking" includes particularly:

(a) Mines, quarries, and other works for the extraction of minerals from the earth.

ARTICLE 11.

Each Member which ratifies this Convention agrees to bring its provisions into operation not later than 1 July, 1922, and to take such action as may be necessary to make these provisions effective.

ARTICLE 12.

A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Secretary General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

ARTICLE 13.

At least once in ten years, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention, and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

ARTICLE 14.

The French and English texts of this Convention shall both be authentic.

(b) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up, or demolished, or in which materials are transformed; including shipbuilding, and the generation, transformation, and transmission of electricity or motive power of any kind.

(c) Construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gas work, water work, or other work of construction as well as the preparation for or laying the foundations of any such work or structure.

(d) Transport of passengers or goods by road or rail, including the handling of goods at docks, quays, wharves, and warehouses, but excluding transport by hand.

The competent authority in each country shall define the line of division which separates industry from commerce and agriculture.

ARTICLE 2.

Young persons under eighteen years of age shall not be employed during the night in any public or private industrial undertaking, or in any branch thereof, other than an undertaking

in which only members of the same family are employed, except as hereinafter provided for.

Young persons over the age of sixteen may be employed during the night in the following industrial undertakings on work which by reason of the nature of the process is required to be carried on continuously day and night:

(a) Manufacture of iron and steel; processes in which reverberatory or regenerative furnaces are used, and galvanizing of sheet metal or wire (except the pickling process).

(b) Glass works.

(c) Manufacture of paper.

(d) Manufacture of raw sugar.

(e) Gold mining reduction work.

ARTICLE 3.

For the purpose of this Convention, the term "night" signifies a period of at least eleven consecutive hours, including the interval between ten o'clock in the evening and five o'clock in the morning.

In coal and lignite mines work may be carried on in the interval between ten o'clock in the evening and five o'clock in the morning, if an interval of ordinarily fifteen hours, and in no case of less than thirteen hours, separates two periods of work.

Where night work in the baking industry is prohibited for all workers, the interval between nine o'clock in the evening and four o'clock in the morning may be substituted in the baking industry for the interval between ten o'clock in the evening and five o'clock in the morning.

In those tropical countries in which work is suspended during the middle of the day, the night period may be shorter than eleven hours if compensatory rest is accorded during the day.

ARTICLE 4.

The provisions of Article 2 and 3 shall not apply to the night work of young persons between the ages of sixteen and eighteen years in cases of emergencies which could not have been controlled or foreseen, which are not of a periodical character, and which interfere with the normal working of the industrial undertaking.

ARTICLE 5.

In the application of this Convention to Japan, until 1 July, 1925, Article 2 shall apply only to young persons under fifteen years of age, and thereafter it shall apply only to young persons under sixteen years of age.

ARTICLE 6.

In the application of this Convention to India, the term "industrial undertakings" shall include only "factories" as defined in the Indian Factory Act, and Article 2 shall not apply to male young persons over fourteen years of age.

ARTICLE 7.

The prohibition of night work may be suspended by the Government, for young persons between the ages of sixteen and eighteen years, when in case of serious emergency the public interest demands it.

ARTICLE 8.

The formal ratifications of this Convention, under the conditions set forth in Part XIII of the Treaty of Versailles of 28 June, 1919, and of the Treaty of St. Germain of 10 September, 1919, shall be communicated to the Secretary General of the League of Nations for registration.

ARTICLE 9.

Each Member which ratifies this Convention engages to apply it to its colonies, protectorates and possessions which are not fully self-governing:

(a) Except where owing to the local conditions its provisions are inapplicable; or

(b) Subject to such modifications as may be necessary to adapt its provisions to local conditions.

Each Member shall notify to the International Labour Office the action taken in respect of each of its colonies, protectorates and possessions which are not fully self-governing.

ARTICLE 10.

As soon as the ratification of two Members of the International Labour Organization have been registered with the Secretariat the Secretary General of the League of Nations shall notify all the Members of the International Labour Organization.

ARTICLE 11.

This Convention shall come into force at the date on which such notification is issued by the Secretary General of the League of Nations, and it shall then be binding only upon those Members which have registered their ratifications with the Secretariat. Thereafter this Convention will come into force for any other Member at the date on which its ratification is registered with the Secretariat.

ARTICLE 12.

Each Member which ratifies this Convention agrees to bring its provisions into operation not later than 1 July, 1922, and to take such action as may be necessary to make these provisions effective.

ARTICLE 13.

A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated

to the Secretary General of the League of Nations for registration. Such denunciation shall not take effect until one year after the date on which it is registered with the Secretariat.

ARTICLE 14.

At least once in ten years the Governing Body of the International Labour Office shall

present to the General Conference a report on the working of this Convention, and shall consider the desirability of placing on the agenda of the Conference the question of its revision or modification.

ARTICLE 15.

The French and English texts of this Convention shall both be authentic.

Recommendation Concerning the Application of the Berne Convention of 1906, on the Prohibition of the use of White Phosphorus in the Manufacture of Matches

The General Conference of the International Labour Organization of the League of Nations,

Having been convened at Washington by the Government of the United States of America on the 29th day of October, 1919, and

Having decided upon the adoption of certain proposals with regard to the "extension and application of the International Convention adopted at Berne in 1906 on the prohibition of the use of white phosphorus in the manufacture of matches," which is part of the fifth item in the agenda for the Washington meeting of the Conference, and

Having determined that these proposals shall take the form of a recommendation,

Adopts the following Recommendation, to be submitted to the Members of the International Labour Organization for consideration with a view to effect being given to it by national legislation or otherwise, in accordance with the Labour Part of the Treaty of Versailles of 28 June, 1919, and the Treaty of St. Germain of 10 September, 1919:

The General Conference recommends that each Member of the International Labour Organization, which has not already done so, should adhere to the International Convention adopted at Berne in 1906 on the prohibition of the use of white phosphorus in the manufacture of matches.

THE WORKINGS OF THE MANITOBA MINIMUM WAGE BOARD

Description of a Canadian Experiment in Wage Regulation for Female Workers

THE LABOUR GAZETTE has reviewed from time to time various rulings of the Minimum Wage Board of Manitoba. This board, which, it will be recalled, was appointed in June, 1918, by an Act by the Provincial Legislature, with power to make orders as to minimum wages, hours and conditions of labour for female employees in shops and in factories within the Province, was the first of its kind to be appointed in Canada. Boards with almost similar functions have, however, since been appointed in British Columbia and Saskatchewan, and early this year a board was authorized for the Province of Quebec.

A recent issue of the *Journal of Commerce* contains an interesting article by Dr. J. W. MacMillan, who was chairman of the Manitoba Minimum Wage Board

during the first fifteen months of its existence, in which is outlined what is described to be a purely Canadian experiment presenting some features distinct from experiments in other countries, which, the writer states, has been generally held to be successful. Dr. MacMillan's article is, in part, as follows:

The Act under which the board worked was in one important respect quite original. The usual device has been for an overruling body, in the shape of a parliament or governmental department or commission, to appoint trade boards from each industry and then to pass upon the recommendations of these trade boards. Another plan, which several states of the United States employ, is to prescribe one flat rate wage for all women workers. In this case, of course, no machinery is required more than already exists for the enforcement of all laws. The Provincial Bureau of Labour of Manitoba, to which belongs the credit of in-

itiating the movement for the law, favoured the flat rate. The Canadian Manufacturers' Association, which decided to support the movement, favoured a form of law such as is common in the United States, with the commission and trade boards. But the Government passed a law according to neither proposal. The Act provides for one Board, to which is given power to fix standards of wages, hours and working conditions, and no provision is made for trade boards.

CALLING CONFERENCES

When we first met as a board, two from the employers and two from the employees with a disinterested chairman, we were not a little puzzled how to set to work. After getting acquainted with each other and studying our position, we decided to be the presiding portion of the trade boards ourselves. Thus, as each industry came under survey, we called a conference of representatives of employers and employees and sought to come to an agreement with them as to the regulations to be imposed.

We discovered that this method had several great advantages over the usual double machinery of commission and trade boards. It was much speedier. In fifteen months thirty-five industries were severally dealt with, and that by a board whose members were able to give only part of their time to its labours. If one compares the length of time it takes even the nimblest of the states to cover the field of industry the advantages of the Manitoba plan will be evident. Moreover, the presence of the board at the conference where the agreements are made between employers and employees is much better than if some chairman, chosen for the occasion, took up the role of arbiter. In the nature of the case the superior bargaining power is on the side of the employers. Thus it sometimes happens that the commission refuses to accept the finding of the trade board and either sends it back for reconsideration or dismisses the trade board and appoints a new one. No instance has occurred where the trade board was accused of being too favourable to the employees. But a board which has gathered experience from similar conferences is able to direct the proceedings, and hold the balance of power, with a wisdom and steadfastness impossible to any lacking such an experience.

NECESSITY FOR HARMONY

The very fact that the board had been constituted from two classes generally in conflict made it apparent to its members that harmonious action was highly desirable. If its decisions had been reached by the casting vote of the chairman, over the opposition and against the protest of one-half of the board, they would have had far less moral authority at their back. True, they would become law, but if they were advertised to those bound by them as having been opposed in the board by

their champions their obedience would have been, to say the most, an unwilling one. And, with the vigorous organizations of capital and labour ready to take up the quarrel of their members and friends, it might easily happen that the well-meant efforts of the board should be discredited. Thus we were impelled toward harmony. And the simple and convincing principle upon which the law rested, that any industry taking the productive efficiency of a woman, should at least work and pay her up to the level of wholesome living, made it possible for us, who might have differed radically about more contentious matters, to work in concord on this. In the thirty-five conferences which we held, besides many other meetings, I remember only two occasions in which I settled a difference of opinion by a casting vote between the representatives of the employers and the employees.

EMPLOYERS WERE SYMPATHETIC

Having seen the desirability, not to say necessity, of harmony within the board, we next perceived the desirability of securing the approval of those who were to be controlled by the regulations we made. So we adopted the plan of summoning representatives from either side in each industry and discussing every point with them. We found, to our astonishment and delight, that they were ready to help us to the extent of their power, and that they approved of regulations designed to support the well-being of the employees. In the thirty-five conferences only once or twice did an employer refuse to approve of a regulation which the board was disposed to insist on, and in those cases it was some minor affair. I should like to pay my respects to the employers of Manitoba, and especially of Winnipeg, where most of the industries we dealt with are located, for their willingness to accept the principle of minimum standards and for their honourable carrying out of the regulations prescribed.

It might seem that the explanation of this ready consent lay in the extenuated nature of the regulations. But it was not so. In some of the establishments where large numbers of women were employed practically every wage was increased. In others the maximum of hours was so reduced as to make it necessary to increase the staff of workers. In others such changes in equipment or proportion of young workers were ordered as to bring the employers back asking for extension of time, as the thirty days normally allowed before the enforcement of the law was too short to let them change their building or the personnel of their working force. The number of women and girls who came within the reach of the regulations of the board may have been six thousand. Of these certainly half gained in income. Others, who had been fairly well paid but overworked, were brought down to a forty-eight or fifty hour week.

EMPLOYMENT PROSPECTS IN CANADA FOR WOMEN FROM THE UNITED KINGDOM

Report of a British Commission of Investigation

BETWEEN April and September last a commission from the United Kingdom, acting under authority of the Oversea Settlement Committee of the British Government, toured Canada from coast to coast gathering information as to the prospects of employment that might exist in this country for British women proposing to emigrate. According to the report of the commission, which has recently been issued,* the precise object of the investigation was to obtain information regarding:

1. Present and future prospects for the employment and settlement of women on the land, and for the employment of women in industrial, commercial and other occupations, including conditions of housing, wages and general welfare.
2. Opportunities for the establishment of new industries for women.
3. In what numbers women could be received into such industries as might be found to afford openings for their employment.
4. Hostel accommodation available for women settlers.
5. Possibilities for training in connection with hostel or existing educational centres.
6. Any special facilities likely to be granted to women of the War Service.

The results of the investigations conducted under the several heads are set forth in detail in the report. The first section deals with the conditions existing in regard to domestic service. Here, as the commissioners point out, while

an urgent demand unquestionably prevails in Canada, the diversity of social standards is often found to affect adversely the employment of British immigrants, whose ideas of this form of service frequently do not correspond with the qualifications required of the Canadian "help." The newcomers, it is stated, do not as a rule escape the influence of the general "unpopularity of domestic service in Canada," and a tendency is observed among them to drift into other occupations. The practice, particularly in the West, of employing male Orientals who are more easy to house than women, is referred to as a condition worth noting in the employment market for domestic service. The commissioners consider that the extension of Central Hostels or Community Boarding Houses would help, especially in the smaller towns, to remove some of the difficulties of this kind of employment. "Newly arrived women from the United Kingdom," the commissioners state, "should regard the first three months of their employment as an apprenticeship, and be prepared to accept the legal minimum wage until their skill in Canadian methods qualifies them to ask a wage equal to that earned by experienced local workers." Waitresses also require some preliminary Canadian experience, while Oriental labour seriously competes with female employment in hotels. Newcomers desiring positions as housekeepers are warned of the loneliness of prairie life. "No demand for housekeepers, accustomed only to the kind of work attached to the post in English homes, exists in Canada." On the other hand, the commissioners found good openings for a number of young women of the educated class to undertake the care of in-

*Report to the President of the Oversea Settlement Committee of the Delegates Appointed to Enquire as to Openings in Canada for Women from the United Kingdom. Parliamentary Paper, November, 1919.

phants and young children, or to a lesser extent to act as "lady helps."

The report deals at some length with employment conditions in industrial, commercial and other classes of occupation (non-domestic). Under this head come nurses, of whom it is stated there is at present a shortage in Canada. In regard to the teaching profession, the commissioners say that "while they have no wish to minimize the drawbacks involved in a teacher's life in such [remote] districts they would give equal prominence to the important opportunity of public service thereby opened to British women capable of undertaking the duties of teachers." What is now known as Social Service also offers some openings for well-educated women. No extensive demand was found for stenographers, except those with some special qualifications otherwise. Milliners are not advised to come to Canada, and while there was some demand for dress-makers, the commissioners point out that "the vast majority of Canadian women are accustomed to make their own dresses and are extremely competent in this respect." In regard to factory and shop employment, they would regard as "most unwise any encouragement of women from the United Kingdom under existing circumstances." The openings in laundry work are few, owing mainly to the oriental hold on the trade.

Special sections of the report deal with possibilities for training in connection with hostels or existing educational centres, "Hostels and Welfare," and "Special Facilities for Women of the War Service." With respect to such women it was hoped that special facilities would be provided for settling upon the land. The suggestion is made that the British Government might propose to the Canadian Government the continuation to women of the courses in agriculture now given to returned soldiers after the men have been disposed of. They admit, however, that up to the present time they found no land settlements on the co-partnership plan such as they consider best

suitable to women settlers, which had lasted for any considerable number of years.

The main section of the report treats of opening in agriculture, both general and by provinces. The commissioners lay stress on the difficulties facing women land workers due to climate, sparse population and poor housing accommodation. An interesting feature of the report, however, consists of a number of appendices giving examples of successful undertakings actually carried out by women on the land.

The commissioners conclude their report by making the following recommendations:

(1) That all women making application to be sent to Canada to take up domestic work should be required to state in writing whether they wish to live in a town or in a rural district. Considerable dissatisfaction and misunderstanding would thus be avoided.

(2) That every woman making request for assistance toward entry into Canada be interviewed by a Selection Committee of women authorized to act on behalf of the Oversea Settlement Committee and the Commissioner of Emigration for Canada.

(3) That educated women desiring to take up professional employment in Canada be advised that some course of training in the Dominion is a necessary preliminary to almost every form of such work.

(4) That the number of women travelling to Canada for the purpose of taking up employment be regulated according to information obtained periodically from the Employment Service officials in Canada, and that all placing of women be arranged through or in close co-operation with those officials, to whom the British authorities should look for recommendation of fitness of employers engaging British women.

(5) That in order to ensure satisfactory placing, papers descriptive of each prospective wage-earning settler be sent forward before her arrival to the Employment Service authorities of the Province to which she proposes to travel.

(6) That close communication be established between the Oversea Settlement Committee and the Canadian Council of Immigration of Women for Household Service.

(7) That with the approval of the Dominion authorities, the Oversea Settlement Committee appoint a woman representative to Canada during the period while free passages are granted to women of the War Services, in order to form a connecting link between the Oversea Settlement Committee and the Departmental officials

of Immigration and Trades and Labour of the various Dominion provinces concerned. The latter officials should be at liberty to consult with such representative as to difficulties of placing settlers, and her further duty would be to keep in touch with the Canadian Council of Women referred to in paragraph 48 and

the various women's associations in the Dominion who are prepared to assist in the matter of welfare with regard to women from the United Kingdom.

(8) That the bonus system [of payment to immigration agents] be abolished in the United Kingdom, and also, we hope, in Canada.

PRESIDENT WILSON ON INDUSTRIAL RELATIONS IN THE UNITED STATES

President's Message to Congress

THE message of President Wilson to the United States Congress, delivered on December 2, dealt largely with the relations between capital and labour, and laid down certain principles for the improvement of these relations. The message was, in part, as follows:

on December 1 to consider these problems in all their broad aspects, with the idea of bringing about a better understanding between these two interests.

THE DEMANDS OF LABOUR.

The great unrest throughout the world, out of which has emerged a demand for an immediate consideration of the difficulties between capital and labour, bids us put our own house in order. Frankly, there can be no permanent and lasting settlements between capital and labour which do not recognize the fundamental concepts for which labour has been struggling through the years.

The whole world gave its recognition and endorsements to these fundamental purposes in the League of Nations. The statesmen gathered at Versailles recognized the fact that world stability could not be had by reverting to industrial standards and conditions against which the average workman of the world had revolted.

It is, therefore, the task of the statesmen of this new day of change and readjustment to recognize world conditions and to seek to bring about, through legislation, conditions that will mean the ending of age-long antagonism between capital and labour, and that will hopefully lead to the building up of a comradeship which will result not only in greater contentment among the mass of workmen, but also bring about a greater production and a greater prosperity to business itself.

To analyze the particulars in the demands of labour is to admit the justice of their complaint in many matters that lie at their basis. The workman demands an adequate wage, sufficient to permit him to live in comfort, unhampered by the fear of poverty and want in his old age. He demands the right to live and the right to work amidst sanitary surroundings both in home and workshop, surroundings that develop and do not retard his own health and well-being; and the right to provide for his children's wants in the matter of health and education. In other words, it is his desire to

No one who has observed the march of events in the last year can fail to note the absolute need of a definite programme to bring about an improvement in the conditions of labour. There can be no settled conditions leading to increased production, and a reduction in the cost of living, if labour and capital are to be antagonists instead of partners. . . . The only way to keep men from agitating against grievances is to remove the grievances. An unwillingness even to discuss these matters produces only dissatisfaction and gives comfort to the extreme elements in our country which endeavour to stir up disturbances in order to provoke governments to embark upon a course of retaliation and repression. . . . The real antidote for the unrest which manifests itself is not suppression, but a deep consideration of the wrongs that beset our national life and the application of a remedy.

LABOUR PARTICIPATION IN MANAGEMENT.

Congress has already shown its willingness to deal with these industrial wrongs by establishing the eight-hour day as the standard in every field of labour. It has sought to find a way to prevent child labour. It has served the whole country by leading the way in developing the means of preserving and safeguarding lives and health in dangerous industries. It must now help in the difficult task of finding a method that will bring about a genuine democratization of industry, based on the full recognition of the right of those who work, in whatever rank, to participate in some organic way in every decision which directly affects their welfare. It is with this purpose in mind that I called a conference to meet in Washington

make the conditions of his life and the lives of those dear to him tolerable and easy to bear.

The establishment of the principles regarding labour laid down in the covenant of the League of Nations offers us the way to industrial peace and conciliation. No other road lies open to us. Not to pursue this one longer is to invite enmities, bitterness and antagonisms, which in the end only lead to industrial and social disaster. . . .

COLLECTIVE BARGAINING.

Governments must recognize the right of men collectively to bargain for humane objects that have at their base the mutual protection and welfare of those engaged in all industries. Labour must not be longer treated as a commodity. It must be regarded as the activity of human beings, possessed of deep yearnings and desires. The business man gives his best thought to the repair and replenishment of his machinery, so that its usefulness will not be impaired and its power to produce may always be at its height and kept in full vigour and motion. No less regard ought to be paid to the human machine, which, after all, propels the machinery of the world and is the great dynamic force that lies back of all industry and progress. Return to the old standards of wage and industry in employment is unthinkable. The terrible tragedy of war which had just ended, and which has brought the world to the verge of chaos and disaster, would be in vain if there should ensue a return to the conditions of the past. Europe, itself, whence has come the unrest which now holds the world at bay, is an example of standpatism in these vital human matters which America might well accept as an example, not to be followed but studiously to be avoided. Europe made labour the differential, and the price of it all is enmity and antagonism and prostrated industry. The right of labour to live in peace and comfort must be recognized by governments, and America should be the first to lay the foundation stones upon which industrial peace shall be built.

RIGHTS OF CAPITAL.

Labour not only is entitled to an adequate wage, but capital should receive a reasonable return upon its investment and is entitled to protection at the hands of the government in every emergency. No government worthy of the name can play the elements against each other, for there is a mutuality of interest between them which the government must seek to expand and safeguard at all costs.

The right of individuals to strike is inviolate, and ought not to be interfered with by any process of government; but there is a predominant right, and that is the right of the government to protect all of its people and to assert its power and majesty against the challenge of any class. The government, when it asserts that right, seeks not to antagonize a class but simply to defend the right of the whole people as against irreparable harm and injury that might be done by the attempt of any class to usurp a power that only government itself has a right to exercise as a protection to all.

In the matter of international disputes which have led to war, statesmen have sought to set up as a remedy arbitration for war. Does this not point the way for the settlement of industrial disputes, by the establishment of a tribunal, fair and just alike to all, which will settle industrial disputes which in the past have led to war and disaster? America witnessing the evil consequences which have followed out of such disputes between the contending forces, must not admit itself impotent to deal with these matters by means of peaceful processes. Surely there must be some method of bringing together in a council of peace and amity these two great interests, out of which will come a happier day of peace and co-operation, a day that will make for more comfort and happiness in living and a more tolerable condition among all classes of men. Certainly human intelligence can devise some acceptable tribunal for adjusting the differences between capital and labour.

GROWTH OF JOINT INDUSTRIAL COUNCILS IN THE UNITED KINGDOM

Application of the Complete Whitley Scheme Urged

THE British *Labour Gazette* for October reports that the formation of Joint Industrial Councils in accordance with the Whitley scheme is making considerable progress in British industries. Apart from Government industrial establishments and the administrative and

legal departments of the Civil Service, the total number at the middle of October was forty-six and the number of workers employed by these industries was estimated at over 2,500,000. The industries now represented by Joint Industrial Councils are as follows:

Asbestos manufacturing; Metallic bedstead; Bobbin and shuttle making; Boot and shoe manufacture; Bread baking and flour confectionery; Building; Carpets; Chemical trade; Cable making; China clay; Coir mat and matting; Elastic web, cord, braid and small wares fabric; Electrical contracting; Electricity supply (including both municipal and company owned undertakings); Flour milling; Furniture; Gas (including both municipal and company owned undertakings); Gold, silver, horological and allied trades; Heating and domestic engineering; Hosiery; Hosiery (Scottish); Iron and steel wire manufacture; Made-up leather goods; Music trades; Local authorities non-trading services (Manual workers—England and Wales); Match manufacturing; Needles, fish hooks and fishing tackle; Packing case making; Paint, colour and varnish trades; Printing; Welsh plate and sheet trades; Pottery; Quarrying; Road transport; Rubber manufacturing; Sawmilling; Silk; Shelter trade; Tin mining; Tramway industry; Vehicle building; Wall-paper making; Waterworks undertakings (including both municipal and company owned undertakings); Wool (and allied) textile; Woollen and worsted (Scottish); Wrought hollow ware.

It is also reported that a joint industrial council is in process of formation in the theatrical and entertainments industry.

As an indication of the activities of these councils, the following resolution of the Flour Milling industry requesting action on the part of the Home Office with a view to preventing accidents, is of interest:

“That, having regard to the danger to life and limb consequent upon the present faulty methods for unloading flour, etc., at bake-houses and other places of delivery, an enquiry should be instituted without delay with a view to incorporating such additional provisions in the various Factory Acts as may meet the situation.”

Application of the Complete Whitley Scheme Urged by the Minister of Labour

Sir Robert Horne, the Minister of Labour, recently wrote to all Joint Industrial Councils urging the special importance of adopting the Whitley scheme in its entirety. His letter in part follows:

At the present time [August, 1919] there are National Councils in no less than forty industries of the country, which I think may fairly be regarded as a remarkable proof of the progress of the movement between employers and workpeople, without which, I am convinced, satisfactory conditions in industry are impossible. I also realize how much hard work has been done by the Employers' Associations and the Trade Unions connected with these Councils, and I should hesitate to suggest that they should undertake the solution of these further, and perhaps even more difficult, problems, were I not of opinion that their early solution was a matter of the utmost importance. It will be remembered that the scheme recommended by the Whitley Committee consisted of three different types of bodies: in the first place, of National Councils, secondly, of District Councils, and, thirdly, of Works Committees. The Committee evidently regarded the formation of these bodies as being usually necessary for the complete success of the scheme, and I entirely share this view. In my opinion the formation of a National Council, though of course desirable in itself, is only one stage towards the realization of the complete organization suggested by the Whitley Committee. Indeed I doubt whether the spirit of co-operation between employers and workpeople can be sufficiently developed by the representatives of the employers' organizations and Trade Unions sitting together in Council, unless the principle of joint consultation and action is carried further by their association together in each district and in every works. The underlying idea of the Whitley Report is that the worker should have a real voice in determining the conditions of his everyday work, and this cannot be secured unless he can speak not only on matters affecting his industry as a whole, but also on those concerning the particular establishment in which he works.

Sir Robert Horne pointed out that “any steps that may be taken in the direction of setting up District Councils or Works Committees must be taken with the full approval of the National Councils in order that their development may proceed on lines acceptable to em-

ployers and workpeople alike, and agreed to by their respective organizations. The Whitley Committee themselves refrained from recommending any specific form for either body, and different plans will no doubt have to be adopted in order to meet the varying needs of the different industries."

Before the Minister's letter was issued, District Councils and Works Committees had already been formed or were in process of formation, under the auspices of a number of National Joint Industrial Councils. In response to the letter many other Councils took steps to carry out the Minister's suggestion. The following industries already had or were forming Works Committees under their Joint Industrial Councils: Bobbins; China clay; Coir mat and matting; Hosiery (Scottish); Matches; Pottery; Rubber; Tin mining; Woollen and Worsted (Scottish).

The following industries had either formed or were forming District Councils:

Bread baking; Coir mat and matting; Elastic webbing; Electrical contracting; Electricity supply; Furniture; Gas; Gold, silver, horological and allied trades; Heavy chemicals; Hosiery (Scottish); Local authorities' non-trading services (manual workers); Matches; Paint, colour and varnish; Road transport; Rubber; Sawmilling; Waterworks; Wool (and allied); Tiles; Woollen and Worsted (Scottish).

Several Councils have devised machinery for dealing with disputes and for undertaking conciliation duties. The principle adopted in some cases is that such matters should be dealt with, where possible, by Shops or Works Committees or by District Councils; the National Council confining itself to questions affecting the whole industry. The Wool and allied Textile Council has established an arbitration panel. The Chemical Trade Council has established an emergency committee of six members formed from a panel of members of the Council in alphabetical order, and appointed the first three on the employers' list and

the first three on the workpeople's list to serve for the first month, and so on. This committee is prepared to go at once to any place in which a dispute has arisen which cannot be settled locally. The Road Transport Council has agreed that the Executive Committee constitute a Joint Arbitration panel, composed of three members (one from each side of the Council, with a chairman). It is proposed that the District Councils, when formed, should endeavour to compose all disputes arising within their areas, and that the travelling panel should be summoned only in cases of extreme urgency. The Furniture Council has established a National Conciliation Board.

Welfare Committees have been formed by some Councils with a view to improving factory conditions. Committees to deal with education and training of apprentices have been appointed in several Councils, some of these committees being in close touch with the Board of Education and with local education authorities. In some Councils education committees have drawn up reports on apprentice and general education, regulating conditions of entrance into the industry and providing for technical education.

The Building Council has appointed a committee to consider questions of scientific management and reduction of costs, with a view to making the industry as efficient as possible in service both in regard to production and distribution. Other Councils have statistical and research committees to collect information on wages and making prices, and on average profits on turnover. The problem of subdividing industries, dealing with overlapping, etc., is solved in several of the more complex industries by "demarcation" and sectional committees.

The question of setting up commercial sub-committees charged with the special work of dealing with matters in which the Board of Trade is concerned, is receiving consideration by several Coun-

cils which are forming Commercial sub-committees.

Agreements respecting wages and hours of work and arrangements in regard to holidays have been reached by many Councils in several industries, an annual holiday of six consecutive days at full pay being arranged.

Whitley Councils in the Government Service

Considerable progress has been made in the application of the principles of

the Whitley Committee's report to the administrative department of the Civil Service, and to Government Industrial establishments. The *British Labour Gazette* reported in October that the departmental councils for the Admiralty and the Office of Works had held their first meetings and that departmental Councils for the War Office, the Ministry of Munitions and the Stationery Office, were almost completed. The preliminary steps in these movements were noted in the April and June issues of the *LABOUR GAZETTE*.

WORKS COUNCILS IN THE UNITED STATES

A Report of the National Industrial Conference Board

THE National Industrial Conference Board in the United States has just issued a report on "Works Councils in the United States" (Research Report No. 21, October, 1919) based upon a comprehensive study of such councils in 225 industrial establishments. The report does not contain any definite conclusions on the subject, remarking that Works Councils are as yet too new for a final judgment to be passed on their value; but that the experience of the past eighteen months would indicate that "the experiment is worthy of unprejudiced consideration on the part of American industry."

The idea of the Works Council was set forth as early as 1886, when James C. Bayles published an article in New York on "The Shop Council," and the first recorded trial of the plan was made by the Nernst Lamp Company of Pittsburgh in 1904. From that time until January, 1918, only 29 councils were formed, and their rapid growth in numbers from that date is attributed mainly to the activity of the National War Labour Board and the Shipbuilding Labour Adjustment Board, and to abnormal wartime conditions. At the time

the report was compiled there were works councils in 225 establishments employing about half a million workers.

The largest number of councils is found in the states east of the Mississippi, particularly in the various branches of the metal trades, large establishments employing a high proportion of skilled and English-speaking workers being the most congenial soil. There appeared to be no fixed relationship between Works Councils and trade unionism, the evidence on this point being very conflicting. The official attitude of organized labour generally is reported to be increasingly hostile toward plans of employee representation, one of the demands of the strikers in the steel industry strike of last September being the abolition of "company unions." On the other hand trade unions have in many cases actively interested themselves in the operation of Works Councils, and an increase in union membership was reported in about half the shops where any effect could be traced. Practically all the establishments having Works Councils are "open shops," about one-half being mainly union shops and the other half having a minority of union employees.

It is claimed in the report that the Works Council is not in its essence a substitute or an alternative for labour unionism. A Works Council is defined as "a form of industrial organization under which the employees of an individual establishment, through representatives chosen by and from among themselves, share collectively in the adjustment of employment conditions in that establishment." Its function is to provide in the individual establishment an "organized form of contract" between the employer and the worker. This contract is effected in the General Works Council by the presence of high officials of the establishment, but where Councils are divided into committees the management is often represented by foremen, division superintendents, or other minor executives. Collective bargaining is involved in council organization, but as it is confined to the workers in one establishment, it differs in principle from collective dealing with trade unions.

Practically all Works Councils are concerned with such questions as hours of work, wages and piece rates, working conditions, social life and recreation, and general living of the employees. Some Councils further deal with shop discipline, and with hiring, promotion or discharge, but usually by way of review and recommendation only. A few Councils take a direct interest in the problems of management, such as the increasing of production. With respect to productive efficiency, however, evidence of positive benefit resulting from Works Councils are uncommon. On the other hand, the beneficial results most frequently reported were an increase in good-will and in co-operative spirit between employers and workers. Of special interest in this connection is the effect which can be traced to the operation of Councils in labour disputes. A large proportion of employers reported that labour difficulties were lessened, strikes in some cases being averted in concerns where Councils existed, although general elsewhere in the same

trades. Even where trouble occurred, it is stated to have been less severe as the result of the presence of industrial councils. The management of one company is quoted as saying: "Labour misunderstandings which might lead to difficulties are handled more efficiently and quickly through craft committees than otherwise." Against this favourable evidence a few establishments, mostly those in which Shop Committees were introduced by the War Labour Board, reported a positive increase of labour difficulties from this cause. The prevailing opinion, however, is that the Councils proved a moderating influence of decided value.

Less definite is the opinion offered by employers as to the effect of Works Councils on production, only a few attributing any increase to their agency. That the Councils are on the whole, however, productive of a better feeling between the management and the workers is the general verdict of the managements, many reporting a "general improvement," a "decided change for the better," the development of "a strong feeling of mutual confidence," "a fine spirit of harmony," and so on. Nearly all agree, moreover, as to the high type of workers elected as representatives on the Councils, most of those selected being intelligent, fair-minded, and, on the whole, of a somewhat conservative type.

Several concrete examples of Works Councils as described in the report have been discussed in previous issues of the LABOUR GAZETTE. In general the report distinguishes two types, namely the "Committee" plan, and the "Governmental," also known as the "Leitch" plan. The latter type which is modelled after the United States form of government, with congress and senate, meets, it is said, with less favour, being found to be unwieldy owing to the large number of members required to make such a Council representative. The advantage of the Committee type, which is the more generally adopted, is said to be that it permits of an elastic system of divisional committees in the smaller units of a plant.

In dealing with labour grievances, the procedure in most plants is in the first place to attempt an adjustment with the foreman or other plant executive before the subject matters are laid before the Works Council. Should the Works Council fail to agree, provision is made in most constitutions to allow of the Company officials using their good offices by means of joint action with formally constituted representatives of the employees, by an employees' committee representing the management, or by a special joint sub-committee of the Works Council. Under most of the plans a simple majority vote of the joint membership is decisive, in one case a majority of two is required, and in a few the decision must be unanimous. The ultimate settlement of the disputes is provided for in some constitutions by submission to arbitration or by decision of the board of directors, but for the most part no further procedure is laid down in the event of failure to agree. In practice, however, negotiations under the Works Councils plan have seldom led to a deadlock.

Considerations weighing against the benefits of Works Councils are the greater cumbersomeness in procedure which results in the conduct of affairs,

and the increasing number of new matters brought up for consideration. As the report points out, however, the check upon the arbitrary power of the management, while hampering the speed of business, may prove to be a blessing in disguise. As to the second point, the tendency of employees to bring forward trivial matters of complaint tends in practice to decrease. Other elements which determine the success or failure of the plan are the character of the relations between employer and workers and the personality of the manager. Where suspicion existed previously the Works Council would probably accentuate friction. Again, the type of workers must be such that they will be able to adapt themselves to this method, the worst difficulties being found in plants where the workers were unskilled or foreign. No Works Council is found to succeed where it is offered to the workers as a substitute for union organization, and success further depends on the general circumstances under which it is introduced. If initiated by the employer the Works Council is generally regarded with suspicion by the workers. If Works Councils are to succeed in fact, both parties will be required to modify their ideas and practices to some extent.

WORKS COUNCILS IN AUSTRIA AND GERMANY

Recent Legislation in Austria

THE *Neue Freie Presse*, Vienna, on May 25 last announced the promulgation of a law making the establishment of works councils compulsory. The provisions of the law, which was to come into force on July 25, 1919, are summarized in the United States *Monthly Labour Review*, September, 1919, as follows:

In all factories and all other establishments where at least 20 workers are employed continuously for wages the election of a works council is obligatory. In works under Government departments and in establishments sub-

ject to Government control, workers' councils having, however, a peculiar basis, are to be elected. The functions of the councils are comprehensive. They have to attend to the concluding, maintaining, and interpreting of collective agreements, and in doing so they have to co-operate with the trade unions. The fixing of piecework and time wage rates, of average wages, and of minimum wages, where such matters have not been fixed by collective agreements and subjected to a system of conciliation and arbitration, is likewise entrusted to the councils. Furthermore, they have to co-operate in the conclusion and amendment of labour contracts, to supervise the enforcement of protective labour laws and social insurance laws, and to co-operate in the maintenance of discipline. Fines are not to be imposed upon workers except by a committee consisting of an employers' and a workers' representative.

The councils are authorized to examine pay-

rolls and to control the payment of wages. They are to participate in the management of all welfare institutions, even when these have been established and are maintained at the sole expense of the employer. With respect to the dismissal of manual workers or salaried employees the council may appeal to the board of conciliation against any dismissal on the ground that it is due to political feeling or to resentment against trade-union activity. Generally, members of the council can not be dismissed unless they have been guilty of conduct which would incur dismissal under the existing law. In other cases, members of the council may not be dismissed without the sanction of the board of conciliation.

The above-mentioned powers are very similar to those exercised in the past by the workers' committees of many large concerns. A novel feature is introduced in the provision that the employer may, and if the council makes the demand must, convene a monthly conference to discuss jointly improvements in the plant and machinery and the general administration of the establishment.

In commercial businesses where at least 30 salaried employees and manual workers are employed, as well as in all factories and mines, the council is entitled to demand that a balance sheet shall be submitted to it once a year, together with a profit and loss account and statistics of wages. In joint stock companies the council is entitled to elect two of the members of the board of directors. These are to have the same rights as the other directors, except that they are not to have the right to sign documents for the company nor to receive directors' fees.

The right of electing members of the council appertains to every employee over 18 years of age who has been employed for at least one month in the establishment concerned. Persons of 24 years of age and upwards who have been employed for at least six months are eligible as members of the council. One-fourth of the council may be composed of persons not entitled to vote, such persons being, however, members of the executive committee of the trade union to which the employees of the establishment belong. The employer may make a deduction from the wages of his employees towards defraying the expenses of the council.

Proposed German Legislation

The draft of the Industrial Council law, which is provided for in the new German Constitution, was laid before the German National Assembly in August last. The terms of the proposed law appear to be almost identical with the Austrian law described above. Works

councils representative of the employees are to be created in all industrial establishments employing more than 20 work-people. These councils in each case will confer with the employer on all subjects affecting the employees, and will also have the right jointly with the employer of determining questions of a social-political nature affecting the works. This bill is the first legislative step towards the realization of the employees' council system, which it is reported is being strongly advocated by a powerful contingent of the German legislature. The following particulars with respect to the bill have been extracted from German newspapers:

The bill provides that Works Councils are to be formed in all trades which employ at least twenty workmen and officials, the definition of "trades" being all trades, businesses and administrations, public or private. In trades employing less than fifty workers the Works Council is to consist of three members and of five members for fifty up to ninety-nine workers, while the number of members is to be increased by one per 100 workers in cases of trades employing between 100 and 999 workers, and by one per 500 workers in cases of trades or works employing 1,000 workers and upwards. The maximum number of members for a Council is fixed at twenty.

Section 34 of the bill states that the duty of the Works Council is to look after the interests of the workers in relation to the employer and to support the employer in the fulfilment of the objects of the works. The council, for instance, has to (1) watch that the legal regulations given in favour of the workers in the trade, the standard wages contracts and the awards of a conciliation or arbitration committee, are carried into effect; (2) to co-operate, in so far as wages contracts do not exist, with the trades unions concerned in the regulation of wages and working conditions, especially in the fixing of piece rates, etc., the introduction of new methods of paying wages, the fixing of the length of the working shift, the settlement of holiday leave, apprenticeship, etc.; (3) to arrange with the employer the conditions of working or other service regulations for the workers and alterations of the same within the scope of the existing contracts; (4) to promote a good understanding among the workers and between them and the employer and to support the workers' right of combination; (5) to call in the conciliation committee or a pre-arranged arbitration committee in the

case of disputes if no agreement can be obtained by negotiation; (6) to protect the works from disturbance, particularly in cases of threatened strikes, and to co-operate with the trade unions so that work may not be stopped until a strike has been decided upon by ballot (with a two-thirds majority, unless the rules stipulate for a different majority); (7) to combat accident and health dangers in the works, support the factory inspectors in these respects, and assist in the enforcement of the factory inspection regulations; (8) to co-operate in the management of the works' benevolent institutions in so far as the employer has a voice in their disposal; (9) to co-operate in the introduction of new methods of working; (10) to advise the management in regard to suggested methods for ensuring the greatest economy from the works' plant and equipment; and (11) to appoint one or two representatives on the Board of Directors in undertakings having such boards, who will have the same rights and duties as the other directors, but who will have no power [to represent the company] and no claim to payment other than a refund of expenses.

A further section provides that in works which have no Boards of Directors the Works' Council has the right to require the employer to furnish the Council's committee, or the Works' Council itself, with information concerning all matters affecting the workers in so far as works or business secrets are not thereby endangered and legal regulations do not im-

pose. In particular, the employer, on request, has to produce the wages books and give information as to the production and the expected labour requirements. This section also provides that in undertakings which are under the obligation to keep trade books, and which employ at least fifty workers, the Council's committee or the Council itself can demand every year as from January 1, 1920, the presentation for inspection of a balance sheet and profit and loss account for the previous year. The obligation is placed upon the members of the committee or Council to observe secrecy respecting the confidential information given by the employer.

One of the main provisions of the bill, not mentioned above, is that employers are obliged to communicate to the works council of their establishment each proposal to suspend or dismiss employees. Also, it is expressly stipulated that, notwithstanding agreements to the contrary, no reductions in wages are to be made on account of time lost by members of works council in connection with the fulfilment of their duties under the proposed law.

THE CHURCHES AND INDUSTRIAL PROBLEMS

Findings of Representatives of Many Churches in Conference in New York

ON recommendation of the Commission on Social Service of the Federal Council of the Christian Churches of America and the secretaries of social service commissions of various churches of the United States and Canada, a conference of representatives of churches of different denominations was held on October 2 and 3, at the Hotel Pennsylvania, New York City, to consider various aspects of industrial problems and the relations of the churches thereto. Some representatives of the movement concerned had been in attendance at the sessions of the Canadian National In-

dustrial Conference held at Ottawa in September, and organizers of the proposed New York conference extended an invitation to the Honourable G. D. Robertson, Minister of Labour for Canada, to be present at the New York conference and to address the delegates on the general outcome of the Canadian Conference. The Honourable Senator Robertson was prevented by public duties from attending the conference in question, and the Deputy Minister of Labour, Mr. F. A. Acland, by request, attended in substitution for the Minister of Labour and addressed the conference on

the subject indicated. The conference, during its two days' session, actively discussed numerous phases of the industrial situation, and, various resolutions having been referred to committee, the following report was presented by the Findings Committee and is being extensively circulated by the agencies of the Interchurch world movement:

REPORT OF THE FINDINGS COMMITTEE, NATIONAL INDUSTRIAL CONFERENCE OF CHRISTIAN REPRESENTATIVES

I.

This conference was called by the Industrial Relations Department of the Interchurch World Movement of North America on the recommendation of the Commission on Social Service of the Federal Council of the Churches of Christ in America, and the secretaries of social service commissions of several Christian bodies and organizations of the country. The delegates were nominated by the above named agencies.

The purpose of these findings is to point out the moral principles involved in all industrial relations and to suggest some methods applicable to the present situation. No attempt is made to deal adequately with either specific or general industrial problems but to indicate the Christian bases upon which these problems can be solved.

II.

The basic ethical principles of individual and social life may be briefly summarized as follows:

1. The inestimable value of the individual and the right of the individual to the fullest development of personality.
2. Service the supreme motive of human activity and the only true test of human valuation and achievement.
3. The inescapable responsibility of all individuals for complete devotion to the welfare of the whole social order and to the end of establishing a genuine human brotherhood.

III.

These principles, persistently and progressively applied, will inevitably solve our industrial and social problems. The present industrial system is on trial. We are not committed to the present or any other industrial, social or political order or institution as a finality. In Christian principles alone and in the civiliza-

tion which they constitute is found the essential and practical basis for the creative evolution of society. We urge the strict application of these principles to all such matters as property, industrial organization, democratic government and public education.

IV.

We urge upon all parties interested in production the recognition and application of the following and similar methods for industrial readjustment:

1. The representation of the various parties in the government of industry.
2. The right of workers to organize themselves for the development of just and democratic methods of collective bargaining between organizations of employers and workers. All differences in industry involving human relationships are subject to discussion and before final action is taken both sides are under moral obligation to confer together through their official representatives, even the minority being entitled to a hearing.
3. The rational extension of co-operative movements in both the production and distribution of goods.
4. In relation to the industrial status of women, freedom of choice of occupation, the assurance of equal opportunities with man in technical and vocational training, the determination of wages on the basis of occupation and service and not upon the basis of sex, the establishment of healthful conditions of employment and an equal voice with men in the democratic control and management of society.
5. The recognition of the right of our twelve million negro fellow Americans to economic justice and to freedom from economic exploitation.
6. The recognition of the right of foreign-born labourers to equal opportunities in their conditions of labour; the application of democratic principles to native and foreign-born alike in all relationships.

V.

Justice demands that all channels of publicity and education be kept free for full and impartial discussion.

VI.

The principles of Jesus must be applied to the life and business of the individual church members and to the organization and management of the churches themselves in all their enterprises. This conference appeals to the en-

tire membership of the Christian churches of North America to undertake a thorough alignment of their lives with the elemental principles enunciated by Jesus. This constitutes a supreme issue in the present crisis. These moral imperatives must be taken seriously. Repentance for self-indulgence, self-seeking and for acquiescence in standards of social prestige set up by dominant pagan forces is vital. Mankind must be convinced that the principles of Jesus have power over those who profess to know them best.

VII.

To this end we recommend:

1. A thorough reconstruction of the curricula and methods of religious education to insure that the youth of the churches shall be trained for their future responsibility in the application of Christian principles to economic life.
2. The immediate study by the adults of the churches of Christian principles as applied to the present industrial situation.
3. That all Christian colleges and theological schools provide adequate sociological and economic training for laymen and ministers to equip them for that leadership which the times demand.

VIII.

Industrial relations are of international significance. We therefore urge the serious consideration of Christian principles and proposals in international conferences by churches and their promulgation by all Christian representatives throughout the world.

Increasing numbers of intelligent and conscientious people believe that the conflict between the principles of Jesus and an industrial system based upon competition for private profit is sharply drawn. Those who believe that the present distress is not incurable under the present order have a great responsibility. Immediate and demonstrable progress must be made in applying moral principles and methods. Cooperation is imperative. Thus only can we bridge the gulf already existing between those who look only for an entirely new order and the forces of conservation. The interests of the stability as well as of the progress of our civilization make imperative an earnest consideration of the principles and proposals above outlined.

BISHOP FRANCIS J. MCCONNELL,
Chairman of the Conference.

DANIEL A. POLING, *Secretary.*

FRANK MASON NORTH,
Chairman of the Findings Committee.

JUSTIN W. NIXON,
Secretary of the Findings Committee.

FRED B. FISHER,
*Director, Industrial Relations Department,
Interchurch World Movement.*

OUT-OF-WORK DONATION SCHEME DISCONTINUED IN THE UNITED KINGDOM

THE British parliament decided on November 21, last, that the out-of-work donation scheme, a temporary measure instituted on November 25, 1918, in connection with demobilization of the forces and of war industries, should be forthwith discontinued in so far as it related to civilian workers. To former service men and women donation policies, valid up to March 31, 1920, will continue to be issued, entitling them to donations at the reduced weekly rate of twenty shillings to men and fifteen shillings to women for a maximum period of nine weeks. No supplementary

allowances will be granted. Details of the scheme and a summary of the report of a board appointed to enquire into its operation have appeared in previous issues of the LABOUR GAZETTE. The total amount paid out under the scheme during the first eleven months of its operation is stated to be approximately £39,000,000. The total number in receipt of donations on November 19, 1919, was 479,000, including 344,000 ex-service men, 101,000 male civilians and 34,000 women. During the year there were 882 prosecutions in cases of apparent fraud, while a further 648 cases were under consideration at the end of November.

ELEVENTH ANNUAL CONVENTION OF THE CANADIAN FEDERATION OF LABOUR

THE Eleventh Annual Convention of the Canadian Federation of Labour met at Toronto on September 2-5. There were present 53 delegates representing twelve local unions with a membership of 2,887. In his address the president, Mr. Jabez Shaw, referred to the reorganization of the executive consequent upon the resignation of the former president and some of the executive officers. He stated that several agreements providing for substantial increases in wages and reductions of hours of labour had been made by their newly organized locals and their employers, and that with the exception of patternmakers in the Metal Trades Council, none of the unions had been forced to strike. He recommended the convention to support the efforts of the bakers to abolish night work and pointed out that this could only be successfully accomplished by an Act of the legislature. He said that by arbitration and conciliation they had secured increased wages and shorter hours, and had thus been very successful in meeting the industrial unrest due to the high cost of living. He recognized, however, that the limit in this direction was about reached and declared that they must support such legislation as would bring down the cost of living and stop profiteering.

The resolutions passed at the convention had reference to the following subjects among others:

That the Federal government be asked to repeal the amendment to the Immigration Act, under which labour leaders were deported without a jury trial, and to release their brother workers in Winnipeg.

That the government be petitioned to make election day, municipal, provincial and federal, a public holiday.

That the government establish a 44-hour week and a minimum wage in accordance with the cost of living as established by the statistics of the Labour Department.

That the Canadian Federation of Labour take every possible means within their power to have night work done away with in bakeries; and to discourage the use of bronze inks and powder.

That the incoming executive committee take the necessary steps to become affiliated with the Ontario section of the Canadian Labour Party.

That the affiliated locals be recommended to demand a 44-hour week on the expiration of their present agreements.

That the routine procedure of the Department of Labour be changed to allow awards to be published immediately after the sittings have finished and the award signed by a majority of a Conciliation Board.

That the proper steps be taken to further the education of children living in the congested districts.

That all profits exceeding 10 per cent should be made to revert back to the government to help reduce the taxes.

That the Canadian Federation of Labour call a meeting of three members from each union to consider the question of co-operative buying for the various unions.

The following officers were elected for the ensuing year: President, M. F. Tumpane, Toronto; vice-president, John Pringle, Toronto; secretary-treasurer, Charles E. Clay, 92 Westminster avenue, Toronto; vice-president for Ontario, A. Davidson, Hamilton; general organizer, Thomas D. Watt, Toronto.

EMPLOYMENT CONDITIONS IN CANADA FROM OCTOBER 18 TO NOVEMBER 15, AS REPORTED BY EMPLOYERS

WEEKLY reports from employers to the Dominion Headquarters of the Employment Service of Canada, Department of Labour, during the four weeks from October 18 to November 15 show that further increases in the volume of employment were registered during that period, but not as uniformly as during the preceding periods. During the four weeks reports were received regularly from over 4,600 firms, the number reporting for the week ending November 8 being 4,915, which firms had 695,467 persons on payroll.

The following chart shows weekly the percentage increases or decreases in the volume of employment over the full period of the record from March 22 until November 15. As formerly the chart presents a series of percentages, each percentage recording the increase in the volume of employment during that week as compared with the pre-

ceding week. As the number of firms reporting varies from week to week no attempt should be made to read the chart as a cumulative total. The chart indicates that substantial increases in the volume of employment were registered during three weeks of the period, the week ending November 8 being the only week during which a decrease was reported. The changes recorded were:

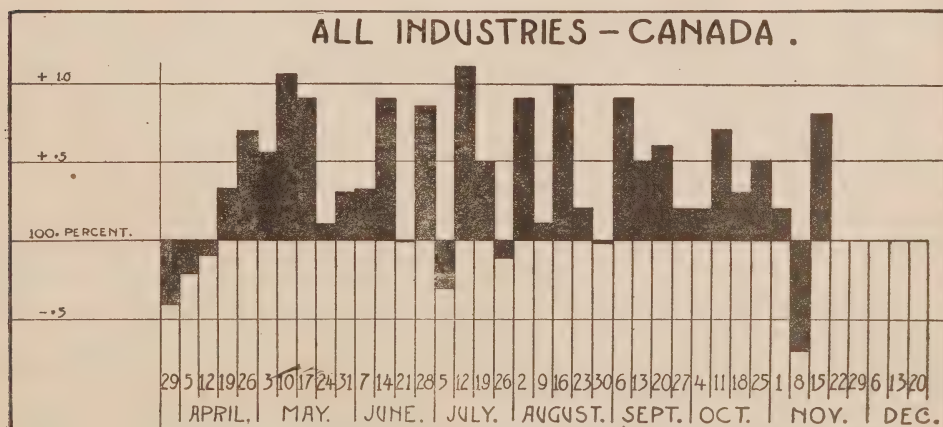
Week ending October 25—an increase of .5 per cent.

Week ending November 1—an increase of .2 per cent.

Week ending November 8—a decrease of .7 per cent.

Week ending November 15—an increase of .8 per cent.

While the decrease during the week ending November 8 was heavy the increases during the other weeks much more than offset that decrease.



Reports from the various districts indicate that conditions were substantially the same throughout Canada. The Maritime Provinces reported increases during the full period while Quebec and the Prairie Provinces reported increases during the first two and last weeks and registered decreases during the third week. Ontario showed decreases during the weeks ending November 1 and November 8, but these decreases were slight as compared with the increases of the other weeks. British Columbia reported decreases during the first three weeks, but a slight increase during the last week.

Summarizing the returns by industrial groups, Commercial and Mercantile, Metals, Textiles, Quarrying and Mining and Leather and Leather Goods registered weekly increases over the full period, while Lumbering, Chemicals, Food, Drink and Tobacco, Pulp, Paper and Printing, Woodworking and Railway Operations showed increases, taking the period as a whole, although decreases were registered during individual weeks. Considering all groups which showed

plus tendencies during the period, Lumbering made by far the greatest gains accounted for by the increases in the number of men being taken on for bush operations. Metals, Commercial and Mercantile, Quarrying and Mining, Food, Drink and Tobacco and Textiles registered substantial gains as well while other groups made less appreciable increases. Those groups which registered decreases over the period were: Building and Construction; Clay, Glass and Stone Products; Vehicles; Railway Construction and Miscellaneous. Of these groups Railway Construction registered noticeable decreases during the last three weeks of the record, the reduction during the week ending November 8 being especially heavy. Vehicles registered decreases over the full period, the reductions taking place mainly in British Columbia due to the slackening of work in the shipbuilding plants and in Ontario and Quebec as a result of less satisfactory conditions in both the railway car and shipbuilding industry. The decreases in Building and Construction, in Clay, Glass and Stone Products and in Miscellaneous were slight.

REPORT FROM THE EMPLOYMENT SERVICE OF CANADA FOR THE FOUR WEEKS' PERIOD, OCTOBER 11 TO NOVEMBER 8, 1919

REPORTS from Employment Offices to the Dominion Headquarters of the Employment Service of Canada, Department of Labour, show a still further falling off in the number of placements during the four weeks from October 11 to November 8, the number of placements recorded being 26,354 as compared with 32,583 during the preceding four weeks and 38,955 during the four weeks ending September 13.

The following table presents in summary form by provinces a record of placements from the beginning of March to November 8. As has been indicated in previous issues of the LABOUR GAZETTE, regular placements refer only to those applicants for whom employment

of more than one week's duration was found, while casual placements refer to those applicants for whom the employment found was likely to be of less than one week's duration. It will be observed that the number of regular placements from the beginning of the record until November 8 was 219,879 or at a rate of 6,108 per week, while the number of casual placements over the same period was 28,166 or a weekly average of 783 persons. During the period under review—October 11 to November 8—the placements were distributed as follows:

Week ending October 18....	6,037
Week ending October 25....	7,235
Week ending November 1....	6,325
Week ending November 8...	6,757

HISTORICAL SUMMARY OF PLACEMENTS

Week ended	REGULAR PLACEMENTS									Casual place- ments Canada	
	Maritime provinces	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia	CANADA			
								Men	Women		Total
March 3.....	13	94	670	88	236	271	231	1,330	273	1,603	210
" 15.....	33	101	647	96	285	196	303	1,380	281	1,661	249
" 22.....	52	106	1,016	85	260	327	348	1,900	294	2,194	242
" 29.....	105	79	1,169	295	448	532	443	2,666	405	3,071	327
April 5.....	145	128	1,332	371	559	493	621	3,315	334	2,649	277
" 12.....	226	101	1,467	457	587	719	754	3,896	415	4,311	370
" 19.....	282	108	1,290	440	542	620	626	3,571	337	3,908	320
" 26.....	228	164	1,474	456	530	596	561	3,712	297	4,009	447
May 3.....	280	319	1,661	406	478	715	639	4,193	305	4,498	546
" 10.....	360	410	1,833	360	505	776	549	4,413	380	4,793	591
" 17.....	445	436	1,735	326	510	813	514	4,438	341	4,779	407
" 24.....	372	407	1,581	235	538	792	431	4,086	270	4,356	409
" 31.....	353	386	2,159	245	416	463	500	4,221	301	4,522	463
June 7.....	371	321	1,715	214	578	507	359	3,791	274	4,065	374
" 14.....	381	499	1,875	385	695	570	495	4,578	322	4,900	406
" 21.....	516	477	2,293	425	638	546	610	5,055	450	5,505	473
" 28.....	493	401	2,062	791	740	565	662	5,181	533	5,714	539
July 5.....	556	391	1,674	861	673	535	646	4,882	454	5,336	551
" 12.....	503	438	2,211	1,150	699	640	1,025	6,205	461	6,666	959
" 19.....	485	436	2,250	1,150	670	613	773	5,754	623	6,377	515
" 26.....	564	478	2,507	1,253	824	636	836	6,608	490	7,098	933
Aug. 2.....	454	490	2,417	1,791	944	735	787	7,196	422	7,618	879
" 9.....	380	619	2,102	3,274	1,522	789	963	9,216	433	9,649	771
" 16.....	416	669	2,415	4,340	2,051	875	883	11,129	520	11,649	1,124
" 23.....	434	747	2,387	4,527	2,359	1,027	1,080	12,030	531	12,561	1,322
" 30.....	496	717	2,618	2,652	1,425	1,319	937	9,710	454	10,164	1,261
Sept. 6.....	396	542	2,144	1,971	1,693	784	730	7,913	347	8,260	1,141
" 13.....	425	633	2,072	1,806	1,247	784	1,004	7,647	324	7,971	1,274
" 20.....	447	729	2,299	1,983	1,023	910	1,156	8,098	449	8,547	1,238
" 27.....	411	710	2,469	2,576	1,111	911	812	8,639	361	9,000	1,246
Oct. 4.....	483	687	2,127	1,810	980	943	913	7,599	344	7,943	1,216
" 11.....	482	634	2,051	1,600	705	862	814	6,781	367	7,148	1,294
" 18.....	410	672	1,839	849	644	862	761	5,700	337	6,037	1,248
" 25.....	403	656	2,049	1,778	588	1,052	709	6,886	349	7,235	1,634
Nov. 1.....	541	513	2,104	752	764	1,017	634	5,940	385	6,325	1,485
" 8.....	546	673	2,177	1,010	772	785	794	6,358	399	6,757	1,425
Total.....	13,487	15,971	67,891	42,808	29,239	25,580	24,903	206,017	13,862	219,879	28,166

The following table shows in detail the work of the various offices during the four weeks from October 11 to November 8. At the beginning of the period there were 6,910 unplaced applicants as compared with 7,037 unplaced applicants at the beginning of the preceding four weeks, while, at the same time, there were 23,537 vacancies unfilled as compared with 25,298 vacancies unfilled at the beginning of the preceding period, the number of vacan-

placed were thus in about the same position regarding opportunities for employment as they were at the beginning of the preceding period, the number of vacancies having decreased to about the same extent as the number of applicants unplaced. During the four weeks 36,811 new applications and re-applications were registered while during the same time 37,991 vacancies were notified—an excess of vacancies over applicants of 1,180. The margin during the pre-

REPORT OF EMPLOYMENT SERVICE OF CANADA FOR FOUR WEEK PERIOD ENDING NOVEMBER 8, 1919.

Office.	Applicants unplaced at beginning of period		Applicants registered during period		Vacancies unfilled at beginning of period		Vacancies notified during period		Applicants referred to vacancies during period		Placements reported during period	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Charlottetown.....	36	Nil	228	2	19	Nil.	61	2	121	2	55	2
Princes Edward Island.....	36	.....	228	2	19	.....	61	2	121	2	55	2
	36		230		19		63		123		57	
Amherst.....	33	5	75	2	65	0	19	0	47	0	26	0
Halifax.....	248	26	436	76	105	61	190	90	359	82	207	47
New Glasgow.....	63	21	143	27	54	53	70	2	123	36	54	18
Sydney.....	23	0	128	1	196	0	454	0	151	0	109	0
Sydney Mines.....	9	2	50	9	5	0	58	0	48	18	3	0
Yarmouth.....	10	0	59	1	15	5	35	0	42	0	42	0
	386	54	891	116	440	119	826	92	770	136	441	65
Nova Scotia.....	440		1,007		559		918		906		506	
Bathurst.....	11	0	197	0	24	0	180	0	165	0	149	0
Campbellton.....	14	1	313	0	113	0	300	0	309	0	286	0
Fredericton.....	28	3	254	2	345	29	220	5	236	2	224	0
Moncton.....	98	6	587	20	38	6	650	6	562	7	502	8
Newcastle.....	10	0	80	0	1	0	98	0	56	0	54	0
St. John.....	96	2	339	3	22	1	138	3	134	1	113	1
	257	12	1,770	25	543	36	1,586	14	1,462	10	1,328	9
New Brunswick..	269		1,795		579		1,600		1,472		1,337	
Hull.....	60	1	290	0	1,542	7	365	0	271	0	271	0
Lachine.....	15	0	72	0	.....	.....	.....	65	0	0	51	0
Montreal, St. James St.	316	25	565	33	71	60	484	39	415	23	227	12
Montreal, Windsor St.	936	0	1,471	0	.....	.....	.....	1,474	0	1,074	0	0
Montreal, P. & B. Sect.	105	0	70	0	.....	.....	.....	30	0	30	0	0
Quebec.....	227	0	607	9	345	0	268	25	521	0	468	0
Sherbrooke.....	70	15	256	27	25	19	200	23	258	27	251	27
Three Rivers.....	52	10	165	12	108	24	125	7	134	18	98	5
	1,807	51	3,496	81	2,091	110	1,442	94	3,168	68	2,470	44
Quebec.....	1,858		3,577		2,201		1,536		3,236		2,514	
Arnprior.....	1	0	156	0	288	0	200	0	162	0	155	0
Belleville.....	1	0	74	2	30	0	219	2	70	2	64	2
Brantford.....	1	0	116	1	4	0	105	4	113	1	106	1
Brockville.....	6	0	57	1	147	0	20	1	63	1	50	1
Chatham.....	0	0	302	0	1	0	302	0	302	0	302	0
Cobalt.....	6	0	159	1	94	0	258	3	146	1	146	1
Fort William.....	37	1	386	3	172	4	851	7	336	2	268	1
Galt.....	0	0	61	0	26	16	58	0	62	0	61	0
Guelph.....	136	0	186	4	124	0	176	4	173	4	116	4
Hamilton.....	50	42	429	159	76	94	378	161	370	126	333	66
Kingston.....	5	0	180	0	61	0	132	0	185	0	128	0
Kitchener.....	0	0	116	0	0	0	124	0	116	0	116	0
Lindsay.....	8	0	56	0	4	0	59	0	60	0	60	0
London.....	19	16	122	100	130	121	132	109	112	82	92	66
Niagara Falls.....	2	0	60	1	21	0	51	1	62	1	53	1
North Bay.....	0	0	233	0	502	1	373	0	233	0	228	0
Ottawa.....	5	0	45	0	0	1	43	0	43	0	43	0
Oshawa.....	0	0	76	0	7	0	88	0	75	0	75	0
Ottawa, Dalhousie St.	.....	.....	262	.....	.....	.....	2,106	.....	269	.....	240	.....
Ottawa, Queen St.	86	28	1,090	70	410	68	844	82	1,013	36	910	26
Ottawa Dist.-P. & B.	.....	.....	28	.....	.....	.....	80	.....	23	.....	23	.....
Owen Sound.....	0	0	102	10	70	0	80	7	100	6	100	8
Pembroke.....	6	2	154	2	222	0	152	3	149	1	148	1
Peterborough.....	12	1	226	8	16	5	185	6	209	7	192	4
Port Arthur.....	13	1	588	5	293	0	389	8	566	5	426	0
St. Catharines.....	3	0	248	9	9	0	236	9	240	9	227	7
St. Thomas.....	5	0	108	1	44	0	134	1	117	1	108	1
Sarnia.....	2	0	80	3	5	0	82	4	77	3	73	3
Sault Ste. Marie.....	0	0	393	0	133	0	529	0	392	0	392	5
Stratford.....	2	0	64	3	75	0	71	13	61	1	55	1
Sudbury.....	3	3	637	1	641	0	1,134	3	630	1	582	1
Timmins.....	0	0	262	0	199	0	124	0	262	0	261	0

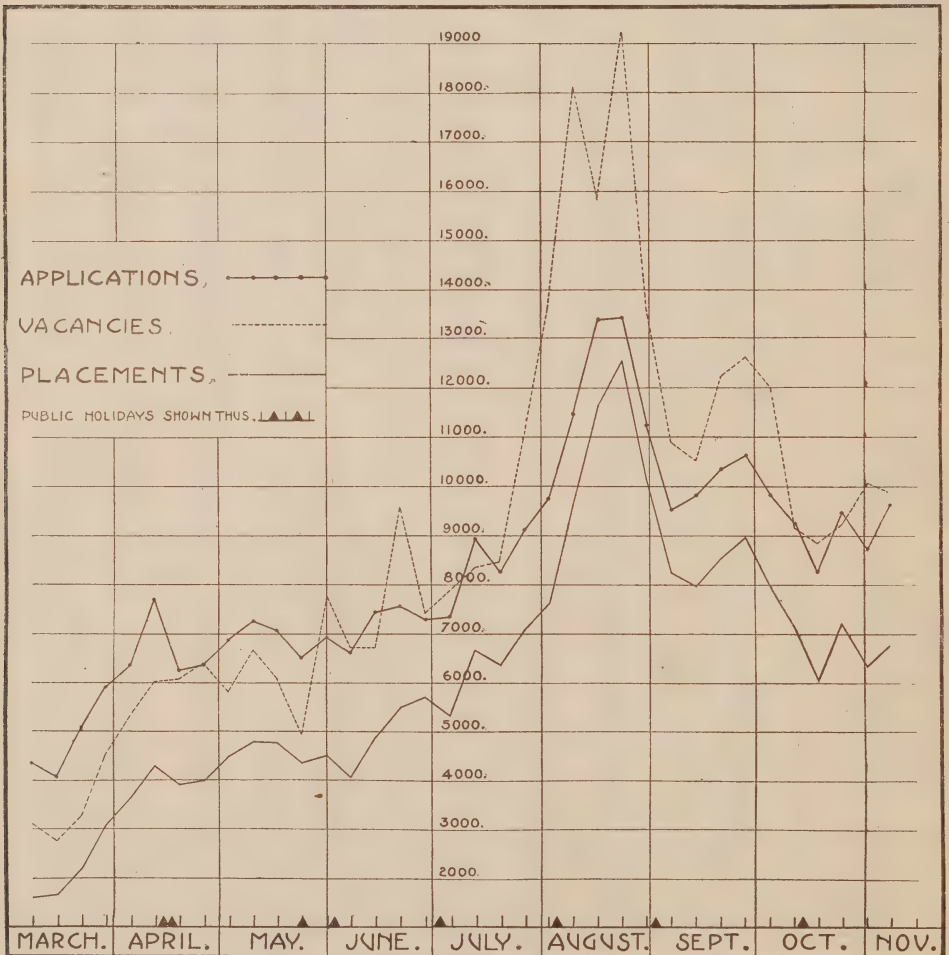
REPORT OF EMPLOYMENT SERVICE OF CANADA FOR FOUR WEEK PERIOD ENDING NOVEMBER 8, 1919.—Continued

Office.	Applicants unplaced at beginning of period.		Applicants registered during period.		Vacancies unfilled at beginning of period.		Vacancies notified during period.		Applicants referred to vacancies during period.		Placements reported during period.	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Toronto—												
45 King St. E....	1,027	268	1,769	644	1,520	1,409	2,272	1,022	1,086	373	607	260
" " P. & B....	145	0	139	0	59	0	188	0	86	0	86	0
1254 Bloor St. W....	36	0	174	0	17	0	140	0	141	0	126	0
172 Front St. W....	0	0	606	0	2,147	0	926	0	588	0	289	0
287 Queen St. W....	0	0	106	0	0	0	65	0	63	0	60	0
Welland.....	9	2	94	2	57	3	86	6	93	2	71	2
Windsor.....	11	2	392	15	75	6	297	16	336	12	334	12
	1,637	366	10,336	1,045	7,679	1,728	13,632	1,472	9,184	677	7,704	465
Ontario.....	2,003		11,381		9,407		15,104		9,861		8,169	
Brandon.....	34	1	319	25	139	25	235	35	271	24	162	21
Dauphin.....	6	0	60	1	8	3	53	1	65	1	61	1
Deloraine.....	0	0	26	0	5	0	26	0	26	0	26	0
Portage la Prairie.....	5	1	292	32	30	10	271	24	302	45	238	25
Winnipeg, (4 offices).....	157	424	4,423	466	3,982	563	6,602	638	4,700	384	3,481	282
Winnipeg, Tribune Bldg. P. & B.....	207	18	182	57	15	0	100	54	114	68	64	28
	409	444	5,302	581	4,179	598	7,287	752	5,478	522	4,032	357
Manitoba.....	853		5,833		4,777		8,039		6,000		4,389	
Estevan.....	3	0	61	17	26	0	72	23	61	19	56	12
Moose Jaw.....	60	4	376	21	183	12	417	23	281	15	260	10
North Battleford.....	8	0	36	0	132	0	34	0	31	0	21	0
Prince Albert.....	14	0	272	5	87	3	396	5	241	2	236	2
Regina.....	41	8	916	81	79	26	879	96	784	73	748	69
Saskatoon.....	128	3	1,745	91	1,549	22	1,457	114	1,571	81	1,082	79
Swift Current.....	14	1	274	7	528	2	160	6	217	6	71	3
Weyburn.....	4	0	47	1	17	10	44	9	44	1	38	1
Yorkton.....	2	0	115	2	15	0	88	2	111	2	78	2
	274	16	3,842	225	2,616	75	3,547	278	3,341	199	2,590	178
Saskatchewan.....	290		4,067		2,691		3,825		3,540		2,768	
Calgary.....	90	12	1,613	137	396	26	1,213	98	1,447	115	1,346	57
Drumheller.....	0	0	152	2	54	0	119	2	120	2	120	2
Edmonton.....	34	6	1,767	238	151	28	1,312	234	1,545	204	1,465	170
Lethbridge.....	2	4	355	11	81	0	483	6	291	6	346	6
Medicine Hat.....	3	0	180	13	2	0	160	13	167	13	130	13
Red Deer.....	0	0	62	1	74	0	89	1	35	1	60	1
	129	22	4,129	402	758	54	3,376	354	3,605	341	3,467	249
Alberta.....	151		4,531		812		3,730		3,946		3,716	
Cranbrook.....	7	3	130	0	125	1	99	2	154	0	85	0
Fernie.....	0	0	98	0	88	0	258	0	98	0	94	0
Kamloops.....	34	0	307	0	1,134	0	235	0	291	0	251	0
Kelowna.....	1	0	12	0	0	0	10	0	8	0	10	0
Nanaimo.....	48	0	62	0	0	0	41	0	40	0	39	0
Nelson.....	21	2	95	1	82	0	80	1	81	0	77	0
New Westminster.....	37	0	200	0	0	0	120	0	120	0	112	0
Prince Rupert.....	51	0	175	0	29	0	124	0	121	0	121	0
Vancouver—Dunsmuir Street.....	446	54	1,145	189	0	9	451	97	573	100	451	74
Vancouver—Powell Ave	72	0	1,457	0	946	0	1,307	0	1,317	0	1,303	0
Vernon.....	13	0	83	0	24	0	94	0	96	0	96	0
Victoria.....	204	17	337	59	39	15	174	83	215	27	158	27
	934	76	4,091	249	2,467	25	2,993	183	3,114	127	2,797	101
British Columbia.....	1,010		4,340		2,492		3,176		3,241		2,898	
Totals for Canada.....	5,869	1,041	34,085	2,726	20,792	2,745	34,750	3,241	30,243	2,082	24,884	1,470
Grand Total.....	6,910		36,811		23,537		37,991		32,325		26,354	

ceding four weeks was 5,346 indicating that the demand for labour fell off slightly more than the volume of labour available. The figures indicate, however, that more men could be placed than at present providing the applicants were fitted and willing to take the positions that were offered them.

The accompanying chart shows graphically the number of applications and vacancies registered as well as the number of placements made over the period of the record. The chart indicates a

fairly constant number of applicants to have been registered over the period, although the number was not as high as during the preceding four weeks. The number of vacancies referred to the Service, on the other hand, decreased to a point where applications and vacancies were about equal, the number of applications for work exceeding the number of vacancies reported during the week ending October 25. The number of placements made, as was shown also by the foregoing summary, decreased during the period.



UNEMPLOYMENT IN TRADE UNIONS AT THE CLOSE OF OCTOBER, 1919

THE present article on unemployment among the number of local trade unions deals with unemployment as at the end of October, 1919, and is based on returns received from 1,453 labour organizations with a total membership of 210,522. For all occupations represented 2.57 per cent of the members were unemployed as compared with 2.19 per cent in September, 1919. Unemployment as used in this report has reference to involuntary idleness due to economic causes. Persons occupied in work other than their own trades, or who are idle because of sickness or as the direct result of strikes or lockouts, are not considered as unemployed. That the percentage out of work is slightly larger than in the preceding month is due to there having been less employment for workers in the transportation, building and construction and miscellaneous groups of occupations.

Unemployment in the manufacturing and mechanical industries as reported by 395 unions having a combined membership of 60,904 was slightly less than in the preceding month, 2.27 per cent of the members being idle as compared with 2.57 per cent in September. This improvement is due to greater activity in the textiles, carpets and cordage, pulp, paper and fibre, and printing, publishing and paper goods groups, while the increases in the unemployed among the workers in other trades were all less than one per cent. The dullness in the metal trades is partly a reflection of conditions in the shipbuilding industries. There was some short time reported, especially among workers in

the metals, machinery, and conveyances, textiles, garments, printing, publishing, and food, tobacco and liquor groups.

Reports from 605 organizations of transportation workers, having a total membership of 80,315, indicate that 2.61 per cent were unemployed as compared with 2.06 in September. There was less unemployment among the steam railway employees (whose returns constitute over 64 per cent of the entire group membership reporting) than in the preceding month. There were, however, a considerable number of engineers, firemen, carmen, trainmen and maintenance of way employees on short time. Navigation workers, particularly 'longshoremen, were less fully employed, and street and electrical railway employees, teamsters and chauffeurs likewise reported less activity in their occupations.

In the mining, quarrying and refining of ores group reports were received from 34 unions with an aggregate membership of 11,813 and show that .91 per cent were unemployed, as compared with 1.11 per cent in September. Employment for both miners and mill and smeltermen showed greater activity than in September.

The percentage out of work in the building and construction groups, as reported by 216 organizations having a combined membership of 25,520 was 5.42 as compared with 2.91 in September, 1919. Bricklayers, masons and plasterers, granite and stone cutters, plumbers and steamfitters, tile layers, lathers and roofers, bridge and structural workers, steam shovel and dredge men and hod carriers and building labourers were more fully employed than in the preceding month. Electrical workers and painters, decorators and paperhangers, however, reported more unemployment. Carpenters and joiners also showed more unemployment, particularly in British Columbia, where they continued to be

affected by the lack of activity in the shipbuilding industries.

In the public employment group, as reported by 67 unions having a total membership of 6,266, the percentage out of work was .06 as compared with .11 in September, 1919. Some civic employees were on short time, due to unfavourable weather conditions.

Unemployment in the group of miscellaneous trades, as indicated by re-

turns received from 134 unions with 14,663 members, was more prevalent than in the preceding month, 2.95 per cent of the members being idle as compared with 2.07 per cent in September. Slight increases in the percentage of unemployment as compared with September, 1919, are recorded by all the occupations in this group.

The percentages reported idle in the different groups of occupations are indicated in the following table:

TABLE I

Occupation.	Oct. 1919.	Sept., 1919.	Aug., 1919.	July, 1919.	June, 1919.	May, 1919.	April, 1919.	Mar., 1919.	Feb., 1919.	Jan., 1919.	Dec., 1918.	Sept., 1918.	June, 1918.	Mar., 1918.	Dec., 1917.	Sept., 1917.	June, 1917.	Mar., 1917.	Dec., 1916.	Sept., 1916.
Manufacturing & Mechanical Industries.....	2.27	2.57	3.33	2.95	3.16	4.05	3.17	4.18	4.29	3.32	2.89	.96	.42	.91	2.77	4.05	1.79	1.22	2.3	.70
Metals, machinery & conveyances.....	4.60	4.60	5.39	4.84	4.69	7.27	4.26	5.51	5.54	3.21	3.53	1.24	.14	.28	.76	.15	.11	.29	.71	.06
Food, tobacco and liquors.....	1.29	.80	5.42	1.83	1.90	3.82	4.06	6.79	8.90	8.24	8.63	1.47	1.78	.85	3.29	2.12	1.50	1.75	1.2	.56
Textiles, carpets and cordage.....	.05	1.08	.87	.60	1.54	.32	2.04	3.99	12.99	11.50	1.41	0	.05	.05	0	0	0	0	0	.57
Clothing.....	.85	.05	.55	0	.32	.73	0	2.27	.26	3.22	3.42	0	.18	3.40	11.21	11.13	4.95	5.46	6.48	1.01
Pulp, paper & fibre. Printing, publishing and paper goods.....	.21	.30	1.07	.34	1.61	1.17	.76	3.29	.96	2.23	.43	.75	0	0	.34	0	0	0	0	0
Wood work and furniture.....	1.13	1.71	1.45	1.86	1.64	.46	.59	.59	.70	.69	.86	.83	.72	.78	.67	2.05	.79	.52	.34	1.25
Leather, boots shoes and rubbers.....	.14	.13	.59	0	4.08	0	1.07	2.21	2.78	10.57	0	.63	2.20	4.60	3.00	.89	.62	.69	.6	0
Glass bottle blowing	.20	.15	.37	.06	.19	.13	8.63	4.22	4.00	1.19	1.33	0	0	7.83	2.92	30.70	6.28	4.18	4.33	.19
Jewelry workers....	1.61	1.18	64.33	0	9.89	5.96	7.93	10.03	9.44	0	.32	1.49	0	2.23	4.48	13.84	3.56	1.92	0	12.17
Oil refiners.....	0	0	0	0	0	0	0	.48	.74	.27	0	0	0	0	0	0	0	0	0	0
Transportation..	2.61	2.06	2.02	2.05	1.84	2.21	3.48	4.75	4.56	2.02	1.48	.38	.42	1.22	.70	.55	.51	1.26	1.62	.59
Steam railways....	.76	.99	1.42	1.83	1.98	1.62	2.40	2.87	2.74	1.78	.35	.16	.21	.29	.76	.25	.35	1.12	.62	.60
Street and electric railways.....	2.19	.13	1.39	.14	.53	.15	.20	.38	3.42	.33	.06	0	0	.38	.17	.44	.18	.09	.20	0
Navigation.....	10.88	8.62	5.05	3.99	2.93	10.29	9.60	17.73	18.17	6.73	7.80	1.76	2.12	8.80	.64	2.38	1.79	3.79	10.57	1.15
Teaming & driving. Mining, quarrying, & refining of ores.....	1.36	.36	2.26	1.25	2.28	.82	4.66	2.63	3.69	2.98	2.57	.27	.05	.08	0	0	0	0	0	0
Building & construction.....	.91	1.11	.45	.47	.58	2.84	2.69	1.87	3.79	1.42	1.24	.35	.18	.40	2.09	.22	.32	.80	.65	.70
Public employment.....	5.42	2.91	2.86	3.88	4.71	8.68	12.05	16.45	16.44	16.29	8.68	1.31	1.57	7.63	9.58	2.26	3.21	7.47	5.24	6.34
Fishing.....	.06	.11	.17	0	0	0	.01	.07	.48	.33	.47	1.54	.02	0	.17	.04	.04	.47	.11	.11
umber Working	0	0	0	0	0	4.10	0	0	17.54	50.50	0	0	0	0	0	0	0	0	0	0
Miscellaneous ...	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All occupations..	2.95	2.07	1.53	2.78	3.99	7.26	4.80	4.74	4.07	2.84	2.29	1.40	.49	1.25	1.56	.80	.99	2.11	1.3	1.9
	2.57	2.19	2.33	2.40	2.57	3.83	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47

The following table summarizes the smaller percentages of unemployment, returns by provinces. As compared while in Alberta the change was negligible. with September, 1919, British Columbia, Ontario and Saskatchewan reported

TABLE II

Province	Oct., 1919	Sept., 1919	Aug., 1919	July, 1919	June, 1919	May, 1919	April, 1919	Mar., 1919	Feb., 1919	Jan., 1919	Dec., 1918	Sept., 1918	June, 1918	Mar., 1918	Dec., 1917	Sept., 1917	June, 1917	Mar., 1917	Dec., 1916	Sept., 1916
Nova Scotia & Prince Edward Island...	3.19	1.53	5.44	4.11	2.68	4.66	2.41	2.41	5.68	1.25	2.01	.03	.16	.03	2.64	.11	.25	2.72	.74	.47
New Brunswick....	11.06	1.22	1.69	1.15	2.43	3.38	2.46	2.93	2.58	.84	.42	.32	.27	.24	3.07	.11	.20	1.78	1.66	.09
Quebec....	2.39	2.12	2.52	2.51	3.79	5.15	4.21	6.93	6.70	4.07	3.46	1.41	.44	3.90	2.96	4.66	2.23	2.95	3.62	2.43
Ontario....	.81	1.41	1.25	1.52	1.87	2.60	4.25	6.65	5.48	4.64	2.95	.22	.37	1.75	2.44	.99	.94	1.53	1.55	.72
Manitoba..	1.28	.73	.81	.92	1.19	1.47	1.65	1.20	2.82	3.62	1.31	.45	.29	.78	1.07	.86	.58	2.81	1.01	.83
Saskatchewan....	.59	1.29	1.95	2.77	2.51	2.86	3.95	5.31	4.47	5.73	2.15	.28	.18	1.72	2.41	.46	.25	1.77	1.63	2.19
Alberta....	.93	.94	1.09	1.90	1.68	1.43	2.26	3.56	4.16	1.97	2.07	.89	.39	1.08	1.55	.17	.84	1.09	1.70	.92
British Columbia...	7.21	8.03	5.81	5.82	3.32	6.52	9.65	8.05	7.97	5.20	3.81	1.95	1.70	1.59	3.05	2.05	2.50	3.00	3.86	3.37
Canada..	2.57	2.19	2.33	2.40	2.57	3.83	4.38	5.62	5.61	3.94	2.76	.72	.50	1.68	2.42	1.71	1.25	2.16	2.17	1.47

The percentages reported idle in some of the larger industrial centres are indicated in the table that follows:

TABLE III

City	Oct., 1919	Sept., 1919	Aug., 1919	July, 1919	June, 1919	May, 1919	April, 1919	Mar., 1919	Feb., 1919	Jan., 1919	Dec., 1918	Sept., 1918	June, 1918	Mar., 1918	Dec., 1917	Sept., 1917	June, 1917	Mar., 1917	Dec., 1916	Sept., 1916
Halifax....	2.14	1.65	1.12	6.13	3.56	1.90	2.69	7.36	4.10	4.40	1.31	.12	.27	.14	.34	.42	1.03	.98	.24	0
St. John....	24.29	1.27	2.14	.80	4.95	6.48	2.01	2.04	2.62	1.94	.64	.70	1.18	.57	5.69	.16	.43	2.94	.47	.18
Montreal...	2.88	2.35	1.93	2.97	3.10	6.30	4.95	6.77	10.31	6.21	2.77	.58	.60	6.35	3.73	4.48	2.95	4.17	4.61	.50
Toronto....	.87	2.55	.84	1.78	1.61	1.88	6.34	8.96	6.74	6.36	4.61	.11	.13	.81	3.81	1.68	1.74	1.06	1.32	.63
Winnipeg...	.91	.76	1.09	.17	1.35	.95	1.75	1.08	2.32	3.55	.88	.53	.25	.76	1.07	1.02	.72	2.53	.98	.58
Regina....	.19	1.63	2.76	2.79	.93	3.17	5.28	11.13	5.41	8.66	4.10	0	.10	2.64	5.63	0	0	3.73	1.75	.65
Edmonton..	1.10	.86	.56	.97	1.90	2.80	3.20	4.99	5.20	2.57	1.54	.67	.23	.51	2.41	.55	1.68	1.11	3.32	4.27
Vancouver..	5.13	3.48	5.30	5.54	3.35	4.65	6.01	8.73	6.31	5.59	3.65	1.42	1.05	1.94	3.28	2.99	2.67	4.75	5.94	4.56

The tabular statement on the following pages presents the returns in some detail:

UNEMPLOYMENT ON OCTOBER 31, 1919.

OCCUPATIONS	Nova Scotia & Prince Ed. Island.				New Brunswick				Quebec				Ontario			
	No. reporting		Unem- ployed		No. reporting		Unem- ployed		No. reporting		Unem- ployed		No. reporting		Unem- ployed	
	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent	Unions	Member- ship	Members	Per cent
1-Manufacturing and Mechanical Industries.	13	2468	400	16.21	11	771	4	.52	81	23128	446	1.93	197	25322	217	1.36
2-(a) METALS, MACHINERY & CONVEYANCES	9	2080	400	19.23	6	341	0	0	27	6477	347	5.36	188	9614	109	1.13
3- Moulders.	2	92	5	5.43	2	67	0	0	3	973	100	10.27	20	2307	30	1.30
4- Blacksmiths.					2	165	0	0	3	328	3	0.91	8	539	0	0
5- Boilermakers & iron shipbuilders.					1	28	0	0	5	2403	12	0.50	9	1573	1	0.06
6- Patternmakers.									1	194	18	9.28	7	266	1	0.37
7- Metal polishers, buffers and platers.													5	111	0	0
8- Machinists.	4	386	70	18.14	1	81	0	0	12	2249	214	9.51	33	4021	67	1.67
9- Sheet metal workers and tinsmiths.	3	1602	325	20.28					3	330	0	0	6	797	10	1.25
10-(b) FOOD, TOBACCO AND LIQUORS.					1	16	0	0	2	119	18	15.13	15	2095	5	0.24
11- Flour and cereal mill employees.													2	345	0	0
12- Meat cutters and butchers.									1	61	18	29.51	7	873	5	0.57
13- Bakers and confectioners.									1	58	0	0	4	762	0	0
14- Cigar and tobacco makers.					1	16	0	0					2	115	0	0
15- Brewery workers.									3	3269	1	0.3	2	339	1	0.29
16-(c) TEXTILES, CARPETS AND CORDAGE.	1	248	0	0					7	5198	30	5.8	26	3038	43	1.42
17-(d) CLOTHING AND LAUNDERING.									1	60	0	0	10	354	2	0.56
18- Tailors.									6	5138	30	5.8	12	2016	41	2.03
19- Garment workers.													4	668	0	0
20- Hat, glove and fur workers.					2	292	0	0	19	3250	13	4	12	2572	1	0.04
21-(e) PULP, PAPER AND FIBRE.					2	122	4	3.28	11	1880	25	1.33	33	4584	53	1.16
22-(f) PRINTING, PUBLISHING & PAPER GOODS	3	140	0	0	1	92	4	4.35	5	989	4	0.4	14	2033	29	1.43
23- Compositors.	3	140	0	0	1	30	0	0	2	420	6	1.43	6	1169	19	1.62
24- Pressmen and assistants.									1	312	12	3.84	2	730	0	0
25- Bookbinders.													4	125	1	0.8
26- Stereotypers and electrotypers.									2	136	3	2.2	6	462	3	0.65
27- Engravers and lithographers.									1	23	0	0	1	65	1	1.54
28- Others.									2	276	2	0.72	6	1041	0	0
29-(g) WOODWORK AND FURNITURE.									8	2512	3	1.2	11	1325	5	0.38
30-(h) LEATHER, BOOTS, SHOES & RUBBERS.									2	147	7	4.76	3	314	0	0
31-(i) GLASS BOTTLE BLOWING.													1	400	0	0
32-(j) JEWELRY WORKERS.																
33-(k) OIL REFINING.																
34-Transportation.	38	3399	47	1.38	29	3513	549	15.63	85	22889	446	1.95	258	29883	104	0.35
35-(a) STEAM RAILWAYS.	34	2622	45	1.72	24	2474	36	1.46	72	10782	111	1.03	225	21492	99	0.46
36- Conductors.	1	41	0	0	1	76	0	0	5	324	1	0.3	25	1098	0	0
37- Locomotive Engineers.	5	173	2	1.15	3	255	0	0	11	782	3	0.38	31	2178	1	0.04
38- Locomotive firemen.	3	207	1	0.48	2	176	0	0	8	694	15	2.16	31	2806	37	1.31
39- Carmen.	3	160	0	0	2	577	0	0	8	4042	73	1.8	33	3659	26	0.71
40- Trainmen.	6	721	11	1.54	6	686	22	3.2	8	1521	8	0.52	27	4854	33	0.68
41- Telegraphers (local unions).	2	106	21	19.81					1	21	0	0	2	104	0	0
42- *Telegraphers.																
43- Road maintenance men.	7	654	0	0	7	518	11	2.12	17	2039	2	0.1	35	3954	1	0.02
44- Shop employees.																
45- Railway employees (N.E.S.).	7	560	10	1.79	3	168	3	1.8	14	1359	9	0.66	41	2839	1	0.03
46-(b) STREET & ELECTRIC RAILWAY EMP.					1	211	0	0	2	3353	200	5.96	11	3986	3	0.08
47-(c) NAVIGATION.	2	118	2	1.69	3	688	513	76.79	8	6773	103	1.52	13	2578	1	0.04
48- Marine engineers.	2	118	2	1.69	1	78	3	3.8	4	268	5	1.87	6	662	1	0.15
49- Longshoremen.					1	500	500	100	4	6505	100	1.54	6	516	0	0
50- Others.					1	92	10	10.87					1	1400	0	0
51-(d) TEAMSTERS AND CHAUFFEURS.	2	659	0	0	1	160	0	0	3	1980	32	1.62	9	1827	1	0.05
52-Mining, quarrying and refining of ores.	15	6378	10	.16					1	715	0	0	4	1636	86	5.28
53- Miners.	15	6378	10	0.16					1	715	0	0	2	707	53	7.51
54- Quarry workers.																
55- Mill and smeltermen.													2	929	33	3.55
56-Building and construction.	9	2027	0	0	11	644	10	1.55	29	5281	403	7.63	117	12877	60	0.47
57- Bricklayers masons and plasterers.	3	343	0	0	1	65	0	0	1	525	0	0	28	2455	7	0.28
58- Carpenters and joiners.	2	1231	0	0	3	429	8	1.87	18	3288	318	9.67	39	4952	6	0.12
59- Electrical workers.	2	180	0	0	1	17	2	11.76	2	639	70	10.97	10	992	1	0.1
60- Granite and stone cutters.									2	179	10	5.6	6	337	0	0
61- Painters, decorators & paper hangers.	1	258	0	0	3	80	0	0	4	315	0	0	10	897	40	4.45
62- Plumbers and steamfitters.	1	15	0	0	3	53	0	0	1	275	3	1.09	16	1015	3	0.29
63- Tile layers, lathers and roofers.													4	141	0	0
64- Bridge and structural iron workers.													2	196	0	0
65- Steam shovel and dredgemen.													1	192	3	1.56
66- Hod carriers and building labourers.									1	60	2	3.33	1	1700	0	0
67-Public employment.	2	70	0	0	4	147	0	0	9	1500	0	0	24	2030	0	0
68- Civic employment.					2	100	0	0	6	1087	0	0	7	1541	0	0
69- Letter carriers and postal employees.	2	70	0	0	2	47	0	0	3	413	0	0	17	489	0	0
70-Fishing.													1	41	0	0
71-Lumber Workers																
72-Miscellaneous.					1	14	0	0	20	5591	120	2.15	78	6258	162	2.59
73- Retail clerks.									2	585	0	0	1	180	0	0
74- Hotel and restaurant employees.									1	53	8	15.19	5	898	40	4.45
75- Barbers.									1	260	0	0	18	694	0	0
76- Musicians and theatre employees.									3	739	108	14.61	21	2489	44	1.77
77- Stationary engineers and firemen.					1	14	0	0	4	394	2	0.51	20	1172	30	2.56
78- Others.									9	3560	2	0.06	13	915	48	5.24
All occupations.	77	14342	457	3.19	58	5089	563	11.06	225	59103	1415	2.39	679	78047	629	0.81

*Commercial and railroad—organized in interprovincial divisions.

AS REPORTED BY TRADE UNIONS.

Manitoba				Saskatchewan				Alberta				British Columbia				Canada					
No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed		No. reporting		Unemployed			
Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Per cent	Unions	Members	Members	Sept., 1919	Oct., 1919	
14	1864	18	.97	14	1135	3	.26	21	1349	14	1.04	44	4867	281	5.77	395	60904	1383	2.57	2.27	
4	385	15	3.90	4	233	0	0	5	627	4	.64	17	2561	248	9.68	160	22318	1123	4.60	5.03	
1	90	0	0									2	104	32		30	3633	167	2.95	4.20	
1	104	0	0									3	29	0		17	1165	3	1.30	.26	
				2	117	0	0	1	150	0	0	4	1586	88		22	5857	101	6.55	1.72	
																8	460	19	4.89	4.13	
2	191	15		2	116	0	0	4	477	4		6	708	125		5	111	0	0	0	
												2	134	3		64	8229	495	3.23	6.02	
3	519	0	0	2	613	0	0	4	153	0	0	8	502	29	5.78	35	4017	52	.80	1.29	
1	415	0	0													1	415	0	0	0	
1	74	0	0	1	373	0	0	1	35	0	0	1	95	11		5	887	11	0	1.24	
1	30	0	0					1	11	0	0	1	184	18		11	1183	41	1.50	3.47	
				1	240	0	0	2	107	0	0	3	137	0		10	984	0	.20	0	
												3	86	0		8	548	0	.39	0	
								1	158	0	0	3	195	0	0	6	3856	2	1.08	.05	
												2	160	0		37	8599	73	.05	.85	
								1	158	0	0	1	35	0		13	574	2	0	35	
												2	580	0	0	20	7347	0	0	.97	
												2	650	4	.62	4	668	0	.11	0	
6	818	3	.33	8	289	3	1.04	9	375	9	2.4	10	650	4		35	6674	14	.30	.21	
1	497	0	0	5	220	0	0	3	252	5		5	404	1		82	8958	101	1.71	1.13	
1	171	3		2	56	3		3	97	4		2	141	3		37	4627	43	1.95	.03	
1	182	0	0					1	14	0	0	3				13	2084	38	2.30	1.82	
1	28	0	0	1	13	0	0	2	12	0	0	2	85	0		7	1323	12	.64	.91	
1	40	0	0									1	20	0		9	198	1	0	.51	
																9	638	6	1.39	.94	
												1	38	0	0	2	88	1	1.12	1.14	
1	42	0	0									1	104	0	0	10	1397	2	.13	.14	
								2	36	1	2.78	1	92	0	0	20	3941	8	1.15	2.30	
												1	165	0	0	7	497	8	1.18	1.61	
												1	165	0	0	2	492	0	0	.32	
49	5919	78	1.32	52	4063	13	.32	38	3691	2	.05	58	6959	858	12.33	605	80315	2097	2.06	2.61	
48	4608	77	1.67	48	3781	10	.26	35	3170	1	.03	43	2997	15	.50	527	51926	394	.99	.76	
5	290	0	0	3	218	2		4	315	0	0	5	270	0		429	2632	3	.17	.35	
6	393	0	0	8	399	1		6	398	0	0	6	300	1		76	4883	8	.09	.16	
6	463	4		9	567	0	0	4	376	0	0	6	458	0		69	5747	57	1.04	.99	
3	130	0	0	7	352	0	0	3	191	0	0	5	144	0		64	9255	99	1.09	1.07	
4	566	0	0	7	829	7		4	579	0	0	6	517	0		68	10273	81	1.89	.79	
1	80	0	0													6	311	21	0	6.75	
17	2338	50		8	905	0	0	8	972	0	0	13	1227	14		112	12607	78	.04	.62	
4	343	23		6	511	0	0	6	339	1		2	81	0		83	6218	47	1.99	.76	
1	1100	0	0	1	100	0	0	2	402	1		2	543	6	1.10	20	9695	210	.13	2.17	
								3	399	1	.25	7	2880	797	27.67	33	13017	1416	8.62	10.88	
												1	345	51		14	1471	60	5.81	4.08	
2	211	1	.47	3	182	3	1.65	1	119	0	0	3	1415	710		14	8936	1310	11.29	14.66	
												3	1120	36		5	2610	46	.77	1.76	
												4	539	40	7.42	25	5677	77	.36	1.36	
								9	2057	0	0	5	1027	12	1.17	34	11813	108	1.11	.91	
								9	2057	0	0	3	261	12		30	10118	75	.95	.68	
6	295	5	1.69	15	626	14	2.24	17	1265	63	4.98	2	766	0		4	1695	33	2.01	1.95	
1	42	0	0	3	91	10	.4	6	141	7		13	2505	828	33.05	216	25520	1383	2.91	5.42	
1	75	0	0	4	238	4		3	611	47		4	192	42		46	3812	66	1.96	1.73	
				2	178	0	0	3	235	2		6	1938	784		76	12729	1167	3.93	9.17	
				1	10	0	0									20	2233	75	3.07	3.36	
2	148	0	0	2	50	0	0	1	35	7		1	44	1		7	645	11	2.12	1.71	
1	30	5		3	67	0	0	3	101	0	0	1	320	1		21	1635	47	1.75	.87	
												1	11	0		30	1994	7	1.75	.35	
												3	152	0		5	152	0	5.56	.63	
								1	142	0	0	2				3	226	5	22.01	2.21	
2	44	0	0	7	325	3	.92	9	748	1	.13	10	1402	0	0	2	334	3	4.18	.90	
1	13	0	0	4	228	1		7	662	1		7	1908	0		67	6266	4	.11	.06	
1	31	0	0	3	97	2		2	86	0	0	3	394	0		64	4639	2	.12	.04	
																33	1627	2	.07	.12	
																1	41	0	0	.70	
7	690	12	1.74	5	116	4	3.45	8	591	10	1.69	11	11000	0	0	1	11000	0	0	.71	
												15	1403	125	8.91	134	14563	433	2.07	2.95	
								1	145	8		4	321	7		7	1785	7	.36	.65	
								3	173	2		2	352	50		9	1358	106	3.44	7.81	
3	126	3		1	23	0		3	243	0		4	101	0		29	1377	5	.27	.36	
3	528	2		3	63	4		3	243	0		3	371	2		36	4438	160	2.54	3.75	
2	36	7		1	30	0		1	25	0		2	259	66		29	1875	105	5.61	5.60	
																24	4530	50	.77	1.78	
77	8812	113	1.23	93	6255	37	.59	102	9701	90	.93	144	29163	2104	7.21	1453	210522	5403	2.19	2.57	

EMPLOYMENT FOR CIVIC EMPLOYEES IN FIFTEEN CITIES, NOVEMBER, 1919

REPORTS from fifteen cities, showing the numbers of workers temporarily engaged and the wages paid these employees during the first two weeks in November, showed decreases of nearly 6 per cent. in the number of workers and of slightly over 7 per cent. in the wages paid, as compared with the preceding month. In November, 9,301 persons were temporarily employed during the two weeks, and the pay-rolls amounted to \$375,101.79, as compared with 9,862 employees and an aggregate pay-roll of \$405,556.46 in October. In comparison with the same period in 1918, increases of over 30 per cent in the number of workers, and of over 32 per cent in the wages paid are indicated, there having been 7,144 employees with a total pay-roll of \$283,485.95 in the first two weeks in November, 1918.

Ottawa, London, Regina and Edmonton all reported increases in the number of employees both as compared with the preceding period and with the same fortnight in 1918. St. John, Toronto, Hamilton, Winnipeg, Moose Jaw, Saskatoon, Vancouver and Victoria showed decreases as compared with October, 1919, and increases as compared with November, 1918, while Montreal, Brandon and Calgary recorded declines in both comparisons.

As to wages, London, Moose Jaw and Edmonton showed increases both as compared with October, 1919, and with November, 1918. St. John, Ottawa, Toronto, Hamilton, Winnipeg, Brandon, Regina, Saskatoon, Calgary, Vancouver and Victoria reported declines in comparison with the preceding period and increases in comparison with the same period in 1918, while Montreal recorded decreases in both cases.

EMPLOYMENT (BOTH CONTRACT AND MUNICIPAL WORK) AFFORDED WORK PEOPLE TEMPORARILY EMPLOYED
BY CITY CORPORATIONS, NOVEMBER, 1919, COMPARED WITH OCTOBER, 1919, AND WITH NOVEMBER, 1918.

City	Number of employees temporarily employed in first fortnight in:—			Amount of wages paid employees temporarily em- ployed in first fortnight in:—		
	October, 1919	November, 1919	November, 1918	October, 1919	November, 1919	November, 1918
St. John	334	298	242	\$13,259.86	\$9,776.58	\$7,978.00
Montreal.....	2,763	2,434	2,661	87,186.14	79,091.71	101,478.22
Ottawa.....	607	713	440	25,958.84	23,601.96	18,361.56
Toronto.....	1,848	1,802	958	79,853.75	78,251.03	37,318.01
Hamilton.....	632	585	361	27,203.40	26,483.72	13,251.36
London.....	371	400	170	16,906.43	20,102.68	6,207.12
Winnipeg.....	928	746	540	46,259.40	30,777.95	22,125.35
Brandon.....	63	42	44	2,340.83	1,839.48	1,550.78
Regina.....	323	339	274	16,389.73	16,323.79	11,946.08
Moose Jaw.....	116	113	77	5,551.55	5,815.40	3,167.10
Saskatoon.....	281	271	196	14,470.77	13,538.83	11,433.95
Calgary.....	396	346	370	18,963.60	16,904.15	14,167.73
Edmonton.....	417	491	262	16,904.91	22,231.49	11,564.45
Vancouver.....	555	512	393	24,196.17	22,004.03	14,652.52
Victoria.....	228	209	156	10,111.08	8,358.99	8,282.82
Total.....	9,862	9,301	7,144	\$405,556.46	\$375,101.79	\$283,485.95

1918, being \$2,850,428. In this comparison all the provinces recorded substantial increases.

Of the larger cities, Montreal, Toronto and Edmonton recorded increases both as compared with September, 1919, and with October, 1918. Winnipeg and Vancouver show declines in comparison

with September of this year and increases over October of last year.

Of the smaller centres, Halifax, St. John, Quebec, Westmount, Guelph, Peterborough, Calgary and New Westminster all show gains both as compared with September, 1919, and with October, 1918.

RECENT INDUSTRIAL AGREEMENTS

THE following is a summary of the more important industrial agreements recently received by the Department. While the conclusion of every industrial agreement implies the acceptance, to a greater or less degree, of the principle of collective bargaining, it should not be overlooked that in a number of cases the agreement was reached only after the employees had been on strike. The agreements are arranged by industrial groups, and do not include the recent agreement between the Canadian Railway War Board and Division No. 4, Railway Employees' Department, American Federation of Labour, which is given on page 1489 of this issue.

Building and Construction

LONDON, ONT.—INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 120 AND VARIOUS LOCAL EMPLOYERS. Agreement in effect from May 1, 1919, to April 30, 1920. Negotiations for a new agreement shall open on or before February 1, 1920. Eight hours shall constitute a day's work, 8 a.m. to noon and 1 p.m. to 5 p.m. for the first five days of the week and from 8 a.m. to noon on Saturdays. Overtime at the rate of time and one-half shall be paid for the first five hours' work from the end of the regular working day, and double time from then until relieved from duty, and for Sundays and holidays.

The rate of wages shall be as follows:
Per hour—Apprentices, from end of

first year to one and one-half years, 30 cents; helpers, from one and one-half to end of second year, 35 cents; third year, 40 cents; fourth year, 50 cents; journeymen, 60 cents.

VICTORIA, B. C.—UNITED ASSOCIATION OF JOURNEYMAN PLUMBERS, GAS, STEAM AND SPRINKLER FITTERS AND HELPERS, LOCAL NO. 324 AND VARIOUS EMPLOYERS. Agreement in effect from October 15, 1919, to April 30, 1920, and thereafter unless nullified prior to April 1 of any year. Adjustment of wages may be taken up by a joint board appointed by both parties to the agreement on April 1, 1920, or at any date thereafter, upon written notice to said board by either party or parties.

Eight hours shall constitute a day's work, between 8 a.m. and 5 p.m., with one hour for lunch. If employer agrees that half an hour shall be taken for lunch, the day's work shall end at 4.30 p.m. All overtime and work on Sundays and holidays shall be paid for at the rate of double time. If it becomes necessary to work more than one eight-hour shift on any job, all members working on any shift between the hours of 5 p.m. and 8 a.m. shall receive the regular day scale plus ten per cent. Members shall not be permitted to work two continuous shifts in any day under this rule. But in the case of night shifts this rule shall apply only on jobs where it is necessary to work five or more such night shifts in a week.

The minimum wage scale shall be as follows: Per day—Journeymen plumbers, steamfitters and gasfitters, \$7.20; junior plumbers and steamfitters, when they first start to use tools, \$2 less than a journeyman, a wage increase of 50 cents per day to be paid at the expiration of each succeeding six months; steamfitters' helpers, \$5.

On all work classed as marine work, members will be permitted to work for shops which sign agreements with Local No. 324 under conditions and for wages prevailing in shipyards which already have signed up with Local No. 324 and the Metal Trades Council.

Food, Drink and Tobacco

LONDON, ONT. — CIGARMAKERS UNION, LOCAL NO. 278 AND VARIOUS LOCAL EMPLOYERS. Agreement in effect from September 15, 1919, presents schedule for piece workers in the following groups: Rates per M.—Mould work, \$10 to \$14; hand work, \$14 to \$16; Panatelas, \$15 to \$17; standard jobs, \$11 to \$23; Spanish bill, \$17 to \$68. Packer's bill of prices per M: five cent work, from 65 cents to 95 cents; ten cent work, from 80 cents to \$1.35; Havana work, from 80 cents to \$1.35. All special rates not mentioned in the bill to be decided by the Executive Board.

The shop collector shall be recognized at all times by the manufacturers as the representative of the union. He shall be empowered to call upon a committee to act in conjunction with himself on any occasion he may consider fit, and shall bring samples of all jobs to the Executive Board.

VANCOUVER, B. C. — AMALGAMATED MEAT CUTTERS AND BUTCHER WORKERS, LOCAL NO. 643 AND WHOLESALE BUTCHERS OF THE CITY AND VICINITY. Agreement entered into September 15, 1919, of indefinite duration. Forty-nine hours shall constitute a week's work, nine hours a day for the first five days of the week and four hours on Saturdays. Any work done other than this shall be considered overtime,

and be paid for at the rate of time and one-half.

The minimum wage rate shall be as follows:

Killing floor. Per hour—Floorsmen, splitter, rumper, 75 cents; backer, header, 70 cents; hidedropper, leg-breaker, gutter, knocker, 62½ cents. *Casing department.* Per hour—Middle fatter, 65 cents; gut runner, gut measurer, 60 cents; first offal man, paunch trimmer, second offal man, tripe cleaner, 55 cents; remainder of men in casing department, 50 cents. *Pork cutting department.* Per week—Bacon trimmer, \$30; Per hour—second man, 55 cents; third man, 52½ cents. Sausage kitchen. Per week—Machine men, \$30; cook and smokehouse men, \$27.50; stuffer men, \$27; delicatessen cook (woman), \$20; assistant, \$16.50; girls in other employment, \$15; Per day—ham boner, \$5.

The minimum rate of pay for any work shall be 48½ cents per hour.

Metals and Machinery

KINGSTON, ONT. — INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL NO. 54 AND THE CANADIAN LOCOMOTIVE COMPANY, LIMITED. Agreement in effect from October 6, 1919, to June 5, 1920, and thereafter, unless thirty days' notice in writing is given prior to that date. This agreement was signed following a strike which lasted from May to October.

Forty-five hours shall constitute a week's work, nine hours each day for the first five days of the week between 7 a.m. and 5 p.m.; any work performed on Saturday shall be at overtime rates. The night shift shall work nine hours per night from Monday night until Friday night. When men employed on the day or night shift are required to change from one to the other and are required to work two shifts or part of two shifts in any 24 hours, the second shift shall be paid for at overtime rates. All overtime shall be paid for at the rate of time and one-half. Men called out after

working hours shall in no case receive less than three hours' pay at overtime rates.

Rates of pay: Per hour—Machinists, 57 cents; first class specialists, 44½ cents; non-skilled machine operators, including turret lathe operators, bolt threaders, bolt cutters, lassiters and automatic machine operators, 37 cents; drill operators, accurate work, 41 cents, general work, 37 cents; air drillers, 37 cents; helpers, first class, 42 cents, second class, 37 cents; stationary engineers in power house, 54½ cents; grinders, 37 cents; steam crane-men, yard engineers, 42 cents; belt men, oilers, pump men, 38 cents; carpenters, first class, 48 cents, second class, 42 cents; helpers for superheater tube fitters, 38 cents; pipe fitters, 47½ cents; pipe fitters' helpers, 37 cents; tinsmiths and sheet metal workers, 44 cents; sheet metal workers' helpers, 37 cents; night forces in machine shop, three cents per hour additional; apprentices, first year, 15½ cents, second year, 19½ cents, third year, 23 cents, fourth year, 27 cents.

All employees represented by the International Association of Machinists, Local No. 54, shall receive the same amount for 45 hours as they have in the past for 50 hours.

Men who have worked for a period of four years on work recognized by the company and the union as machinist's work shall be advanced to machinist's rate.

Printing and Publishing

MOOSE JAW, SASK.—INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL NO. 627 AND VARIOUS LOCAL EMPLOYERS. Agreement which expired October 31, 1919, revised and in force till October 31, 1920.

Eight hours shall constitute a day's work, between 7 a.m. and 6 p.m., and seven and one-half hours a night's work, between 6 p.m. and 5 a.m. Overtime not exceeding three hours in any one day shall be paid for at the rate of time and one-half, and in excess of three

hours at double time rate. Work on holidays shall be paid for at time and one-half and Sunday work at double time rate, except in case of night staffs of morning papers or night staffs of afternoon papers during regular hours of the shift. A journeyman called to work outside of regular hours shall receive \$1 extra for call, besides overtime pay, provided fifteen minutes have elapsed between the end of the shift and the call to work. Work done during the lunch hour shall be charged at overtime rates. New Year's Day, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day shall be paid for without working.

Any shift worked, of which the hours do not fall between 7 a.m. and 6 p.m. or between the hours of 6 p.m. and 5 a.m., shall be termed a middle shift.

The wage scale shall be as follows: Make-ups, ad men, bankmen, proofreaders, book and job printers, operators of typesetting and typecasting appliances, machinists, and all employees engaged in machine and hand composition and distribution—From November 1, 1919, to April 30, 1920, per day of 8 hours, \$6.66⅔, per night of 7½ hours, \$7.25; from May 1, 1920, to October 31, 1920, per day of 8 hours, \$6.75, per night of 7½ hours, \$7.25. Middle shift shall receive the rate of pay for night work. Foremen shall receive a minimum of 50 cents over the above scale.

The term of apprenticeship for beginners on typesetting and typecasting machines shall be thirteen weeks at the following scale: First three weeks, \$3 per day; thereafter an increase of \$1 each week for the next ten weeks. For night work the scale shall be 25 cents per night in excess of the above. The rates for other apprentices shall be as follows: Day work—At the end of two years, \$2.50 per day; at the end of three years, \$3.25 per day; at the end of four years, \$4 per day; at the end of four years and six months, \$4.75 per day. Night work, 33⅓ cents extra per night of 7½ hours.

Situations of employees who enlist or are enrolled for service in time of war

may be filled during their absence by the foreman of the department in which they are employed, provided that upon reporting for duty the situations formerly held by these employees shall be restored to them.

PRINCE ALBERT, SASK.—INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL NO. 705 AND THE EMPLOYING PRINTERS. Agreement in effect from September 1, 1919, to October 31, 1920. Eight hours shall constitute a day's work, between 7 a.m. and 6 p.m. Overtime under three hours shall be paid for at day rate, over three hours at double time. Seven and one-half hours shall constitute a night's work, between 7 p.m. and 6 a.m. All work done after time is called shall be paid for at the rate of time and one-half, and overtime extending over three hours at double time rate.

Scale of prices: Per week—Make-up men, admen, bankmen, journeymen engaged in hand composition or distribution, operators of typesetting machines, machine tenders, day work, \$36.50, night work, \$38.50; machinist-operators, day work, \$36.50 plus 25 cents per day per machine, night work, \$38.50 plus 25 cents per night per machine. All employees working in split shift shall receive the night scale of wages, 7½ hours to constitute a shift.

Overtime on holidays shall be paid for at the rate of time and one-half for both day and night shifts, and on Sundays at double rate, except in case of morning papers or night staffs of afternoon papers when Saturday night work shall be at double rate.

When a journeyman is called back either before or after the performance of his regular day's or night's work, he shall receive \$1 extra for said call back, in addition to double the day or night scale as the case may be. In no case shall he receive less than one hour's pay at overtime rates, in addition to the compensation for the call back. All work performed during the recognized lunch hour shall be paid for at the rate of time and one-half.

Beginners on machine (day or night work) shall receive the following wages: Per week—For the first five weeks, \$15; for the next five weeks, \$20; for the next five weeks, \$28; and thereafter the scale.

Apprentices shall be paid according to the following scale: First two years, at the option of the office; third year, 40 per cent of the scale; fourth year, 50 per cent of the scale; fifth year, 60 per cent of the scale. Apprentices working on night shifts shall receive \$2 per week additional over above scale.

SASKATOON, SASK. — INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL NO. 206 AND VARIOUS EMPLOYERS. Agreement in effect from September, 1919, to October, 1920, unless a different date of termination is mutually agreed upon by both parties.

Web pressrooms. The working crew of a 32 P. P. Rotary shall consist of pressman in charge, two journeymen and an assistant, and the wage scale shall be as follows: Per week—Pressman in charge, no scale; journeymen, \$35; assistants, first year, \$14, second year, \$17, third year, \$20, fourth year, \$24.

Forty-eight hours shall constitute a week's work, eight hours per day, and forty-two hours for night work, seven hours per night. On all holidays the night to be considered as regular shift, and no overtime rate will prevail providing only usual hours are worked. In case of emergency a Web Press crew, if called upon to print the regular edition of an outside publication, shall receive eight hours' time for their services.

Platen presses. Wage scale: Per week—Foreman pressman, no scale; journeymen pressmen, \$31.

Cylinder presses. Wage scale: Per week—Foreman pressman, no scale; journeymen pressmen, \$34; assistants, first year, \$15, second year, \$20, third year, \$21, fourth year, \$23; feeder, first year, no scale, second year, \$12.

Forty-eight hours shall constitute a week's work. Night shift to receive \$2 over the day scale.

The term of an apprentice or assistant shall be four years, such apprentice to be a competent feeder of at least two years' experience.

Overtime at the rate of time and one-half shall be paid for work done before and after the regular hours stipulated for the regular work day, with double time on Sundays and holidays.

Vehicles for Land and Water

TORONTO, ONT. — INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS AND HELPERS, LODGE NO. 128 AND THE POLSON IRON WORKS. Agreement in effect from May 5, 1919, to May 1, 1920.

Forty-four hours shall constitute a week's work, eight hours for the first five days, 8 a.m. to noon and 1 p.m. to 5 p.m., with four hours on Saturday. All time worked over the eight hour day shall be paid for at the rate of double time, including work on Sundays and holidays. When the men are required to work on oil or acid tanks, or tanks on boats carrying oil or acid, such tanks shall be cleaned and steamed according to government regulations. Time and a quarter shall be paid for dirty work. All second and third shifts shall be allowed one half hour for lunch with pay.

Care shall be exercised for the proper protection of workmen and a nurse shall be in attendance at all times when the men are working.

The following conditions have been attached to the issuing of permits to work at the trade without serving an apprenticeship:

Any man advanced to journeyman must have been a member of this brotherhood at least two years prior to making application to his local lodge and examining board. Any man working under a permit without serving an apprenticeship must agree to voluntarily surrender the permit on request of the craft granting it.

Only rivet heaters, holders on, drillers and boilermakers' helpers may be

advanced to riveters, chippers and caulkers. Burners and welders' helpers may be advanced to burners and welders only. All other helpers, shipfitters' helpers excepted, must comply with the foregoing rules. All men working under permit must be so employed for at least one year under the jurisdiction of this local before a mechanic's card will be granted, and shall remain in the employ of the company designated by the examining committee for at least six months.

Ship fitters' helpers advanced to ship fitter must be members of this brotherhood for at least one year prior to advancement.

The minimum wage rate shall be as follows: Per hour—Angle smiths, 75 cents; bolters up, outside men, 50 cents; burners and welders, one year's experience, 75 cents; caulkers, first class, 85 cents, second class, 70 cents; counter sinkers, 50 cents; drillers and tappers, 75 cents; drillers, 65 cents; leading punch helpers, 50 cents; punch and shearmen, first class, 65 cents, second class, 55 cents; packers, 60 cents; holders on, 65 cents; rivet heaters, 50 cents; riggers' helpers, 47½ cents; riveters, first class, 85 cents, second class, 70 cents; rivet testers, 85 cents; roll operators, 60 cents; riggers, leading men, 65 cents; reamers, leading men, 50 cents; fitters, first, 85 cents, second, 70 cents; furnace-men, 85 cents; reamers' and drillers' helpers, 47½ cents; slab helpers, 55 cents; fitters' apprentices, two years' experience, 50 cents; fitters' helpers, twenty-one years of age or over, 45 cents; stage builders and shorer up, 50 cents; tank testers, 90 cents.

Woodworking, Furniture and Box-making

STRATFORD, ONT. — UNITED BROTHERHOOD OF CARPENTERS AND JOINERS LOCAL NO. 1990, BROTHERHOOD OF PAINTERS AND DECORATORS, LOCAL NO. 772, FURNITURE WORKERS' FEDERAL LABOUR UNION, No. 16350 AND THE GLOBE-WERNICKE Co. Agreement which expired October 1, 1919, revised, to remain in effect till April 1, 1920, and

from year to year subject to 30 days' notice prior to April 1 and October 1, by either party.

Nine hours shall constitute a day's work between 7 a.m. and 5 p.m. except on Saturdays, when the hours shall be from 7 a.m. to noon. All work in excess of these hours shall be paid for at the rate of time and one-half, with double time on Sundays and holidays.

There shall be a bonus for promptness as follows: Three-quarters of an hour shall be allowed each day for five days and one-quarter of an hour for Saturday, to all employees who shall register in, five minutes before starting time and two minutes after quitting time.

Commencing November 10, 1919, the minimum scale of wages for unskilled help, men between 21 and 60 years of age and women 17 years or over without any previous experience in furniture factories, shall be as follows: Per hour—First six months, men, 25 cents, women, 17 cents; next twelve months, men, 30 cents, women, 20 cents; next twelve months, men, 35 cents, women, 22 cents; next twelve months, men, 40 cents, women 25 cents.

During slack periods preference shall be given to reduction of hours of work, rather than a reduction in workmen who may be looked upon as members of the present staff.

Shipping and Longshore Work

ST. JOHN, N. B. — INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL NO. 273 AND VARIOUS STEAMSHIP COMPANIES TRADING AT THE PORT OF ST. JOHN. Agreement which expired November 30, 1919, revised, and to remain in effect till December 1, 1920.

Nine hours shall constitute a day's or night's work.

Fifteen men shall constitute a gang for loading and discharging cargo boats, except in case of loading bulk coal or bulk cargoes of salt, sulphur or maize, over side into scows, carts or cars, in which case the number of men per gang

shall be thirteen, extra two men to be otherwise employed. In the case of deal boats, the number of men per gang shall not be less than twelve except when working two winches at a hatch, then an extra man shall be employed, making thirteen in a gang. All freight when trucked outside between sheds must have two men to truck.

The rate of wages, day or night, shall be as follows: Per hour—General cargo, 70 cents; bulk grain, 80 cents. The same men are not to be ordered back to work either day or night when other men are available, except when ship is within reasonable time of finishing or shifting from berth to berth.

If any gang is required to work through the meal hour double time shall be allowed at the prevailing rate of wages for such meal hour and for such time thereafter until relieved, and also for work on Sundays and holidays.

Waiting time. Half time at the prevailing rate of wages shall be paid the men for waiting when ordered out at 7 p.m. till midnight and when ordered out again at 1 a.m. they must be paid full rate from that time until regular knocking off time in the morning, the same to apply when ordered out during meal hours.

Ten cents per hour extra shall be paid for grain in bulk, sulphur in bulk and salt in bulk, also wet hides in bundles, on week days, day or night—and *pro rata* for Sundays and holidays.

Agreement also gives schedule of working conditions for hauling of cargo, per sling or truck.

Miscellaneous

MONCTON, N. B. — CIVIC EMPLOYEES UNION No 51 AND THE CITY COUNCIL OF THE CITY OF MONCTON. Agreement in effect for one year commencing November 1, 1919, and thereafter unless and until terminated by thirty days' notice from either party.

Nine hours shall constitute a day's work from 7 a.m. to noon and from 1

p.m. to 5 p.m. Employees shall be allowed two hours off per week at the discretion of the street commissioner. Overtime at the rate of time and one-half shall be paid for all work over the regular working hours and for Sundays and holidays.

The rates of pay shall be as follows:

Board of Works. Per month—Street foreman, \$125. Per week—Drivers of double teams, \$25; drivers of single teams, \$23. Per hour—Labourers, 40 cents.

Water department. Per month—Foreman water works and plumbing inspector, \$150. Per day—Pipe layers, \$4; pipe layers' helpers, \$3.60; pump operators (8 hours), \$4; caretaker, new reservoir and pipe line to pumping station, \$3.25; caretaker, old reservoir and pipe line to pumping station, \$3.

Fire department. Per year—Motor engineers, \$1,200; salvage corps driver, \$1,150; driver chemicals, \$1,040; city electrician and wire inspector, \$1,750; assistant electricians and linemen, \$1,200.

City office staff. Per year—City engineer, \$2,600; assistant engineer, \$2,200; mechanical engineer, \$1,800; street commissioner, \$1,600; building inspector, \$1,440; city clerk, \$2,500; assistant city clerk, \$1,760; stenographers, \$900. Per week—Janitor, \$22; parks superintendent, \$21.75; tax collector, 1 per cent on collections after discount period, 2 per cent on previous year, 4 per cent on collections of 2 years and more.

WINNIPEG, MAN. — COMMERCIAL TELEGRAPHERS' UNION, SUBORDINATE UNION, No. 52, AND THE CANADIAN PRESS LIMITED. Agreement effected through the medium of an Arbitration Board, to remain in force from October 15, 1919, to September 1, 1920, and

thereafter unless thirty days' notice given by either party to cancel it.

Six days or six nights shall constitute a week's work. Eight hours, including a thirty minute lunch period and two ten-minute rest periods, shall constitute a day's work on all circuits. The hours of duty shall begin not earlier than 8 a.m. Atlantic time; 8 a.m. Eastern time, with the exception of the telegraphers on the Maritime circuit who are governed by Atlantic time; 7 a.m. Central and Pacific time, for day men. Hours of duty for night telegraphers shall begin not earlier than 6 p.m. Earlier calls shall constitute overtime and no trick shall be split more than once.

Overtime for the first hour shall be paid on the basis of the next higher even five cents of the wage rate per hour, but after the first hour at time and one-half. Five minutes or under shall not be considered, ten minutes to be considered as one-half hour. For Sunday day calls the rate shall be double the circuit rate per hour.

If a telegrapher be called back before or after his regular hours or called on Sunday or a Dominion statutory holiday he shall be paid at the overtime rate applicable, and for at least one and one-half hours.

Scale of wages, per week:

	Day.	Night.
Maritime Section	\$33	\$34
Ontario and Quebec lines.	40	41
Ontario and Quebec bureaux	45	46
Western lines	41	42
Western bureaux	45	46

Said bureau offices to be at Victoria, Vancouver, Calgary, Winnipeg, Ottawa, Toronto and Montreal.

NEW AGREEMENT RESPECTING WAGES AND HOURS OF CANADIAN RAILWAY SHOP WORKERS

Canadian Railway War Board Approves Higher Wages and Shorter Hours

FOLLOWING a series of conferences extending over a period of seven months an agreement (Wage Agreement No. 4) was recently arrived at between the Canadian Railway War Board and Division No. 4 of the Railway Employees' Department, American Federation of Labour, respecting wages and working conditions of railway shop workers in Canada. The agreement, which is based largely upon the award recently made by the United States Railway Administration, is effective for one year from November 14, 1919. It is the first agreement of its kind to embrace all the railway territory without division. It greatly stabilizes and improves

the conditions of the men employed and gives increased weight to the shop committees in shop management. Men engaged in locomotive work receive in general an increase of four cents an hour, while men in car shops whose wages formerly were relatively lower, receive an increase of nine cents an hour. The hours of labour in the larger shops where the heavy work is carried on are reduced from 47 hours to 44 hours per week, but in the round-house and running repair shops the hours remain unchanged, standing at 48 hours per week as heretofore. Some 35,000 railway shopmen in Canada are affected by the new agreement, which is reprinted in full below.

Agreement between the Canadian Railway War Board and Division No. 4, Railway Employees' Department, American Federation of Labour, in respect to rates of pay, work hours, and conditions of service, for employees in the Locomotive and Car Departments of the several Railways as specified herein

RAILWAYS AFFECTED

This agreement shall be effective on the following Railways:

Canadian National Railways,
Canadian Pacific Railway,
Dominion Atlantic Railway,
Esquimalt & Nanaimo Railway,
Grand Trunk Railway,
Grand Trunk Pacific Railway,
Halifax & Southwestern Railway,
Kettle Valley Railway,
Quebec Central Railway,
Temiskaming & Northern Ontario Railway,
Winnipeg Joint Terminals,
and

Conditional as to application of increased rates of pay from August 1st, 1919,
Toronto, Hamilton & Buffalo Railway.

HOURS OF SERVICE

Rule 1.—Eight hours shall constitute a day's work. All Employees coming under the provi-

sions of this schedule, except as provided for in Rule 15, shall be paid on the hourly basis.

Rule 2.—Work hours for shop work shall be as follows:—

- (a) Where one shift is employed, except Saturdays and Sundays, 8 to 12 and 13 to 17 o'clock; Saturdays, 8 to 12 o'clock.
- (b) Where two shifts are employed, the starting time of the second shift shall be 17 o'clock or 20 o'clock unless otherwise mutually arranged, working 9 consecutive hours five nights per week, including an allowance of 20 minutes for lunch within the limits of the fifth hour.
- (c) When three shifts are employed, the work hours shall be as may be mutually arranged.

Rule 3.—Work hours for running work shall be as follows:—

- (a) Where three 8-hour shifts are worked, the hours for commencing duty shall be between 7 and 8 o'clock, 15 and 16 o'clock, and 23 and 24 o'clock. 20 minutes will be

allowed on each shift for lunch, beginning during the fifth hour, without deduction in pay.

- (b) Where one or two shifts per 24 hours are worked:—

Day Work—8 hours between 7 and 17 o'clock, with one hour for lunch between 12 and 13 o'clock, without pay for meal hour.

Night Work—8 hours between 19 and 6 o'clock, with an allowance of 20 minutes for lunch, beginning during the fifth hour, without deduction in pay.

Rule 4.—The starting time for any portion of the staff at any point may be arranged to commence within the limits named.

Where three shifts are worked on running repairs, the spread of each shift for all employees engaged on such work shall consist of eight consecutive hours, including an allowance of 20 minutes for lunch, beginning during the fifth hour, without deduction in pay.

Rule 5.—The starting time for each employee shall be fixed and shall not be changed without at least 48 hours' notice.

Rule 6.—All overtime, except as the provisions of Rules 7, 9, 10 and 15 apply, outside of bulletin hours, up to and including the sixteenth hour of service in any one twenty-four hour period, computed from the starting time of the employee's regular shift, shall be paid for at the rate of time and one-half, and thereafter at the rate of double time, up to the starting time of employee's regular shift.

This shall apply to work performed on Sundays and the following holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

Should any of the above mentioned holidays fall on Sunday the day substituted by the Federal Government will be observed.

Rule 7.—For continuous service after regular working hours, employees will be paid one hour for forty minutes' service or less, and shall not be required to work more than one hour without being permitted to go to meals.

Employees called or required to return to work (otherwise than as provided in first paragraph of this rule), will be allowed five hours for three hours and twenty minutes' service or less, and except that if called for one hour or less before commencement of their regular day they will receive a minimum of two hours' pay.

They shall be required to do only such work as held or called for.

Rule 8.—Employees regularly assigned to work on Sundays and the holidays specified in Rule 6, or those called to take the place of such employees, will be allowed to complete the balance of the day unless released at their own request. Those who are called will be advised

as soon as possible after vacancies become known.

Rule 9.—Employees required to work during meal period shall receive pay at the rate of time and one-half on the minute basis, but will be relieved the necessary time (without pay) to procure meal.

This does not apply where employees are allowed the twenty minutes for lunch without deduction therefor.

OVERTIME EMERGENCY SERVICE: ROAD WORK

Rule 10.—Employees, except as the provisions of Rules 12 and 15 apply, sent out on the road for emergency service, shall receive continuous time from the time called until their return as follows:

Overtime rate for all overtime hours and straight time for the recognized straight time hours at home station, whether working, waiting or travelling, except that after the first 24 hours, if relieved from duty for five or more hours, they will not be allowed time for such hours provided that in no case shall an employee be paid for less than 8 hours on week days, and 8 hours at one and a half time for Sundays and the holidays specified in Rule 6, for each calendar day. Where meals and lodging are not provided by the Railroad, actual expenses will be allowed. Employees will receive all allowance for expenses not later than the time when they are paid for the service rendered. Employees will be called as nearly as possible, one hour before leaving time, and on their return will deliver tools at point designated.

DISTRIBUTION OF OVERTIME

Rule 11.—When it becomes necessary for employees to work overtime, they shall not be laid off during regular working hours to equalize the time.

At points where sufficient number of employees are employed, employees shall not work two consecutive Sundays (holidays to be considered as Sundays).

Record will be kept of overtime worked and men called with the purpose in view of distributing the overtime equally.

TEMPORARY VACANCIES

Rule 12.—When necessary to fill temporary vacancies at outlying points, employees, excluding those specified in Rules 14 and 15, will be sent out and will be paid for this service as follows:—

Continuous time from time called up to time of reporting at point to which sent, overtime rates for all overtime hours, and straight time for the recognized straight time hours at home station, whether waiting or travelling, (the same provisions to apply for return trip). While at such point they will be paid straight

time and overtime in accordance with practice (not necessarily the same hours) at home point with a guarantee of not less than 8 hours' pay, at the established rate for each calendar day, including Sundays and the holidays specified in Rule 6, at overtime rates. Where meals and lodgings are not provided by the railroad, actual expenses will be allowed.

OVERTIME CHANGING SHIFTS

Rule 13.—Employees changing from one shift to another will be paid overtime rates for the first shift at each change. Employees working two shifts or more on a new shift shall be considered transferred. This will not, however, involve the payment of punitive overtime rates to employees changing off where employees work alternately on stated shifts, nor to employees changing positions under the exercise of their seniority rights.

OVERTIME REGULAR ASSIGNED ROAD WORK

Rule 14.—Employees regularly assigned to road work and who leave and return to home station daily (a boarding car to be considered a home station), shall be paid continuous time from the time of leaving the home station to the time they return, whether working, waiting or travelling, exclusive of the meal period, at straight time for the regular hours, and overtime rates for all overtime hours as per overtime rules.

The starting time to be not earlier than 6 a.m. nor later than 8 a.m. Where two or more shifts are worked the starting time of each following shift will be regulated accordingly.

When such men do not return daily to their home station or boarding car, they will be paid for all overtime actually worked as per Rule 6, and in such cases where meals and lodgings are not furnished by the Railroad, employees will be paid actual expenses. If lodging is not available at point where work is performed, employees will be paid according to Rule 10 until they reach lodging, home station or boarding car.

Road car repair men sent out on the road after having worked at terminal during day will receive pay at straight time for travelling from time called until they reach the first point at which they have to work and will be compensated for any additional expense they necessarily incur.

Rule 15.—Employees regularly assigned to perform road work and paid on a monthly basis shall be paid not less than the minimum hourly rate established for the corresponding class of employees coming under the provisions of this schedule, on the basis of 365 eight-hour days per calendar year, with pay at the rate of time and one-half time for Sundays and holidays designated herein; otherwise, overtime will not be paid. Where meals and lodging are not furnished by the railroad, or when the service re-

quirements make the purchase of meals and lodging necessary while away from home point, employees will be paid actual expenses. This service is distinct and separate from that performed by any other class of employees coming under the provisions of this schedule and is not to be confused therewith; the employees assigned to it shall not be assigned to or used to perform the construction, repair and emergency work assigned to other employees under the provisions of the general and special rules of this schedule.

NOTE.—The following is an example to be followed in arriving at the monthly rates:

	Hours.
365 days multiplied by 8 equals	2,920
59 Sundays and holidays at one-half time will be 59 multiplied by 4, equalling	236
Total hours to be paid for....	3,156

The monthly salary is arrived at by dividing the total earnings of 3,156 hours by 12; no overtime is allowed for time worked in excess of eight hours per day; on the other hand, no time is to be deducted unless the employee lays off of his own accord.

The operation of this rule shall not prevent continuing the practice of granting holidays with pay to employees paid on a monthly basis with proper allowance therefor from the number of hours specified above.

FILLING VACANCIES

Rule 16.—When an employee is required to fill the place of another employee receiving a higher rate of pay, he shall receive the higher rate, but if required to fill, temporarily, the place of another employee receiving a lower rate, his rate will not be changed.

Rule 17.—Employees serving on night shifts, desiring day work (or vice versa) shall have preference when vacancies occur, according to their seniority.

Rule 18.—When new jobs are created or vacancies occur in preference jobs in the respective crafts, the oldest employee in point of service shall, if sufficient ability is shown by trial, be given preference in filling such new jobs or any vacancies that may be desirable to them.

Rule 19.—Mechanics in service will be considered for promotion to positions as shop foremen.

When vacancies occur in positions of gang foremen (leading hands supervising the work of a gang) men from the respective crafts will have preference in promotion.

Rule 20.—Employees who transfer from one point to another with a view of accepting a permanent transfer, will, after thirty days, lose their seniority at the point they left, and their

seniority at the point to which transferred will begin on date of transfer, seniority to govern, such transfers to be made without expense to the Company. Employees will not be compelled to accept a permanent transfer to another point.

Rule 21.—When the requirements of the service will permit, employees, on request, will be granted leave of absence for a limited time, with privilege of renewal.

The arbitrary refusal of a reasonable amount of leave to employees when they can be spared, or failure to handle promptly cases involving sickness or business matters of serious importance to the employee, is an improper practice and may be handled as unjust treatment under this agreement.

ABSENCE FROM WORK

Rule 22.—In case an employee is unavoidably kept from work he will not be discriminated against. An employee detained from work on account of sickness or for any other good cause must, if possible, advise the foreman in time so he can arrange for relief, and in all cases men will make arrangements with the foreman to lay off.

FAITHFUL SERVICE

Rule 23.—Employees who have given long and faithful service in the employ of the Company and who have become unable to handle heavy work to advantage will be given preference of such light work in their line as they are able to handle (subject to pension regulation age limits).

ATTENDING COURT

Rule 24.—When attending Court as witnesses for the Railroad, employees will receive pay for all time lost at home station, with a minimum of 8 hours' time each week day and 8 hours at rate and one half for Sundays and holidays, either at home station, away from home, or travelling. Time and one-half will be paid for travelling, during overtime hours where employees are unable to secure sleeping car accommodation. Actual expenses will be allowed when away from home station, and necessary expenses will be allowed when at home. When necessary the Company will furnish transportation, and will be entitled to certificate for witness fees in all cases.

PAYING OFF

Rule 25.—Employees will be paid off during regular working hours, semi-monthly.

Should the regular pay day fall on a holiday or days when the shops are closed down, men will be paid on the preceding day.

When there is a shortage equal to one day's pay or more in the pay of an employee, a voucher will be issued to cover the shortage.

Employees leaving the service of the company will be furnished with a time voucher covering all time due within 24 hours at points where discharge checks are issued, and within 48 hours at other points, or earlier when possible. The time specified shall be exclusive of Sundays and holidays.

Rule 26.—During inclement weather provision will be made where buildings are available to pay employees under shelter.

GENERAL REDUCTION OF FORCES

Rule 27.—When it becomes necessary to make a general reduction in expenses, the force at any point or in any department or subdivision thereof shall be reduced, seniority as per Rule 31 to govern; the men affected to take the rate of the job to which they are assigned.

Five days' notice will be given men before such a general reduction is made, and lists will be furnished local committee.

This does not apply in laying off men who have been temporarily employed to meet special requirements.

In the restoration of forces, senior men laid off will be given preference of re-employment, if available, within a reasonable time, and shall be returned to their former position if it is to be filled; local committee will be furnished list of men to be restored to service; in reducing force, the ratio of apprentices will be maintained except as may be otherwise mutually arranged.

REDUCTION OF FORCES

Rule 28.—An employee laid off on account of reduction in force, who desires to secure employment elsewhere, will, upon application, be furnished with a pass to any point on his General Superintendent's territory if over one year in the service, and to any point on his General Manager's territory if over three years in the service.

Rule 29.—When reducing forces, if men are needed at any other point they will (if suitable for work required) be given preference to transfer to nearest point, with privilege of returning to home station when force is increased, such transfer to be made without expense to the company. Seniority to govern all cases.

Rule 30.—Employees required to work when shops are closed down, due to breakdown in machinery, floods, fires, and the like, will receive straight time for regular hours, and overtime for overtime hours.

SENIORITY

Rule 31.—Seniority of Employees in each craft covered by this agreement shall be confined to the point at which employed.

Sub-divisions of the Carmen for seniority shall be as follows:—

Patternmakers,
Upholsterers,
Painters,
Other Carmen.

If on account of falling off in work of a particular class on which "other Carmen" are engaged it is necessary to displace them, they will, according to seniority, have the right to displace carmen junior to them performing other classes of work, if qualified to perform it, at the rate paid for such work.

The seniority lists will be open to inspection and copy furnished the committee.

ASSIGNMENT OF WORK

Rule 32.—Mechanics or apprentices regularly employed as such shall do mechanics' work as per special rules of each craft.

ELECTRIC AND OXY-ACETYLENE WELDERS

Rule 33.—Employees engaged on electric or oxy-acetylene process will be taken from the craft that would have handled the work had it been done by former methods, and will be confined to work pertaining to their trade when there is sufficient of this work to keep them employed. At outside points where there is not sufficient work to require a man from each craft, the Foreman shall select a man from the Metal Trades Craft to perform all the work to be done by these processes.

FOREMANSHIP FILLING TEMPORARILY

Rule 34.—Should an employee be required temporarily to fill the place of a shop foreman he will be paid his own rate, straight time for straight time hours and overtime for overtime hours, if greater than the foreman's rate. If it is not he will get the foreman's rate.

GRIEVANCES

Rule 35.—Should any employee subject to this agreement believe he has been unjustly dealt with, or that any of the provisions of this agreement have been violated, (which he is unable to adjust directly) the case shall be taken to the Foreman, General Foreman, Shop Superintendent, or Master Mechanic, each in their respective order, by the local committee or one or more duly authorized members thereof.

If stenographic report of investigation is taken, the committee shall be furnished a copy.

If the result still be unsatisfactory, the General Committee, or one or more duly authorized members thereof, shall have the right of appeal, preferably in writing, to the higher officials designated to handle such matters in their respective order, and conference will be granted within ten days of application.

All conferences between shop officials and shop committees to be held by appointment

during regular working hours without loss of time to committeemen.

Rule 36.—Should the highest designated railroad official or his duly authorized representative and the corresponding representatives of the employees fail to agree, the case shall then be jointly submitted in writing to the Canadian Railway War Board and to Division No. 4, Railway Employees Department, American Federation of Labour, for adjudication or final disposition.

Prior to the adjudication or final disposition of grievances by the highest designated authorities as herein provided, and while questions of grievances are pending, there will neither be a shut down by the employer nor a suspension of work by the employees.

To the extent that these rules may remain in force if and when the Canadian Railway War Board may cease to exist, the methods of procedure will thereafter be such as may be agreed to by the representatives of the railroads affected and the representatives of the employees herein specified.

Rule 37.—An employee who has been in the service of the railroad over thirty days shall not be dismissed for incompetency, nor be discharged for any cause without first being given an investigation.

Rule 38.—If it is found that an employee has been unjustly discharged, or dealt with, such employee shall be reinstated with full pay for all time lost. In the event of an employee being otherwise employed pending settlement of his case by reinstatement, any pay earned shall be credited against time lost.

COMMITTEES

Rule 39.—The Company will not discriminate against any employees who, as Committeemen, from time to time, represent other employees and will grant them leave of absence and free transportation over the Company's lines when delegated to represent other employees.

APPRENTICES

Rule 40.—All apprentices must be able to speak, read and write the English language (or French in the Province of Quebec), and understand at least the first four rules of arithmetic.

Applicants for regular apprenticeship shall be between 16 and 21 years of age, and if accepted, shall serve five years of 290 days each calendar year. If retained in the service at the expiration of their apprenticeship they shall be paid not less than the minimum rate established for journeymen mechanics of their respective crafts.

In selecting helper apprentices, seniority will govern; otherwise selections will be made in conjunction with the respective shop committees.

NOTE.—See special rules of each craft for additional apprentice rules.

Rule 41.—All apprentices must be indentured and shall be furnished with a duplicate of Indenture by the Company. The form of Indenture will not contain provisions in conflict with the terms of this agreement.

The Company will furnish every opportunity possible for the apprentice to secure a complete knowledge of the trade.

Apprentices will not be maintained at points where there are not adequate facilities for learning the trade, beyond the time that can be properly applied on their apprenticeship. It will be compulsory for mechanical apprentices to move to larger shops for the purpose of acquiring wider experience after three years' service.

Rule 42.—The ratio of apprentices in their respective crafts shall not be more than one to every five mechanics.

NOTE.—This will not require any reduction in the number of apprentices at present employed under previous existing schedule agreements.

Two apprentices will not be worked together as partners.

NOTE.—This will apply only when the ratio of apprentices provided herein has been established by the number of apprentices being reduced by those at present indentured completing their apprenticeship at shops where a higher ratio has previously been maintained.

The distribution of apprentices amongst shops where general repairs are made on the division shall be as nearly as possible in proportion to the mechanics in the respective trades employed therein.

In computing the number of apprentices that may be employed in a trade on a division (a General Superintendent's territory) the total number of mechanics of that trade employed on the division will be considered.

If, within six months, an apprentice shows no aptitude to learn the trade, he will not be retained as an apprentice.

An apprentice shall not be dismissed or leave the service of his own accord, except for just and sufficient cause before completing his apprenticeship.

An apprentice shall not be assigned to work on night shifts, nor be allowed to work overtime during the first two years of his apprenticeship.

If an apprentice is retained in the service upon completing the apprenticeship, his seniority rights as a mechanic will date from the time of completion of apprenticeship.

RATES OF PAY

Rule 43.—The rate for all mechanics who were receiving 68 cents per hour or more under Wage Agreement No. 1 and Supplements there-

to, except those provided for in Rule 45, will be increased 4 cents per hour, effective May 1st, 1919.

Steel Car Workers and other mechanics in the car department who were receiving the rate of 63 cents per hour under Wage Agreement No. 1 and Supplements thereto will be increased 4 cents per hour, effective May 1st, 1919.

Other mechanics in the car department, and other unclassified mechanics, who were receiving 58 cents per hour under Wage Agreement No. 1 and Supplements thereto, will be increased 9 cents per hour, making a rate of 67 cents per hour, effective May 1st, 1919.

Rule 44.—Apprentices, helpers, and other classes of workmen covered by Wage Agreement No. 1 and Supplements thereto, except those provided for in Rule 45, will be increased 4 cents per hour above the present rate, effective May 1st, 1919. This increase to apply also to men paid on the step rates provided for in paragraphs (m) and (n), Clause 7, Wage Agreement No. 1, except those provided for in Rule 45, effective May 1st, 1919.

The step rates will not, however, be applied to men entering the service on and after the date of this agreement, except if transferred from another railway, employees will carry with them the step rate paid on such other railway.

Regular apprentices between the ages of 16 and 21, engaging to serve a five year apprenticeship, shall be paid as follows:

Starting out rate and for the	
first six months	29c per hour
Second six months	31½c per hour
Second year—First six months	34c per hour
Last six months	36½c per hour
Third year—First six months.	39c per hour
Last six months	41½c per hour
Fourth year—First six months	46½c per hour
Last six months	54c per hour
Fifth year—First six months.	61½c per hour
Last six months	69c per hour

provided, however, that the basic minimum rate for their respective crafts shall not be exceeded.

Rule 45.—Linemen and others covered by Rule 141 shall receive 68 cents per hour, effective May 1st, 1919.

Groundmen covered by Rule 142 shall receive 62 cents per hour, effective May 1st, 1919.

Coal pier elevator operators and coal pier electric hoist operators as covered by Rule 143 shall receive 55 cents per hour, effective May 1st, 1919.

CONDITIONS OF SHOPS, ETC.

Rule 47.—Good drinking water and ice when required will be furnished. Sanitary drinking fountains will be provided where necessary. Pits and floors, lockers, toilet and wash rooms

will be kept in good repair and in a clean, dry and sanitary condition.

Shops, locker rooms and wash rooms will be lighted and heated in the best manner possible consistent with the source of heat and light available at the point in question.

PERSONAL INJURIES

Rule 48.—Employees injured while at work will not be required to make accident reports before they are given medical attention, if required, but will make them as soon as practicable thereafter. Proper medical attention will be given at the earliest possible moment.

NOTICES

Rule 49.—A place will be provided at all shops and roundhouses where proper notices of interest to employees may be posted.

SHOP TRAINS

Rule 50.—Existing conditions in regard to shop trains will be maintained unless changed by mutual agreement, or until other reasonable facilities are available. The Company will endeavour to keep shop trains on schedule time, properly heated and lighted, and in a safe, clean and sanitary condition. This not to apply to temporary service provided in case of emergency.

FREE TRANSPORTATION

Rule 51.—Employees covered by this agreement, and those dependent upon them for support, will be given the same consideration in granting free transportation as is granted other employees in service.

NOTE.—This does not refer to special free transportation which may be issued to employees in train service on account of the necessary requirements of that service.

General Committees representing employees covered by this agreement to be granted same consideration as is granted General Committees representing employees in other branches of the service.

PROTECTION EMPLOYEES

Rule 52.—Employees will not be required to work on engines or cars outside of shops during inclement weather, if shop room and pits are available. This does not apply to work in engine cabs or emergency work on engines or cars set out for or attached to trains.

When it is necessary to make repairs parts of engines, boilers, tanks and tank cars shall be cleaned before mechanics are required to work on same. This will also apply to cars undergoing general repairs.

Employees will not be required to expose themselves to sand blast and paint blowers while in operation.

All acetylene or electric welding or cutting will be protected by a suitable screen when its use is required.

EMERY WHEELS AND GRIND STONES

Rule 53.—Emery wheels and grind stones installed in the shop will be kept true and in order.

HELP TO BE FURNISHED

Rule 54.—Craftsmen and apprentices will be furnished sufficient competent help, when needed to handle the work, if available. When experienced helpers are available, they will be employed in preference to inexperienced men.

MISCELLANEOUS

Rule 55.—When dismantling or scrapping engines, boilers, tanks, cars (except wood cars) or other equipment or machinery for serviceable parts, this work will be done by mechanics of their respective crafts. Sufficient help will be furnished.

When wood cars are dismantled for scrapping (at points where carmen are employed) parts to be removed (other than scrap) before car is burned or destroyed, will be removed by carmen.

Rule 56.—No employees will be required to work under a locomotive or car (outside of shops) without being protected by proper signals. Where the nature of the work to be done requires it, locomotives or passenger cars will be placed over a pit, if available.

Rule 57.—In shops and roundhouses not now equipped with connections for taking the steam from engines, arrangements will be made to equip them so that steam from locomotives will not be blown off inside the house.

Rule 58.—All engines will be placed under smoke jacks in roundhouses where practicable, when being fired up.

Rule 59.—At shops and roundhouses equipped with electricity electric light globes and extensions will be kept in tool rooms available for use.

Rule 60.—When employees (regularly employed) are required to check in and out on their own time, they will be paid one hour extra at the close of each week's service, regardless of the number of hours worked during the week.

Machinists' Special Rules

QUALIFICATIONS

Rule 61.—Any man who has served an apprenticeship or who has had four years' experience at the machinists' trade, and who, by his skill and experience, is qualified and capable of laying out and fitting together the metal parts of any machine or locomotive, with or

without drawings, and competent to do either sizing, turning, shaping, boring, planing, grinding, finishing, or adjusting the metal parts of any machine or locomotive whatsoever, shall constitute a machinist.

CLASSIFICATION OF WORK

Rule 62.—Machinists' work shall consist of laying out, fitting, adjusting, shaping, boring, slotting, milling, and grinding of metals used in building, assembling, maintaining, dismantling and installing locomotives and engines (operated by steam or other power) pumps, cranes, hoists, elevators, pneumatic and hydraulic tools and machinery, scale building, shafting and other shop machinery; ratchet and other skilled drilling and reaming; tool and die making, tool grinding and machine grinding; axle trueing, axle, wheel and tire turning and boring, engine inspecting; air equipment, lubricator and injector work; removing, replacing, grinding, bolting and breaking of all joints on super-heaters; oxy-acetylene, thermit and electric welding on work generally recognized as machinists' work; the operation of all machines used in such work, including drill presses and bolt threaders, using a facing, boring or turning head or milling apparatus, and all other work generally recognized as machinists' work.

NOTE.—Engine inspecting mentioned above does not refer to inspection of running engines for defects on arrival at roundhouses or subsequent inspection to ensure proper tools and supplies being on engines.

MACHINIST APPRENTICES

Rule 63.—Include regular and helper apprentices in connection with the work defined by Rule 62.

MACHINIST HELPERS

Rule 64.—Employees assigned to help machinists and apprentices, operators of drill presses and bolt threaders not equipped with a facing, boring, or turning head or milling apparatus, bolt pointing and centering machines, wheel presses, bolt threaders, nut tapers and facers; crane men helpers, tool room attendants, machinery oilers, box packers, grease cup fillers and oilers, and applying all couplings between engine and tenders.

ASSIGNMENT TO RUNNING REPAIRS

Rule 65.—Machinists assigned to running repairs shall not be required to do work on back shop work at points where back shop forces are maintained.

BACK SHOP AND RUNNING REPAIR FORCES

Rule 67.—Back shop forces will not be assigned to perform running repair work, except when the regularly assigned running repair

forces are unable to get engines out in time to prevent delay to train movement.

WORK AT WRECKS

Rule 68.—In case of wrecks where engines are disabled, machinist, and helper if required, (more if necessary) shall accompany the wrecker. They will work under the direction of the wreck foreman.

APPRENTICES CLASSIFICATION OF WORK

Rule 69.—Apprentices shall be instructed in all branches of the machinists' trade. They will serve three years on machines and special jobs. Apprentices will not be required to work more than four months on any one machine or special job. During the last two years of their apprenticeship they will work on the floor. Apprentices shall not work on oxy-acetylene, thermit, electric or other welding processes until they are in their last two years.

HELPER APPRENTICES

Rule 70.—Helpers who have had not less than two consecutive years' experience as a machinist helper in the company's employ at the time application for apprenticeship is made may become a helper apprentice. When assigned as a helper apprentice they must not be over twenty-five years of age.

Rule 71.—Helper apprentices shall serve three years, a minimum of 290 days each calendar year, and shall be governed by the same regulations and rules as govern regular apprentices.

Rule 72.—The number of helper apprentices must not at any time exceed 50 per cent of the combined number of regular and helper apprentices assigned.

Rule 73.—Helper apprentices shall receive the minimum helper rate for the first six months, with an increase of two cents per hour for every six months thereafter until they have served three years.

HELPERS

Rule 74.—A helper, when used in any way in connection with machinists' work, shall in all cases work under the orders of the machinist, both under the direction of the foreman.

Rule 75.—When vacancies occur under classification of machinist helper (temporarily or permanent) machinist helpers in the service will be given preference in promotion to position paying either same or higher rate at shop employed, seniority to govern.

Rule 76.—Labourers, or similar class of workmen, shall not be permitted to do helpers' work as outlined in Rule 64 if regular machinist helpers are available.

Boilermakers' Special Rules

QUALIFICATIONS

Rule 78.—Any man who has served an apprenticeship or who has had four years' experience at the trade, who can with the aid of tools, with or without drawings, and is competent to either lay out, build or repair boilers, tanks, and details thereof, and complete same in a mechanical manner, shall constitute a boilermaker.

CLASSIFICATION OF WORK

Rule 79.—Boilermakers' work shall consist of laying out, cutting apart, building or repairing boilers, tanks and drums; inspecting, patching, rivetting, chipping, caulking, flanging, and flue work; building, repairing, removing and applying steel cabs and running boards; laying out and fitting up any sheet iron or sheet steel work made of 16 gauge or heavier; (present practice between boilermakers and sheet metal workers on railroads to continue relative to gauge of iron), including fronts and doors; grate and grate rigging, ash pans, front end netting and diaphragm work; engine tender, steel under-frame and steel tender truck frames, except where other mechanics perform this work; removing and applying all stay bolts, radials, flexible caps, sleeves, crown bolts, stay rods, and braces in boilers, tanks and drums, applying and removing arch pipes; operating punches and shears for shaping and forming, pneumatic stay bolt breakers, air rams, and hammers; bull, jam and yoke rivetters; boilermakers' work in connection with the building and repairing of steam shovels, derricks, booms, housing, circles and coal buggies; eye beam, channel iron, angle iron, and tee iron work; all drilling, cutting and tapping and operating rolls in connection with boilermakers' work; oxy-acetylene, thermit and electric welding, on work generally recognized as boilermakers' work, and all other work generally recognized as boilermakers' work. It is understood that present practice in the performance of work between boilermakers and carmen will continue.

BOILERMAKERS' APPRENTICES

Rule 80.—Include regular and helper apprentices in connection with the work as defined by Rule 79.

BOILERMAKERS' HELPERS

Rule 81.—Employees assigned to help boilermakers and their apprentices, operators of drill presses, and bolt cutters in the boiler shop, boiler washers, flue cleaners, punch and shear operators (cutting only bar stock and scrap).

RUNNING REPAIR WORK

Rule 82.—Running repair work for boilermakers shall consist of such boilermakers' work

as is necessary to fit locomotives to make a successful trip. It shall include stay bolt inspection, ordinary repairs to ash pan and front end nettings, caulking and repairing leaks in fire boxes and exterior of boilers or tanks. The application of stay bolts, patches, and flues, will be done by back shop forces, but at points where no back shop forces are employed, the roundhouse men will be expected to do such work.

SPECIAL SERVICES

Rule 83.—Flange turners, layers out, and fitters up shall be assigned in back shops where flue sheets and half side sheets of fire boxes are flanged, removed and applied. One man may perform all these operations where the service does not require more than one man.

PROTECTION OF EMPLOYEES

Rule 84.—Boilermakers, apprentices, and helpers will not be required to work on boilers or tanks while electric or other welding processes are in use or when tires are being heated, unless proper protection is provided.

PROTECTION OF EMPLOYEES

Rule 85.—Not more than one oxy-acetylene welding or cutting operator or electric operator will be required to work in fire box or shell of boiler at the same time unless proper protection is provided.

Rule 86.—Oxy-acetylene welding or cutting operator or electric operator will be furnished with helper when necessary or when it is essential for personal safety.

Rule 87.—Should it become necessary to send oxy-acetylene welder or cutter or electric operator out of the shop in cold weather, he will be given ample time to dry off before being sent out.

Rule 88.—When it is necessary to renew, remove, or replace flue, door, side or crown sheets, by means of oxy-acetylene or other cutting and welding processes, such portion of the ash pan wings and grates as interfere with the operator will be removed. Dome caps will be removed and front ends opened up if required for proper ventilation.

Rule 89.—Boilers will have steam reduced or blown off and be sufficiently cooled before boilermakers or apprentices are required to work in them; blowers will be furnished when possible to do so.

Fire boxes, front ends and ash pans will be properly cleaned out before boilermakers or apprentices are required to work in them.

Front ends and fire boxes of engines held in for other than running repairs will be cleaned out before boilermakers or apprentices are required to work in them. Firebrick unduly interfering with the work to be performed will be removed.

Rule 90.—In back shops at least one boiler-maker and a competent apprentice with at least two years' experience will be used to operate a long stroke hammer in continuous operation; that is, an air hammer capable of driving stay bolts or rivets $\frac{5}{8}$ " diameter or larger.

When rolling or expanding superheater flues with pneumatic tools (not including beading) a boilermaker and a competent apprentice with at least two years' experience will be used.

At points where there are not sufficient boilermakers or apprentices available, a helper will be used to assist boilermaker to do such work.

Rule 91.—No tapping or reaming will be done in fire boxes when same is near enough to endanger the men working on inside of fire box. A space of ten rows of stay bolts will be considered sufficient, it being understood that the helper will protect the men with a sleeve over tap when tapping is being done.

REMOVAL OF FLUES

Rule 94.—When flues (other than burst flues) are to be removed, the front end will be opened and such parts of the draft appliances as unduly interfere with the boilermaker will be removed. Centre arch pipes in engines, other than those equipped with combustion chambers, which unduly interfere with boilermakers in the performance of their work, will be removed.

HELPERS ON FLANGE FIRES

Rule 96.—Helpers on flange fires will not be asked to go outside of shop, to handle fuel, during cold weather, before being given an opportunity to cool off.

Rule 97.—As far as practicable, regularly assigned helpers will be used on flange fires.

HELPERS

Rule 99.—Classified boilermakers' helpers will attend tool room in boiler shop where regular attendant is employed.

Rule 100.—Holding on all stay bolts and rivets, striking chisel bars, side sets, and backing out punches; scaling boilers, heating rivets, (except when performed by apprentices) will be considered boilermakers' helpers' work. Rivet boys under eighteen years of age now in service at special rate may be retained as such until they reach the age of eighteen.

HELPER APPRENTICES

Rule 105.—Fifty per cent of the apprentices may consist of boilermaker helpers who have had not less than two consecutive years' experience as boilermaker helper at the point where employed at the time application for apprenticeship is made.

Helper apprentices shall be between the ages of 21 and 30 years and shall serve three years, a minimum of 290 days each calendar year. The age limit of 30 years may be exceeded in specific cases under special arrangement between company's officials and shop committees.

Helper apprentices shall be governed by the same regulations and rules as regular apprentices.

Apprentices shall not work as oxy-acetylene, thermit, electric or other welding processes until they are in their last two years.

Helper apprentices shall receive the minimum helpers' rate for the first six months, with an increase of two cents per hour for every six months thereafter until they have served their apprenticeship.

SCHEDULE OF WORK REGULAR APPRENTICES

Rule 106.—The following schedule for regular apprentices, showing the division of time on the various classes of work, is designed as a guide and will be followed as closely as the conditions will permit:

- 6 months—Heating rivets and helping boiler-makers.
- 6 months—Tank repairing and sheet iron work.
- 6 months—Rolling flues; ashpans work.
- 6 months—Stay bolts and setting flues.
- 27 months—General boiler work.
- 3 months—Electric or oxy-acetylene welding.
- 6 months—Laying out and flanging.

Rule 107.—The following schedule for helper apprentices showing the division of time on the various classes of work is designed as a guide and will be followed as closely as the conditions will permit:

- 6 months—Tank repairing and sheet iron work.
- 6 months—Rolling flues; ashpans work.
- 6 months—Stay bolts and setting flues.
- 9 months—General boiler work.
- 3 months—Electric or oxy-acetylene welding.
- 6 months—Laying out and flanging.

DIFFERENTIALS FOR BOILERMAKERS

Rule 108.—Boilermakers assigned as flangers and layers out shall receive five cents per hour above the minimum rate paid boilermakers at the point employed.

Rule 109.—Helpers on flange fires shall receive five cents per hour above the helpers' rate at point employed.

Blacksmiths' Special Rules

QUALIFICATIONS

Rule 110.—Any man who has served an apprenticeship, or has had four years' varied experience at the blacksmiths' trade shall be considered a blacksmith. He must be able to take a piece of work pertaining to his class, and with or without the aid of drawings, bring it to a successful completion within a reasonable length of time.

CLASSIFICATION OF WORK

Rule 111.—Blacksmiths' work shall consist of welding, forging, heating, shaping and bending of metal; tool dressing and tempering; spring-making, tempering and repairing, potashing, case and bichloride hardening; flue welding, under blacksmith foreman; operating furnaces, bulldozers, forging machines, drop forging machines, bolt machines and Bradley hammers; hammersmiths, drop hammermen, trimmers, rolling mill operators; operating punches and shears, doing shaping and forming in connection with blacksmiths' work; oxy-acetylene, thermit, and electric welding on work generally recognized as blacksmiths' work, and all other work generally recognized as blacksmiths' work.

BLACKSMITH APPRENTICES

Rule 112.—Include regular and helper apprentices in connection with the work as defined by Rule 111.

BLACKSMITH HELPERS

Rule 113.—Employees assigned to helping blacksmiths and apprentices; heaters, hammer operators, machine helpers, drill press and bolt cutter operators, punch and shear operators, (cutting only bar stock and scrap) in connection with blacksmiths' work.

HELPER APPRENTICES

Rule 114.—Fifty per cent of the apprentices may consist of helpers who have had not less than two consecutive years' experience in the shop on the division (General Superintendent's territory) where advanced.

Seniority shall prevail in the selection of helper apprentices; those selected to be not over thirty years of age.

Helper apprentices selected from helpers shall serve three years, a minimum of 290 days each calendar year. When started as a helper apprentice they shall receive the minimum helpers' rate of pay for the first six months; at the end of that time they shall receive two cents per hour increase and two cents per hour increase each succeeding six months while serving their apprenticeship.

Helper apprentices shall be governed by the same regulations and rules as regular apprentices.

If after the first three months they show no aptitude to learn the trade, they shall be set back to helping and retain their former seniority as a helper. After completing their apprenticeship, they shall receive prevailing rate paid blacksmiths, if retained in the service.

APPRENTICES MISCELLANEOUS

Rule 115.—Apprentices shall be given an opportunity to learn all branches of the trade, and will not be kept on any one class of work longer than four months. Apprentices shall not work on oxy-acetylene, thermit, electric or other welding processes until they are in their last two years.

RATES TO BE MAINTAINED

Rule 116.—When the performance of a certain class of work is transferred and performed by a different process the rate established under this agreement for the work being transferred shall be paid for the time occupied in the performance of the work under the new process.

RATES HELPERS BUILDING FIRES

Rule 117.—Blacksmith helpers required to prepare heavy furnaces or build fires on their own time shall be paid time and one-half on a minute basis with a daily minimum of twenty minutes on that basis.

FURNACE OPERATORS AND HEATERS

Rule 119.—Furnace operators (heaters) will be assigned to operate furnaces making or working material the equivalent of six inches square or over and heating it for hammer-smiths.

Heaters will be assigned to operate furnaces used in connection with forging machines 4 inches and over, or to heat any material the equivalent of 4 inches square and over to be forged.

Heaters will also be assigned to heavy blacksmith fires.

When heaters are required on other furnaces helpers will be used.

HAMMER DRIVERS

Rule 121.—Competent steam hammer drivers will be furnished.

ROAD WORK

Rule 122.—Blacksmiths sent out on the road to do blacksmiths' work will be accompanied by a helper when such work requires a helper.

DIFFERENTIALS FOR BLACKSMITHS

Rule 124.—Blacksmiths regularly (not necessarily continuously) working or making material the equivalent of six inches square or

over shall be classified as hammersmiths and shall receive ten cents per hour above the minimum rate paid blacksmiths at the point employed.

Blacksmiths regularly (not necessarily continuously) working material the equivalent of 4 inches square or over shall be classified as heavy fire blacksmiths and shall receive five cents per hour above the minimum rate paid blacksmiths at the point employed.

Heaters on heavy blacksmiths' fires shall receive ten cents per hour above the minimum rate paid helpers at point employed.

Hammer operators and helpers working with hammersmiths or heavy fire blacksmiths shall receive five cents per hour above the minimum rate paid helpers at the point employed.

NOTE.—Hammer boys under eighteen years of age now in service at special rate may be retained as such until they reach the age of eighteen.

Furnace operators (heaters) operating furnaces for hammersmiths shall receive the minimum rate paid blacksmiths at the point employed.

Sheet Metal Workers' Special Rules

QUALIFICATIONS

Rule 125.—Any man who has served an apprenticeship or has had four or more years' experience in the various branches of the trade, who is qualified and capable of doing sheet metal work or pipe work as applied to buildings, machinery, locomotives, car, etc., whether it be tin, sheet iron, or sheet copper, and capable of bending, fitting and brazing of pipe, shall constitute a sheet metal worker.

CLASSIFICATION OF WORK

Rule 126.—Sheet metal workers shall include tinner, coppersmiths and pipe fitters, employed in shop yards and buildings and on passenger coaches and engines of all kinds, skilled in the building, erecting, assembling, installing, dismantling and maintaining parts made of sheet copper, brass, tin, zinc, white metal, lead, black, planished, pickled and galvanized iron of 10 gauge and lighter (present practice between sheet metal workers, pipe fitters and boiler-makers on railroads to continue relative to classification of work) including brazing, soldering, tinning, leading and babbitting; the bending, fitting, cutting, threading, brazing, connecting and disconnecting of air, water, gas, oil and steam pipes; the operation of babbitt fires and pipe threading machines; oxy-acetylene, thermit, and electric welding on work generally recognized as Sheet Metal Workers' Work, and all other work generally recognized as Sheet Metal Workers' Work.

SHEET METAL WORKERS' APPRENTICES

Rule 127.—Include regular and helper apprentices in connection with work as defined by Rule 126.

SHEET METAL WORKERS' HELPERS

Rule 128.—Employees regularly assigned as helpers to assist sheet metal workers and apprentices in their various classifications of work.

ROAD WORK

Rule 130.—Sheet Metal Workers will be sent out on line of road and to outlying points, when their services are required, but not for small, unimportant running repair jobs.

ASSIGNMENT OF RUNNING REPAIR FORCE TO DEAD WORK

Rule 131.—The assignment of running repair sheet metal workers to back shop work shall not be the recognized practice; but at points where no back shop sheet metal workers are employed, they may be so assigned if the needs of the service require it.

ASSIGNMENT OF DEAD WORK FORCE TO RUNNING REPAIRS

Rule 132.—Back shop forces will not be assigned to perform running repair work, except when the regularly assigned running repair forces are unable to get engines out in time to prevent delay to train movement.

HELPER APPRENTICES

Rule 134.—Fifty per cent of the apprentices may be selected from helpers of this craft who have had not less than two consecutive years' experience as a Sheet Metal Worker Helper at the point where employed, and shall not be more than thirty years of age; such apprentices shall serve three calendar years, a minimum of 290 days each calendar year, seniority to govern.

Rule 135.—Helper apprentices will receive the minimum helpers' rate for the first six months, with an increase of two cents per hour for every six months thereafter until they have served three years.

HELPERS

Rule 136.—Labourers, or similar class of workmen shall not be permitted to do helpers' work as outlined in Rule 128 if regular Sheet Metal Worker Helpers are available.

SCHEDULE OF WORK, REGULAR APPRENTICES

Rule 137.—Regular apprentices' Schedules and Division of Time:

- 6 months—Helping.
- 6 months—Light pipe work.
- 12 months—Tinning, babbitting and brazing, laying out and forming.
- 12 months—Engine and car work.
- 12 months—General work, including one month's experience with the oxy-acetylene torch.

Electrical Workers' Special Rules

QUALIFICATIONS

Rule 139.—Any man who has served an apprenticeship or who has had four years' practical experience in electrical work and is competent to execute same to a successful conclusion will be rated as an electrical worker.

CLASSIFICATION OF ELECTRICIANS

Rule 140.—Electricians' work shall consist of repairing, rebuilding, installing, inspecting, and maintaining the electric wiring of generators, switchboards, motors, and control, rheostats and control, static and rotary transformers, motor generators, electric headlights and headlight generators, electric welding machines, storage batteries, and axle lighting equipment; winding armatures, fields, magnet coils, rotors, transformers and starting compensators. Inside wiring in shops and on steam and electric locomotives, passenger train and motor cars; include electrical cable splicers, wiremen, armature winders, electric crane operators for crane of 40 ton capacity or over, and all other work properly recognized as electricians' work.

CLASSIFICATION OF LINEMEN, ETC.

Rule 141.—Linemen's work shall consist of building, repairing and maintaining pole lines and supports for service wires and cables, catenary and monorail conductors and feed wires, overhead and underground, and all outside wiring in yards. Signal maintainers who, for 50 per cent or more of their time, perform work as defined in Rules 140 and 141 of this agreement.

NOTE.—This does not apply to the erection of poles and pole supports for any purpose or the construction or maintenance of telephone or telegraph lines.

Men employed as motor attendants, generator attendants, and sub-station attendants who start, stop and oil and keep their equipment clean and change and adjust brushes for the proper running of their equipment, electric switchboard operators, shop telephone repair men, coal pier car dumpers and coal pier conveyor car operators, in connection with loading and unloading vessels.

Electric crane operators for cranes of less than 40 ton capacity.

CLASSIFICATION OF GROUND MEN, ETC.

Rule 142.—Groundmen's work shall consist of assisting linemen in their duties when said work is performed on the ground.

Rule 143.—Electric transfer table operators, coal pier elevator operators and coal pier electric hoist operators in connection with loading and unloading vessels.

APPRENTICES ELECTRICAL WORKERS

Rule 144.—Include regular and helper apprentices in connection with electrical workers.

ELECTRICAL WORKER HELPERS

Rule 145.—Employees regularly assigned as helpers to assist electrical workers and apprentices, including electric lamp trimmers who do no mechanical work.

HELPER APPRENTICES

Rule 146.—Fifty per cent of the apprentices may consist of electrical workers' helpers who have had two years' continuous service at the point where employed. When assigned as helper apprentices, they must not be over 30 years of age, and shall serve three years, a minimum of 290 days each calendar year.

REGULAR APPRENTICE, SCHEDULE OF WORK

Rule 147.—The following schedule for regular apprentices, showing the division of time on the various classes of work, is designed as a guide and will be followed as closely as possible:

- 12 months—Inside wiring and electrical repairing.
- 6 months—Outside line work.
- 6 months—Locomotive headlight work.
- 6 months—Car lighting department.
- 6 months—Armature winding.
- 24 months—General Electrical work.

HELPER APPRENTICE, SCHEDULE OF WORK

Rule 148.—Helper apprentices will receive the minimum helpers' rate for the first six months, with an increase of two cents per hour for every six months thereafter until their apprenticeship is completed. If within six months they show no ability to acquire the trade, they will be set back to helping and retain their former seniority as a helper. After completing their apprenticeship they shall receive the minimum rate paid for the work to which they are assigned, if retained in the service.

Rule 149.—The following schedule for helper apprentice, showing the division of time on the various classes of work is designed as a guide and will be followed as closely as possible:

- 6 months—Inside wiring and electrical repairing.
- 6 months—Outside line work.
- 6 months—Locomotive headlight work.
- 6 months—Car lighting Department.
- 6 months—Armature winding.
- 6 months—General electrical work.

MISCELLANEOUS

Rule 150.—Labourers or similar class of workmen shall not be permitted to do helpers' work as outlined in Rule 145 if regular electrical worker helpers are available.

Rule 151.—Men engaged in the handling of storage batteries and mixing acid must be provided with acid-proof rubber gloves, hip boots and aprons.

Carmen's Special Rules

QUALIFICATIONS

Rule 153.—Any man who has served an apprenticeship or who has had four years' practical experience at car work, and who, with the aid of tools, with or without drawings, can lay out, build or perform the work of his craft or occupation in a mechanical manner, shall constitute a carman.

CLASSIFICATION OF WORK

Rule 154.—Carmen's work shall consist of building, maintaining, dismantling, painting, upholstering and inspecting all passenger and freight cars, both wood and steel, planing mill, cabinet and bench carpenter work, pattern and flask making, and all other carpenter work in shop and yards; carmen's work in building and repairing motor cars, lever cars, hand cars and station trucks; building, repairing and removing and applying locomotive cabs, pilots, pilot beams, running boards, foot and headlight boards, tender frames and trucks; pipe and inspection work in connection with air-brake equipment on freight cars; applying patented metal roofing; repairing steam heat hose for locomotives and cars; operating punches and shears, doing shaping and forming, hand forges and heating torches in connection with carmen's work; painting, varnishing, surfacing, lettering, decorating, cutting of stencils, and removing paint; all other work generally recognized as painters' work under the supervision of the locomotive and car departments; joint car inspectors, car inspectors, safety appliance and train car repairers, wrecking derrick engineers, and wheel record keepers; oxy-acetylene, thermit, and electric welding on work generally recognized as carmen's work, and all other work generally recognized as carmen's work.

It is understood that present practice in the performance of work between the carmen and boilermakers will continue.

CARMEN APPRENTICES

Rule 155.—Include regular and helper apprentices in connection with the work as defined in Rule 154.

CARMEN HELPERS

Rule 156.—Employees regularly assigned to help carmen and apprentices, employees en-

gaged in washing and scrubbing the inside and outside of passenger coaches, preparatory to painting, car oilers, and packers, stock keepers (Car Department). Material carriers, rivet heaters (except when performed by apprentices), operators of bolt threaders, nut tappers, drill presses and punch and shear operators (cutting only bar stock and scrap), holding on rivets, striking chisel bars, side sets, and backing out punches, using backing hammer and sledges in assisting carmen in straightening metal parts of cars, cleaning journals, assist carmen in erecting scaffolds and all other work generally recognized as carmen helpers' work.

WRECKING CREWS

Rule 157.—Carmen assigned to wrecking crews, including cranimen, shall be paid for such service as per General Rules, from time called until return to their home station. Meals and lodging will be provided by the Company while crews are on duty in wrecking service.

INSPECTORS

Rule 159.—Men assigned to inspecting must have the necessary knowledge of the M. C. B. rules and safety appliance laws, and be able to make the necessary reports in connection with interchange work.

SAFETY APPLIANCE MEN

Rule 161.—As far as practicable men assigned to follow inspectors in yards to make safety appliance and light running repairs, shall not be required to work on cars taken from trains to repair tracks.

PROTECTION FOR REPAIR MEN

Rule 162.—Switches of repair tracks will be kept locked with special locks, and men working on such tracks shall be notified before any switching is done. A competent person will be regularly assigned to perform this duty, and held responsible for seeing it is performed properly.

Rule 163.—Trains or cars while being inspected or worked on by train yard men will be protected by blue flag by day and blue light by night, which will not be removed except by men who place same. Carmen concerned will be required to place such protection.

ONE MAN POINTS

Rule 164.—A "one man point" is an outlying point where there is employed one carman, day, and one, night, or where there is only one carman employed.

Carmen stationed at one man points shall be allowed the equivalent of 240 hours per month at not less than the hourly rate provided herein.

Where Car Inspectors or Car Repairers at one man points are required by order to work a total of more than 240 hours per month, they shall be paid for all time worked in excess of 240 hours at overtime rates. The work hours shall be mutually arranged to suit conditions, and less than eight hours may be specified for certain days.

Other Carmen working under the provisions of this Article performing work such as the combined duties of Car Cleaners and Engine Watchmen, and who are required to be on duty on Sundays as well as week days, shall be allowed an additional 40 hours per month, or a total of 280 hours per month.

MISCELLANEOUS

Rule 165.—Air hammers, jacks, and all other power driven machinery and tools, operated by carmen or their apprentices will be furnished by the company and maintained in safe working condition.

Rule 166.—Crayons, soapstone, marking pencils, tool handles, saw-files, motor bits, augers, cold chisels, bars, steel wrenches, steel sledges, hammers (not claw hammers), reamers, drills, taps, dies, lettering and striping pencils and brushes will be furnished by the Company.

MISCELLANEOUS PAINTERS

Rule 167.—The application of blacking to fire-boxes and smoke boxes of locomotives in roundhouses, will not be considered painters' work.

Rule 168.—When necessary to repair or inspect cars on the road or away from the shops, carmen will be sent out to perform such work. Two carmen will, when necessary, be sent to perform such work as putting in couplers, draft rods, draft timbers, arch bars, centre pins, putting cars on centre, truss rods, and wheels, and work of similar character.

When regularly assigned to Road repair work, carmen will be paid under the provisions of Rule 14.

APPRENTICES

Rule 170.—Regular apprenticeships will be established in all branches of the trade. Apprentices shall be governed by the general rules covering apprentices.

Rule 171.—Apprentices shall not work on any oxy-acetylene, thermit, electric or other welding processes until they are in their last two years.

HELPER APPRENTICES

Rule 172.—Fifty per cent of the apprentices may be helper apprentices who have had not less than two years' experience at carmen's helpers' work, at the time application for apprenticeship is made.

Helper apprentices shall not be over thirty years of age and will serve three years, a minimum of 290 days each calendar year.

Helper apprentices shall be governed by the same regulations and rules as regular apprentices.

Helper apprentices shall receive the minimum helpers' rate for the first six months, with an increase of two cents per hour each succeeding six months until they have served three years. At the completion of their apprenticeship period if retained in the service, they shall receive the mechanics' rate of pay.

PAINTER APPRENTICES REGULAR

Rule 173.—Regular apprentices—Division of Time for Painter apprentices:

The following schedule for regular apprentices, painter, showing the division of time on the various classes of work, is designed as a guide and will be followed as closely as the conditions will permit:

- 6 months—Freight car painting.
- 6 months—Colour room, mixing paint.
- 6 months—General locomotive painting.
- 12 months—Brush work, passenger equipment.
- 30 months—Lettering, striping, varnishing, laying out, designing and general work.

SCHEDULE OF WORK, PAINTER HELPER APPRENTICES

Rule 174.—Helper apprentices, Division of Time for painter apprentices:

The following schedule for helper apprentices, painter, showing the division of time on the various classes of work, is designed as a guide and will be followed as closely as the conditions will permit:

- 4 months—Freight Car painting.
- 4 months—Colour room, mixing paints.
- 4 months—General locomotive painting.
- 10 months—Brush work, passenger equipment.
- 24 months—Lettering, striping, varnishing, and such laying-out and designing as the shop affords.

REGULAR APPRENTICES, CARMEN, SCHEDULE OF WORK

Rule 175.—The following schedule for regular apprentices, showing the division of time on the various classes of work, is designed as a guide and will be followed as closely as the conditions will permit. Where sufficient passenger car department work is not available without exceeding the regular ratio of apprentices, in the passenger car department, apprentices will complete their apprenticeship in the freight car department.

24 months—General freight work, wood and steel.

6 months—Air brake work.

6 months—Mill machine work.

4 months—General coach work, wood and steel.

HELPER APPRENTICES, CARMEN, SCHEDULE OF WORK

Rule 176.—The following schedule for helper apprentices, showing the division of time on the various classes of work, is designed as a guide and will be followed as closely as the conditions will permit. Where sufficient passenger car department work is not available without exceeding the regular ratio of apprentices in the passenger car department, apprentices will complete their apprenticeship in the freight car department.

12 months—General freight work, wood and steel.

6 months—Air brake work.

6 months—Mill machine work.

12 months—General coach work, wood and steel.

Rule 177.—In the event of not being able to employ carmen with four years' experience and the regular helper apprentice schedule not providing men enough to do the work, the force may be increased in the following manner:

Regular apprentices who have served two years and helper apprentices who have served two years, may be promoted to mechanics at point employed and will be paid the minimum rate for carmen, seniority to govern.

Helpers who have had four or more years' experience at point employed may be promoted to mechanics, they to receive the minimum rate for carmen and be given an opportunity to learn the trade, seniority to govern.

The duly authorized committee in each shop covered by this agreement will be consulted and mutual understanding arrived at in promoting helpers in such cases. The ratio of helpers to be promoted, to the number of mechanics in any one shop, shall not exceed twenty per cent.

The General Chairman on each railroad affected shall be furnished a complete record of the men promoted.

When a reduction is made in force of mechanics, promoted helpers and advanced apprentices shall be set back in accordance with their seniority. No mechanics to be laid off until all such promoted helpers and advanced apprentices have been set back.

RATES OF PAY AND RULES FOR COACH CLEANERS

Rule 179.—Coach cleaners will be paid a minimum of 45 cents per hour, effective May 1st, 1919. Overtime and other conditions of

this agreement will apply to coach cleaners from effective date hereof.

Miscellaneous

SCOPE OF GENERAL AND SPECIAL RULES

Rule 180.—Except as provided for under the special rules of each craft, the general rules shall govern in all cases.

EFFECT ON EXISTING AGREEMENTS

Rule 181.—In consideration of the standardization of hours of service and rules governing working conditions hereby established on all railroads coming within the scope of this agreement, the General and Special Rules of this Agreement shall supersede and be substituted for the general and special rules of existing agreements.

DURATION OF AGREEMENT

Rule 182.—These general and special rules and regulations shall remain in force and effect, unless superseded or amended as herein provided.

REVISION OF AGREEMENT

Rule 183.—Should either the Canadian Railway War Board or the employees comprising Division No. 4, Railway Employees' Department, American Federation of Labour, desire to revise these rules, a written statement containing the proposed changes shall be given and conference held within thirty days.

Rule 184.—For the carrying out of this agreement the Railways concerned, when acting collectively, will deal only with the duly authorized officers of Division No. 4, Railway Employees' Department, American Federation of Labour. Grievances or the application or interpretation of the provisions of this agreement will be initially handled between the respective railways and Committees of their employees comprising said Division and as herein provided.

EFFECTIVE DATE

Rule 185.—This agreement shall become effective December 1st, 1919.

Rule 186.—Differentials provided for in this agreement for highly skilled employees shall become effective as of May 1st, 1919.

MOULDERS

Rule 187.—Employees coming under the classification of moulders as provided for in Wage Agreement No. 1 will receive the increase in rates of pay as provided for in the first paragraphs of Rules 43 and 44, respectively, of this agreement and the general rules shall be made with a view to continuing present practice in relation to any special local conditions.

EMPLOYEES RETURNING HOME FROM MILITARY AND NAVAL SERVICE

Rule 188.—The provisions of Article 22, Wage Agreement No. 1, Supplement B, with reference to employees returning from Military and Naval Service, continue in effect.

For the Canadian Railway War Board:

GRANT HALL,
Chairman Administrative Committee.

W. M. NEAL,
General Secretary.

Montreal, November 12th, 1919.

For the Railway Employees' Department,
Division No. 4, American Federation of
Labour:

R. J. TALLON,
President.

F. McKENNA,
Vice-President.

CHAS. DICKIE,
Secretary.

NOTE.—It will be noticed that the rules in this agreement are not numbered consecutively. The reason for this is to make them correspond with the U. S. National Agreement for reference purposes.

FAIR WAGE CONTRACTS, NOVEMBER, 1919

DURING November the Department of Labour received for insertion in the LABOUR GAZETTE the following information relative to 14 fair wage contracts, 13 of which were awarded by the Department of Public Works, and one by the Department of Railway and Canals. All but one of these contracts contained the usual fair wage clause which provides for the prompt payment of such wages as are current in the district in which the work is to be performed, and for observance on the various works under contract of the prevailing hours of labour, and which otherwise prevents abuses and secures the legitimate rights of the labour employed. The other contract contained a fair wage schedule.

A statement was also received as to supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, etc.

DEPARTMENT OF PUBLIC WORKS.

Repairs "G. S. Tyrian." Name of contractors, T. Hogan & Co., Halifax, N.S., Date of contract, October 30, 1919. Amount of contract, \$19,890.

Automatic lighting plant, electric wiring and fixtures and a pole line at Forest Nursery Station, Sutherland, Sask. Name of contractors, The Electric Shop, Saskatoon, Sask. Date of contract, October 29, 1919. Amount of contract, \$3,100.

Dredging in deep water berths, St.

John, N.B. Name of contractor, J. A. Gregory, St. John, N.B. Date of contract, November 4, 1919. Amount of contract, Class "B" 33 cents per cu. yd. (Scow).

Extension to wharf, Notre Dame des Sept Douleurs, Que. Name of contractors, N. Letourneau & J. A. Fortier, Montmagny, Que. Date of contract, November 6, 1919. Amount of contract: schedule of prices.

Construction of a wharf, Naramata, B.C. Name of contractor, Sam. Mills, New Westminster, B.C. Date of contract, November 3, 1919. Amount of contract: schedule of prices.

Interior fittings in Terminal Postal Station "A," Toronto, Ont. Name of contractors, The J. T. Schell Co., Alexandria, Ont. Date of contract, November 8, 1919. Amount of contract, \$57,911.

Repairs and renewals to public wharf, Meteghan, N.S. Name of contractors, M. C. Denton & M. A. Gondon, Digby, N.S. Date of contract, November 10, 1919. Amount of contract, \$4.59 per cu. yd.

Landing float and approach, Port Essington, B.C. Name of contractor, Mark Hyatt, Prince Rupert, B.C. Date of contract, November 5, 1919. Amount of contract: schedule of prices.

Paving of back lane with improvements, iron coal chute, etc., between Post Office Building and old Royal Bank Building, Regina, Sask. Name of contractors, Crown Paving & Construction

Co., Ltd., Calgary, Alta. Date of contract, October 30, 1919. Amount of contract, \$1,700.

Repairs to breakwater, Little Brook, N.S. Name of contractor, Hilarion F. Deveau, Meteghan, N.S. Date of contract, November 11, 1919. Amount of contract: schedule of prices.

Wharf, Boisdale, N.S. Name of contractor, E. Dickson, Louisburg, N.S. Date of contract, November 10, 1919. Amount of contract, \$2,350.

Office building in connection with Forestry Branch, Indian Head, Sask. Name of contractors, Wilson & Wilson, Ltd., Regina, Sask. Date of contract, November 21, 1919. Amount of contract, \$24,859, and for additional excavation per cu. yd. \$1.50, and for additional concrete including forms per cu. yd. \$16.50.

Repairs to wharf, Island of Orleans, Que. Name of contractors, Nap. Trudel & Jos. Trudel, St. Irénée, Que. Date of contract, October 31, 1919. Amount of contract: schedule of prices.

Trade or Class of Labour.	Rates of Wages Not less than the following rate:
Foreman carpenter.....	55c per hour, 9 hours per day
Carpenters.....	50c " " " "
Blacksmiths.....	45c " " " "
Blacksmith's helpers.....	35c " " " "
Labourers (ordinary).....	30c " " " "
Driver with 1 horse and cart.....	40c " " " "
Driver with 2 horses and wagon.....	55c " " " "

DEPARTMENT OF RAILWAYS AND CANALS.

Construction of one Standard No. 1 Section House, etc., at Grog Brook, N.B. Name of contractors, Israel Roy & T. J. Fournier, Green Point, in the county of Gloucester, N.S. Date of contract, November 7, 1919. Amount of contract, \$3,500.

POST OFFICE DEPARTMENT.

The following is a statement of payments made in September for supplies ordered by the Post Office Department, subject to the Regulations for the Suppression of the Sweating System, the securing of fair wages, and the performance of work under sanitary conditions:

Nature of Orders.	Amount of orders
Making metal dating stamps and type and making other hand stamps and brass crown seals.....	\$815.42
Making rubber stamps.....	176.03
Supplying stamping materials, pads and ink.....	889.23
Supplying mail bag fittings.....	5,062.50
Repairing motors.....	20.70
Repairing scales.....	104.95
Making up and supplying letter carriers' uniforms...	2,285.71

RATES OF PAY OF POLICE IN CANADA AND THE UNITED STATES

AT the annual convention of the chief constables from all parts of Canada, which took place in Calgary in September last, the matter of a higher wage scale for policemen throughout the country was discussed at some length. It was claimed that on the average constables receive a smaller income than most labourers and yet are expected to

maintain a relatively high standard of living. A committee was appointed to approach the federal government with a view to securing a minimum wage scale for policemen throughout the country.

The following table compiled by the Department of Labour gives the current rates of pay per annum of the principal grades in the police forces of thirteen cities in Canada:

RATES OF PAY IN PRINCIPAL GRADES IN POLICE FORCES IN THIRTEEN CITIES OF THE DOMINION OF CANADA.

Cities.	Chief	Deputy	Detective	Inspector	Captain	Lieutenants	SERGEANTS		CONSTABLES	
							Entrance	Maximum	Entrance	Maximum
Calgary, Alta.....			\$1,680	\$2,040			\$1,800	\$1,800	\$1,260	\$1,500
Halifax, N.S.....	2,100	1,600	1,300	1,300			1,250	1,250	1,144	1,144
Hamilton, Ont.*.....	3,500	2,300	1,850				1,850	1,850	1,407	1,617
London, Ont.....	3,132				1,970	1,813-1,877	1,749	1,749	1,273	1,473
Medicine Hat, Alta.....							1,440	1,560	1,092	1,380
Montreal, Que.....			1,500-1,740	2,580-2,820	2,040-2,520	1,740-1,980	1,500	1,680	1,080	1,464
Ottawa, Ont.....	3,360	2,330	1,740	1,890			1,590	1,590	1,380	1,380
Quebec, Que.....	2,500						1,118	1,118	884	1,014
Regina, Sask.....	3,620		1,680-1,740	2,220			1,680	1,740	1,140	1,440
St. John, N. B.....	2,000						1,560	1,560	1,080	1,200
Toronto, Ont.....	7,000	3,500	1,900	2,350			1,900	1,900	1,250	1,550
Vancouver, B. C.....			1,740	2,040			1,740	1,740	1,440	1,620
Winnipeg, Man.....			1,800				2,040	2,040	1,320	1,680

*To come into effect on January 1, 1920.

The table that follows, compiled by the United States Department of Labour, gives the annual rates of pay for the police forces of twenty-four cities of the United States:

RATES OF PAY OF PRINCIPAL GRADES IN POLICE FORCES IN TWENTY-FOUR CITIES OF THE UNITED STATES

Cities	Inspectors	Captains	Lieutenants	Sergeants	PRIVATES	
					Entrance	Maximum
Boston, Mass.....	\$3,300	\$3,000	\$2,000	\$1,800	\$1,100	\$1,600
Bridgeport, Conn.....	2,500	2,500	2,250	2,000	1,500	1,750
Buffalo, N.Y.....	2,472	2,280	1,800		1,500	1,500
Chicago, Ill.....		3,300	2,500	2,200	1,440	1,800
Cincinnati, Ohio.....	2,700		2,000	1,700	1,500	1,500
Cleveland, Ohio.....	2,750	2,541	1,848	1,733	1,260	1,560
Detroit, Mich.....	2,500		2,100	1,850	1,500	1,700
Indianapolis, Ind.....	2,520	2,088	1,800	1,680		
Jersey City, N.J.....	4,000	3,000			1,400	1,600
Los Angeles, California.....		2,426-2,700	1,800	1,500	1,200	1,440
Milwaukee, Wis.....			2,020	1,720	1,220	1,460
New York, N.Y.....	3,900	3,120	2,450	1,950	1,200	1,650
Newark, N.J.....	4,000	3,000	2,200	1,900	1,400	1,600
Oakland, California.....			1,800	1,650	1,200	1,344
Philadelphia, Pa.....			1,900			
Pittsburg, Pa.....			1,900	1,650	1,410	1,560
Providence, R. I.....				1,588		
San Francisco, California.....		2,640	2,360	1,920	1,680	1,680
Seattle, Wash.....		2,220	1,980	1,740	1,440	1,620
St. Louis, Mo.....	2,500	2,400		1,800	1,200	1,500
Washington, D.C.....	*2,000	*2,000	*1,600	*1,400	*1,080	*1,320
Yonkers, N.Y.....		2,750	2,200	1,650	1,550	1,550
Youngstown, Ohio.....		2,220	2,040	1,980	1,620	1,800

*To this rate should be added the bonus of \$240 paid to Government employees.

PRICES, RETAIL AND WHOLESALE, IN CANADA, NOVEMBER, 1919

THE features of the prices movement during the month were a continued decline in livestock and meats, and a rise in dairy products, particularly in eggs and butter. Both movements usually occur toward the end of the year, but in 1919 they were accentuated by unusual market conditions, especially in supply of feed and export demand. Prices also rose in textiles, metals, lumber, fish, miscellaneous foods and grains.

In retail prices the average cost of a family budget of staple foods, in some sixty cities, at the middle of the month, was \$14.28 as compared with \$14.21 at the middle of October; \$13.49 in November, 1918; and \$7.96 in November, 1914. The chief increases for the month were in eggs, butter, milk and sugar, but there were considerable decreases in meats.

In wholesale prices the index number rose to 300.7 for the month as compared with 299.6 for October; 290.9 for November, 1918; and 137.5 for November, 1914. The chief increases occurred in the groups, Dairy Products, Grain, Fish, Fruits and Vegetables, Miscellaneous Foods, Textiles, Metals and Lumber, but there was a considerable decrease in the group, Animals and Meats.

The weekly budget for a family of five, including staple foods, laundry starch, coal, wood and coal oil, and rent, is based upon the estimated importance of the various commodities included, these being slight modifications of those employed in similar calculations by various official bodies. For some articles comparatively large quantities are included, owing to the omission of other important foods of the same class. For instance, the only fruits are evaporated apples and prunes, and the only fresh vegetable is potatoes. As market conditions affecting these usually affect the prices of other fruits and vegetables somewhat similarly, the relative proportion of expenditure on the various foods therefore tends to be maintained.

In fuel and lighting the quantities are estimated on a similar principle, anthracite coal being used chiefly east of Manitoba and soft coal and wood in the western provinces, while no allowance is made for the quantities required in the various localities owing to climatic conditions, nor for the difference in quality. It is estimated that these calculations represent from 60 to 80 per cent of the expenditure of an ordinary family, according to the total income.

The index number of wholesale prices is based upon the quotations of 271 commodities, one having been dropped in 1915, and is the simple average of the percentages which the current prices of the several commodities bear to their average prices for the base period, 1890-1899, these being therefore made equal to 100.

The accompanying tables and notes give details as to the prices movement during the month and as compared with the same month in the previous year. The table of retail prices shows the prices of some 30 foods at the middle of the month in 60 localities in Canada having a population of 10,000 or over. Quotations are obtained by the correspondents of the LABOUR GAZETTE from dealers doing a considerable trade with workingmen. All prices are for delivered goods. The rates for rent are for six-roomed houses in districts occupied by workingmen.

Retail Prices

In meats there were decreases in nearly all lines. Sirloin steak was down 2 to 5 cents per lb. in many of the cities. There were also decreases in round steak, rib roast, and shoulder roast. Veal showed little change, but in mutton there were some decreases. In fresh pork there was a considerable decline in some of the cities. In salt pork there was little change. Bacon declined in a number of cities. Lard was also lower.

COST PER WEEK OF A FAMILY BUDGET OF STAPLE FOODS, FUEL AND LIGHTING, AND RENT, IN TERMS OF THE AVERAGE PRICES IN SIXTY CITIES IN CANADA

Commodities.	Quantity	*1900	*1905	1910	1911	1912	1913	1917	Nov., 1914	Nov., 1915	Nov., 1916	Nov., 1917	Nov., 1918	Oct., 1919	Nov. Oct., 1919
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin, steak.....	2 lbs.	27.2	30.4	37.6	39.8	41.8	44.4	60.2	48.8	47.4	52.2	62.6	75.2	72.2	69.2
Beef, shoulder, roast.....	2 "	19.6	24.6	26.0	27.8	28.0	29.6	41.3	34.2	32.4	34.2	43.4	53.2	49.4	46.6
Veal, roast, forequarter.....	1 "	10.0	11.3	12.8	14.0	14.4	15.7	22.7	18.0	17.6	19.8	24.3	27.6	26.4	26.5
Mutton, roast, hindq'r.....	1 "	11.8	12.2	16.8	18.0	17.8	19.1	28.1	20.9	20.9	24.3	29.7	35.2	34.3	33.0
Pork, fresh, roast, ham.....	1 "	12.2	13.1	18.0	17.8	17.5	19.5	29.6	20.0	19.8	23.4	32.5	37.3	39.7	36.6
Pork, salt, mess.....	2 "	21.8	25.0	34.4	33.0	33.2	35.2	53.5	37.6	36.2	42.6	59.8	70.0	72.6	70.6
Bacon, breakfast.....	1 "	15.4	17.8	24.5	23.3	22.5	24.7	38.5	26.4	26.2	30.6	44.1	51.4	55.9	53.7
Lard, pure leaf.....	2 "	26.2	28.2	40.6	36.0	35.6	33.4	59.4	36.8	36.4	45.0	64.8	74.2	82.4	79.2
Eggs, fresh.....	1 doz	25.7	30.0	33.3	32.6	34.3	33.7	48.9	40.3	42.6	50.1	58.1	67.1	69.1	74.7
Eggs, storage.....	1 "	20.2	23.4	28.4	27.9	31.2	23.1	42.4	32.5	34.6	41.3	50.7	58.5	60.4	65.0
Milk.....	6 qts.	36.6	39.6	43.0	49.2	49.8	51.6	62.2	52.8	51.6	56.4	69.6	81.0	85.8	87.0
Butter, dairy, solid.....	2 lbs.	44.2	49.4	52.0	53.0	58.4	53.0	86.4	60.0	64.6	82.8	94.4	104.2	114.6	122.4
Butter, creamery, prints	1 "	25.5	27.7	31.9	31.5	31.7	33.9	48.0	34.5	36.8	45.6	51.4	57.2	64.1	67.3
Cheese, old.....	1 "	16.1	17.6	18.5	19.2	20.1	20.5	33.0	22.1	24.3	28.7	34.0	32.4	39.6	40.0
Cheese, new.....	1 "	14.6	15.7	17.5	17.8	19.5	19.1	30.4	20.2	21.3	26.9	30.1	32.3	36.9	37.0
Bread, plain, white.....	15 "	55.5	58.5	66.0	64.5	60.0	61.5	104.4	66.0	66.0	87.0	112.5	118.5	118.5	118.5
Flour, family.....	10 "	25.0	28.0	33.0	32.0	34.0	32.0	64.2	38.0	34.0	54.0	65.0	69.0	67.0	66.0
Rolled oats.....	5 "	18.0	19.5	21.0	21.0	22.0	22.0	30.5	24.5	23.5	27.0	33.0	41.0	39.0	38.5
Rice, good medium.....	2 "	10.4	10.6	10.4	10.6	11.6	11.4	16.2	13.2	11.8	13.4	18.8	25.2	28.2	28.8
Beans, handpicked.....	2 "	8.6	9.7	10.8	10.4	11.6	12.4	29.8	13.6	15.8	22.4	32.6	33.0	32.8	22.4
Apples, evaporated.....	1 "	9.9	7.7	11.5	13.8	13.5	12.0	15.6	12.8	12.1	13.6	16.8	23.5	25.6	26.7
Prunes, medium size.....	1 "	11.5	9.6	9	12.2	12.9	11.9	15.4	13.1	12.8	13.3	16.5	19.2	23.4	24.4
Sugar, granulated.....	4 "	21.6	22.0	24.0	24.0	26.0	23.6	39.4	32.4	30.4	37.6	42.8	49.2	50.8	51.2
Sugar, yellow.....	2 "	10.0	9.8	10.8	11.0	12.0	11.0	18.5	14.8	14.0	17.6	19.8	22.6	23.6	23.8
Tea, black, medium.....	$\frac{1}{4}$ "	8.2	8.3	8.7	8.9	9.8	8.9	11.5	9.8	9.6	9.9	12.5	15.6	15.6	15.5
Tea, green, medium.....	$\frac{1}{4}$ "	8.7	8.7	9.1	9.4	9.5	9.3	11.3	9.8	10.0	9.8	11.9	15.0	16.1	16.2
Coffee, medium.....	$\frac{1}{4}$ "	8.6	8.8	8.9	9.2	9.3	9.4	10.1	9.9	9.9	9.9	10.1	11.6	14.0	14.0
Potatoes.....	2 pks	24.1	28.0	30.3	44.6	46.3	36.0	89.2	31.7	38.3	61.0	67.0	48.0	71.7	71.3
Vinegar, white wine.....	$\frac{1}{16}$ pt.	.7	.7	.7	.7	.8	.8	.8	.8	.7	.8	.9	.9	1.0	.9
All foods.....		\$5.48	\$5.96	\$6.95	\$7.14	\$7.34	\$7.34	\$11.42	\$7.96	\$8.02	\$9.81	\$12.10	\$13.49	\$14.21	\$14.27
Starch, laundry.....	$\frac{1}{8}$ lb.	2.9	3.0	3.1	3.1	3.2	3.2	4.0	3.3	3.2	3.3	4.5	4.8	4.8	4.7
Coal, anthracite.....	$\frac{1}{8}$ ton	39.5	45.2	48.1	48.8	51.9	55.0	67.0	54.0	52.8	62.4	69.7	78.4	84.3	82.9
Coal, bituminous.....	" "	31.1	32.3	35.0	35.0	37.5	38.7	52.7	37.4	36.3	44.2	54.9	63.6	62.5	63.3
Wood, hard.....	" cord	32.5	35.3	38.8	41.4	41.3	42.5	52.9	42.6	41.3	48.5	59.6	79.0	81.1	78.5
Wood, soft.....	" "	22.6	25.5	29.4	30.0	30.0	30.6	38.9	31.4	30.2	32.7	43.5	57.3	56.5	59.9
Coal oil.....	1 gal.	24.0	24.5	24.4	23.1	21.0	23.7	25.0	23.7	23.1	22.9	26.0	27.8	29.3	28.6
Fuel and lighting.....		\$1.50	\$1.63	\$1.76	\$1.78	\$1.82	\$1.91	\$2.37	\$1.89	\$1.84	\$2.14	\$2.54	\$3.06	\$3.14	\$3.13
Rent.....		\$2.37	\$2.89	\$4.05	\$4.05	\$4.60	\$4.75	\$4.32	\$4.38	\$3.97	\$4.10	\$4.51	\$4.85	\$5.55	\$5.54
Grand total.....		\$9.37	\$10.50	\$12.79	\$13.00	\$13.79	\$14.02	\$18.15	\$14.25	\$13.86	\$16.07	\$19.19	\$21.45	\$22.93	\$22.99

AVERAGE COST OF STAPLE FOODS BY PROVINCES

Nova Scotia.....	\$5.61	\$5.83	\$6.82	\$6.78	\$7.17	\$7.29	\$11.39	\$7.76	\$8.07	\$9.63	\$12.15	\$13.54	\$14.45	\$14.62
Prince Edward Island.....	4.81	5.26	5.81	5.80	6.11	6.34	9.79	6.73	7.02	8.20	10.66	12.02	12.31	12.67
New Brunswick.....	5.38	5.83	6.55	6.84	7.13	7.04	11.22	7.72	7.87	9.66	12.05	13.52	14.13	14.35
Quebec.....	£.15	5.64	5.33	6.46	6.97	6.87	11.15	7.44	7.58	9.38	11.66	13.16	13.54	13.66
Ontario.....	5.61	5.60	6.50	6.67	7.25	7.20	11.60	7.72	7.95	10.03	12.20	13.61	14.17	14.30
Manitoba.....	5.35	6.19	7.46	7.41	7.88	7.87	10.73	8.15	8.19	9.30	11.53	13.05	13.98	13.91
Saskatchewan.....	6.68	6.82	7.86	8.08	8.16	8.25	11.11	8.82	8.18	9.83	11.95	13.70	14.10	14.50
Alberta.....	6.02	6.60	8.00	8.08	8.15	8.33	11.55	8.41	8.18	9.75	12.06	13.51	14.18	14.65
British Columbia.....	6.60	7.74	8.32	8.79	9.03	9.03	11.83	9.32	8.62	10.27	12.63	14.19	15.32	15.40

*December only

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity	Per	Nova Scotia						P.E.I.	New Brunswick					Quebec			
		Sydney	Westville	Amherst	Halifax	Truro	Average	Charlottetown	Moncton	St. John	Fredericton	Average	Quebec	Three Rivers	Sherbrooke	Sorel	
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
1-Beef, sirloin steak. . . . lb		40	30-35	35	40	40	37.5	25-30	40	45	35	40.0	32-34	35	25-30	30	
2-Beef, round steak. . . . "		35	30-33	32	35	37	34.1	25-30	35	35	30	33.3	32-34	35	25	30	
3-Beef, rib roast prime. . . "		38	22-25	25	35	35	31.3	25-30	28	35	25	29.3	27	30	25	25	
4-Beef, shoulder roast. . . "		30-35	20-22	22	33	32	28.1	23-25	24	25	20	23.0	20-23	25	20	20	
5-Veal, roast, forequarter . .			25	22	25	22	23.5		22	16	19.0	22-27	15	20	20	30	
6-Mutton, leg roast, h'q. . . "		25-35		30	35		31.7	30	35	30	25	30.0	31-32	30		30	
7-Pork, fresh, roast, ham . . "		45	25-30	35	35	33	35.1	30	35	35	30	33.3	32-34	35	35	28	
8-Pork, fresh chops. . . . "		45	30-35	35	35	35	36.5	30	35	35	35	35.0	30-32	35	35	28	
9-Pork, salt, mess. "		40	30-35	35	35	35	35.5	30	35	35	34	34.7	32-34	35	32	32	
10-Bacon, br'fast, not ali'd . "		60	50	55	50	45	52.0	50	55	50	50	51.7	50	50	52	65	
11-Fish, fresh, g. quality. . . "		8-30	15-32	14-35	14-15	15-18		14-50	12-35	15-35	12-30		12-15	15-30	15-35	13-35	
12-Fish, salt, herrings. . . . doz		75	45-50	50	50	60		60	60	60	70		75	75		80	
13-Salmon, canned, med. lb				30	30			40		35	25		35	40		40	
14-Lard, pure leaf, best. . . "		45	40-45	45	35	40	41.5	38	40	37	40	39.0	40	40	40	40	
15-Eggs, new laid. doz		75	65-70	75	85	70	74.5	60	65	80	70	71.7	75	75	75	80	
16-Eggs, storage. "				70	70		70.0	50		70	60	65.0	65	65			
17-Milk, delivered. qt	14-16	12-14	13	15	14	14.0	11-12	14-15	15	15	14.8	16	15	14.3	12		
18-Butter, dairy solids. . . lb		55	65	68	60	62.0	53	60	62-65	60	61.2	58-61	65				
19- " creamy prints. . . . "	70	60-67	70	75	70	69.7	63	65	68	65	66.0	63-66	68	70	63		
20-Cheese, old. "	40	40				40.0	36			40	40.0	35-37	40	40	35		
21-Cheese, new. "			35	35	40	36.7	36	35	35	35	35.0	31-33	38		35		
22-Bread, plain white "	8.9	8.7	8.7	8	8.7	8.6	7.3	8.7-9.3	8.7-9.3	8	8.7	7.5	7.3	7.3	6		
23-Flour, family. "	7.5-7.7	7.9	6.9	7.3	7.3	7.4	6.7	6.9	6.9	6.9	6.9	7	7.3	6.9	6.9		
24-Rolled oats, standard. . . "	8	8	8	8	8	8.0	7	8	8	8	8.0	7	8	9.2	10		
25-Rice, medium. "	14	12-15		15	15	14.4	15	15	15	14	14.7	13		12.5	15		
26-Rice, Patna, etc. "		12-15			15	14.3			18-20	18	18.5		18	15	18		
27-Tapioca, medium pearl . . "	22-25	15-20	25	20	20	21.2	20	20	20	18	19.3	16	20	20	20		
28-Tomatoes, canned 3's can	25	20-25	25	25	25	24.5	20	22	20	22	21.3	20	25	20	17		
29-Peas, canned 2's. "	25	15-25	18	25	20	21.6	15	18	15	16	18.3	18	20	20	20		
30-Corn, canned 2's. "	25	25	25	20	20	23.0	25	22	22	25	23.0	18	25	25	23		
31-Beans, common, dry. . . lb	14	12-15	12	15	12	13.3	11	13	10	12	11.7	9	12.5	15	13		
32-Apples, evaporated. . . . "	25				30	27.5			25	27	26.0	20	25		30		
33-Prunes, medium. "	25-30	20		25	23	23.9	18	20	25	22	22.3		25	25	25		
34-Sugar, granulated. . . . "	13	12-13	13.3	13	12.5	12.9	12.5	12.5	13	12.5	12.7	12.5	13	12.5	12.5		
35-Sugar, yellow. "	12	11-12	11.8	11	12.5	11.8	11.8	11.8	12	11.1	11.6	11.5	12	11.1	11.8		
36-Tea, black, medium. . . . "	60-75	55-65	60	60-65	60	62.0	60-65	55	55-65	55-60	57.5	65-70	60-70	55-70	70		
37-Tea, green, medium. . . . "	60		60	75-80		65.8			55-60	75	68.3	65-70	60-70	55-70	70		
38-Coffee, medium. "		35-50		60	60	54.2	50	60	60-65	55	59.2	55-60	45	55			
39-Potatoes, local, per bag of	\$	\$1.80	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$1.00-	\$	\$	\$		
1½ bu., 90 lbs.	2.00	1.88	1.50	2.25	2.10	1.94	1.80	2.10	2.70	2.20	2.32	1.25	1.41	1.88	1.70		
40-Vinegar, white wine, . . .												.18-				
XXX, per quart. . . . .	.13	.10	.10	.15	.13	.122	.15	.12	.13	.10	.117	.22	.15	.13	.13	
41-Starch, laundry, per		.12-										.12-					
pound. . . . .	.15	.15	.13	.15	.15	.143	.15	.15	.16	.14	.156	.14	.15	.15	.15	
42-Coal, anthracite, stove				16.25	14.25	15.25	15.70		16.00	14.50	13.23	13.00	12.50	12.50	12.00		
size, per ton, 2,000 lbs. . . .		7.50-	7.60-				9.00-	8.75-	11.00-								
43-Coal, bituminous, domest-	6.65	8.25	9.00	8.75	9.50	8.21	9.75	10.50	13.25	10.00	10.59	11.75	10.00	10.50	10.00		
tic, per ton, 2,000 lbs. . . .												/13.33-					
44-Wood, hard, best, per long	5.00	8.00	10.00	15.00	9.00	9.40	11.00	10.00	15.00	13.00	12.67	14.67	12.00	12.00			
cord. (128 cu. ft.)												/11.33			7.00		
45-Wood, soft, best per long	4.00		8.00	10.00	5.00	6.25	9.00	7.00	8.00	5.00	6.67	12.67	9.00	10.00	9.00		
cord. (128 cu. ft.) . . . . .		.29-														
46-Coal oil, prime white, per	.30	.30	.28	.32	.32	.303	.26	.28	.24	.24	.253	.22	.25	.25	.27		
gallon.																	
47-Rent, house, 6 roomed, . .	14.00	18.00-			18.00-		25.00-					17.00-					
san. conveniences, mon. . . .	18.00	25.00	18.00	30.00	20.00	20.90	15.00	35.00	15.00	18.00	21.00	20.00	15.00	16.00	14.00		
48-Rent, house, 6-roomed, . .	8.00	12.00-		20.00-	12.00-		18.00-										
no san. con. per month	12.00	18.00	10.00	25.00	15.00	14.20	11.00	24.00	12.00	14.00	15.67		10.00	14.00	7.00		

IN CANADA, AT THE MIDDLE OF NOVEMBER, 1919

Quebec (Continued)					Ontario														
St. Hyacinthe	St. John's	Montreal	Hull	Average	Ottawa	Brockville	Kingston	Belleville	Peterborough	Orillia	Toronto	Niagara Falls	St. Catharines	Hamilton	Brantford	Galt	Guelph	Kitchener	
c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
25	33	20	30	29.2	35	25-30	38-42	35	40	35-38	27-40	40	30	26-28	40	38	40	35	
25	33	20	30	28.9	.....	25	35-38	28	35	28-30	25-30	38	28	23-25	35	35	35	30
15	35	18	.....	25.0	25	25-30	30-35	28	25	25-30	30	30	25-27	25	30	30	31-33	30
20	23	16	28	21.7	20-22	20-25	25-28	23	23	23-25	20	28	22	20	25	25	28-30	25	
20	25	15	25	21.8	25	20	35	25	30	32-33	20-25	35	25-28	20-23	35	28	30-32	35	
20	35	22	30	28.4	35	30	38	30	35	25	30-35	40	30-32	25	38	35	35	30	
28	33	35	30	32.1	30-35	30-35	45	33	40	30-32	32-35	38	32-35	35	45	38	38	35	
28	33	38	32	32.5	.....	30-35	45	35	40	35	40-45	45	38-40	33	48	43	45	40
30	35	30	.....	32.4	.....	36	35	.....	30	.....	35-40	38	32	35	40	40	33	35
65	60	45	45	54.0	45	50-56	50	.....	50	58	45-50	58	45	43-50	50	50	50	45
20	15-28	10-28	.....	.....	.....	15-35	12.5-30	13-25	15-27	15	14-30	17-28	15-32	15-30	15-30	15-33	15-30	25
.....	60	100	.....	.....	.....	.....	.....	.....	60	.....	60	.....	100	75	.....	.....	.....	100
.....	40	30	.....	.....	.....	45	38	.....	45	40	40	40	.....	40	40	.....	40	35
35	40	38	36	38.6	45	36	38	38	35	38	38	43	35	34	38	35	38	38	
75	75	80	70	78.6	100	70	75	70	70	65	85	75	75	75-80	70	70	80	75	
.....	60	65	65	64.0	.....	6	65-70	60	67	60	75	67	65	62	.....	.....	65	68
14	11	15	13	13.8	13	11-13	14	11	13.6	13	15.4	16	15	15	14-15	12.5	14	14.3	
.....	65	60	.....	62.4	.....	60	55-60	65	62	58	.....	.....	67	62	66	65	a62	a62
65	68	68	.....	66.6	c70	62-65	60-65	67	65	65	68	68	67	64	67	65	68	64
.....	45	38	38	38.9	45	38	42	.....	44	40	40	40	.....	.....	45	40	45	40
32	35	36	38	35.1	32	.....	40	38	40	35	38	37	38	34	38	30	38	40
6	6.7	8.7	8	7.2	7.3	7.2	6.7-7.3	6.3	7.3	7.3	7.3	8	8	7.3	7.3	7.3	7.3	6.7	
6.3	6.7	6.7	6.9	6.8	7.3	6.3-6.7	6.3	6.7	6.3	6.5	6.9	6.5	6.5	6.6	6.3	6.7	6.3	6.3	
8	10	7.5	7.5	8.4	8	7	7	9	8	7	6.7	8	7.1	6.3	8	8.3	8.3	8	
15	13	15	.....	13.9	.....	15	12.5	15	15	15	.....	15	13	15	12	15	15	25
18	18	18	.....	17.5	.....	15	18	.....	18	15	25	15-16	15	15	20	15	.....	26
18	20	20	18	19.0	20	20	18	20	18	20	18	18	15	17	18	20	18	20	
25	22	20	20	21.1	20	20	18	20	20	20	20	20	18	18	25	20	25	20	
25	20	20	18	20.1	20	20	14	20	20	25	20	17	18	18	18	20	20	15	
25	22	20	.....	22.6	20	22	20	20	22	20	20	23	18	20	23	25	20	30
10	18	12	10	11.2	12.5	10-12.5	7	10	12.5	10	10	10	15	10	13	8.5	8.3	10	
.....	22	23	25	24.2	25	24	25	.....	25	28	.....	.....	.....	.....	.....	25	.....	32
.....	22	25	20	23.7	30	.....	20	30	25	25	30	20	.....	15	25	20-30	22	25
12.5	13.3	12.5	12.1	12.6	12.5	12.5	11.1	12.5	12.5	12.5	12.5	13.3	12.5	12	13.3	13.3	12.5	12.5	
11.5	12.5	12	11.8	11.8	12	12.5	10	11.8	12.5	11.1	12	11.8	11	11	12.5	13.3	11.1	12.5	
60	60-70	50-60	60-70	63.8	70	60-70	55	60-70	70	50-70	60-70	60-70	60-70	60-70	70	60	60-65	60-70	
60	60-70	45-60	50-70	62.8	70	60	50	60-65	70-75	50-70	60-70	60-70	55-70	60-70	70	60	60-65	60-70	
60	70	50	50	55.4	60	65	45	40	60	50	55	60	60-70	60	60	65	55	50	
\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
1.50	2.00	2.00	2.00	1.70	2.15	2.70	2.25	2.50	2.15	1.65	2.25	2.60	1.55	2.00	b2.25	2.00	2.50	2.35	
.....	14	16	13	10	143	10	15	125	12	15	15	12	14	12	10	12	13	15	
.....	12	13	13	125	136	15	125	13	12	14	15	13	13	13	12	15	15	15	
13.00	12.50	12.50	12 65	12.57	12 65	12.00	12.50	12.50	13.50	14.00	12.00	11.50	12.00	12.50	18.00	13.50	13.00	13.50	
.....	9.00	9.00	.....	10.04	.....	.....	9.00	10.00	10.50	9.00	9.00	8.00	.....	12.00	9.50	13.50	10.00	10.50
10.00	14.00	12.00	12.00	12.29	12.50	f and g	16.50	13.00	14.00	10.50	10.00	15.00	d	15.00	14.00	16.00	16.00	14.00	
8.00	9.00	9.50	8.00	9.19	8.00	f and g	15.00	10.00	12.00	6.50	8.00	13.00	d	.....	12.00	14.00	12.00	12.50
.....	27	25	28	25	280	25	28	25	22	28	30	.....	28	27	23	25	27	25
10.00	10.00-14.00	17.00	.....	.....	20.00	.....	18.00-20.00	18.00-13.00	18.00-13.00	18.00-13.00	18.00-13.00	18.00-13.00	18.00-13.00	18.00-13.00	18.00-13.00	18.00-13.00	18.00-13.00	18.00-13.00
10.00	12.00	18.00	22.00	15.00	28.00	18.00	25.00	22.00	25.00	16.00	35.00	25.00	25.00	25.00	30.00	18.00	22.00	35.00	
.....	6.00-12.00	12.00	17.00	.....	15.00	.....	15.00-18.00	14.00-11.00	14.00-11.00	14.00-11.00	15.00-11.00	15.00-11.00	15.00-11.00	15.00-11.00	15.00-11.00	15.00-11.00	15.00-11.00	15.00-11.00
7.00	10.00	13.00	17.00	10.43	20.00	12.50	20.00	20.00	18.00	13.00	25.00	20.00	20.00	20.00	15.00	14.00	14.00	20.00	

\$Including New Glasgow, etc. aDairy prints. bCalculated per bag from price per peck.

cCalculated per bag from price per 100 lbs. dNatural gas. eWhey butter.

RETAIL PRICES OF STAPLE ARTICLES OF CONSUMPTION

Commodity.	Ontario (Continued)												Manitoba		
	Woodstock	Stratford	London	St. Thomas	Chatham	Windsor	Owen Sound	Cobalt	Sault Ste. Marie	Port Arthur	Port William	Average	Winnipeg	Brandon	Average
	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
1-Beef, sirloin steak. lb	35	38	30	32-38	38	40	35	40	40	32.5	30	35.8	35	30	32.5
2-Beef, round steak. "	32	35	28	30	35	38	32	30	30	25	22	31.0	25	25	25.0
3-Beef, rib, roast, prime. "	30	34	22	25	30	30-38	30	32	30	30	30	25.0	25	25	25.0
4-Beef, shoulder roast. "	25	30	22	20	23	30	25-28	28	25	15	30-35	24.4	19	22	20.5
5-Veal, roast, forequarter. "	28	28	30	28	30	35	28-30	30	30	35	30	29.4	25	30-35	28.8
6-Mutton, leg roast, hind q'ter. "	25	35	30	35	35	38	35	30	30	35	32.8	33	40	36.8	
7-Pork, fresh, roast, ham. "	45-50	42	36	30	40	42	35-38	35	35	45	45-50	37.9	35	38	36.5
8-Pork, fresh, chops. "	48-50	42	45	32	45	54	38	35	35	45	45	41.2	42	40	41.0
9-Pork, salt, mess. "		30		30	30					40	40	35.1			
10-Bacon, breakfast, not sliced " "	50	45	47	53	50	60	50	58	50	60	55-60	51.2	45	55	50.0
11-Fish, fresh, good quality. "	12.5-30	25-30	10-25	10-30	25	15-18	18	20-30	16-25	14-30	14-30		16-25	18-30	
12-Fish, salt, herrings. doz	50	60		40				70							
13-Salmon, canned, medium. lb	35	50	35	30	32	40	35	40	40	40-45	45			40	
14-Lard, pure leaf, best. "	37	38	37	43	38	45	40	40	38	45	45	39.0	42	45	43.5
15-Eggs, new laid. doz	70	65	72	68	65	70	65	80	90	75-85	75-85	74.5	65	55	60.0
16-Eggs, storage. "	65	57-60	65		60	68		70	75			65.4		45	45.0
17-Milk, delivered. qt	12	11	14	12	14	16-20	12	18	16	20	20	14.4	14	15	14.5
18-Butter, dairy, solids. lb	50a-55	60	67	68	65	70	62		65	70	65-70	63.5		55	55.0
19-Butter, creamery prints. "	65	64	70	68	65	72	62	65	68	75-80	75-80	67.1	70	60	65.0
20-Cheese, old. "	40	42	37	43	38	45		35				41.1	40	40	40.0
21-Cheese, new. "	38	40	35	40	35	40	38	35	40	35	35	37.0			
22-Bread, plain, white. "	7.3	7.3	7.3	7.3	7.3	7.3	7.3	9.3	8	8.3	8.3	7.5	7.2	7.2	7.2
23-Flour, family. "	6.3	6.3	6.7	6.7	6.7	6	6	6.9	7.1	6.5	6.7	6.5	6.7	6.5	6.6
24-Rolled oats, standard. "	7.1	7	7	7	7.5	8	8	8	7	8	8	7.5	6.7	7	6.9
25-Rice, medium. "	15	12.5		15	15	15	17	15	12.5	15-20	15	14.6		13	13.0
26-Rice, Patna, etc. "	20			15-18	16	12	20		15	15	15	16.7		15	15.0
27-Tapioca, medium pearl. "	20	18	18	18	18	18-20	18	20	18	20	20	18.7	18	18	18.0
28-Tomatoes, canned 3's. can	20	20	20	20	25	28	20	25	20	20	20	20.9	25	23	24.0
29-Peas, canned 2's. "	20	20	20	15	20	25	20	20	18	20	20	19.3	20	20	20.0
30-Corn, canned 2's. "	22	20	18	20	25	25	20	25	25	25	25	21.7	25	23	24.0
31-Beans, common, dry. lb	8.3	12.5	8	10	12	15	8	15	12	15	10-15	11.1	15	13	14.0
32-Apples, evaporated. "	20					35		25	25	25	35	26.4	22	25	23.5
33-Prunes, medium. "		15	30	20	20	25	20	25	25	20	20	23.8	30	25	27.5
34-Sugar, granulated. "	13.3	12.5	12.5	12.5	12.5	14.3	13.3	12.5	12.5	12.5	12.5	12.7	13.5	14.3	13.9
35-Sugar, yellow. "	12.5	10	11.8	11.1	12.5	11.1	12.5	12.5	11.1	11.1	11.1	11.7	13	14.3	13.7
36-Tea, black, medium. "	60-70	60-70	65-68	60-70	70-80	50-80	60-70	60	65-70	60-70	55-70	65.0	60	65	62.5
37-Tea, green, medium. "	70	60-70	65-68	60-70	60-70	50-80	60-70	70	65-70	60-70	50-70	64.6	60	65	62.5
38-Coffee, medium. "	60	55	60	60	50	50-65	60	60	45	50	45-60	56.0	60	55	57.5
39-Potatoes, local, per bag of 1½ bushels, 90 lbs. "	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
40-Vinegar, white wine, XXX, per quart. "	2.25	2.50	2.10	2.50	2.35	2.85	1.75	2.50	2.50	2.00	2.00	2.24	3.21	1.75	2.48
41-Starch, laundry, per pound. "	.13	.14	.15	.125	.13	.10	.125	.13	.15	.20	.20	.135	.15	.15	.150
42-Coal, anthracite, stove size, per ton of 2,000 lbs. "	13.00	12.50	13.00	13.00	14.00	14.50	13.00	15.50	13.50	14.25	14.25	13.34	16.25	18.00	17.13
43-Coal, bituminous, domestic, per ton of 2,000 lbs. "	10.00	13.00	11.00	10.00	10.00	10.00	9.00		11.00	14.00	11.00	10.48	12.50	12.00	12.28
44-Wood, hard, best, per long cord (128 cu. ft.). "	12.50	15.00	18.00	13.00			15.00	12.00	11.00	8.00-8.00	8.00-8.00	13.48			
45-Wood, soft, best, per long cord (128 cu. ft.). "	11.00	13.00	14.00				10.00	10.00	8.00	6.00-6.00	6.00-6.00	10.65	10.00	8.75	10.19
46-Coal oil, prime white, per gallon. "	.30	.30	.23	.22	.25	.22	.25	.30	.25	.30	.30	.258	.30	.27	.285
47-Rent, house, 6 rooms, san. conveniences, per month. "	15.00	18.00-20.00	18.00-20.00	15.00-20.00	30.00	13.00-16.00	30.00	25.00	25.00	25.00	25.00	23.74	35.00	20.10	24.50
48-Rent, house, 6-roomed, no san. conveniences, per month. "	10.00	13.00-14.00	12.00-10.00	10.00		10.00	13.00	25.00	15.00	15.00	15.00	17.00	25.00	15.00	17.38

IN CANADA, AT THE MIDDLE OF NOVEMBER, 1919—Concluded

Saskatchewan				Alberta					British Columbia									
Regina	Saskatoon	Moose Jaw	Average	Medicine Hat	Edmonton	Calgary	Lethbridge	Average	Fernie	Nelson	Trail	New Westminster	Vancouver	Victoria	Nanaimo	Average	Dominion Average (as cited)	
c.	e.	c.	c.	e.	e.	e.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	
40	40	40	40.0	35	30	35	35	33.8	38	35	35	40	38	38	40	39.9	34.6	
30	35	35	33.3	30	25	30	30	28.8	32	32	32	35	30	34	35	32.9	31.0	
28	35	27	30.0	30	25	30	25	27.5	30	30	30	35	40	25	30	31.4	28.8	
25	27	25	25.7	22	18	18	20	19.5	25	20	20	20	20	25	25	22.1	23.3	
25	25	27	25.7	18	18	20	20	19.0	25	28	28	35	28	30	30	29.1	26.5	
35	40	35	36.7	40	30	38	35	35.8	42	38	38	27-35	35	33	40	36.7	33.0	
35	38	35	36.0	38	45	40	35	39.5	50	45	45	45	42	38	50	45.0	36.6	
40	45	40	41.7	45	45	50	40	45.0	50	48	48	55	40-50	50	55	50.1	40.4	
32	40		36.0	35	35	40	35	38.3	35	40	40	35	45	40		39.2	35.3	
60	60	60	60.0	65	50	50	65	57.5	55	70	70	60	55	50	65	60.7	53.7	
15-30	12.5-28	12-30		15-35	12.5-30	15-30	12.5-28		15-30	15-28	15-28	12.5-25	10-25	10-30			11	
100		75															12	
40	45	40		40	35	40	40		50	38	38	35	35		40		13	
45	40	40	41.7	38.5	40	45	45	42.1	45	50	50	45	32	40	45	43.9	39.6	
65	65	60	63.3	70	80	75	80	76.3	75	100	100	95	105	110	100	97.9	74.7	
		45	45.0		65	70	75	70.0		70	70	80	70	63		70.6	65.0	
15	16.7	18	16.6	17	14.3	14	14.3	14.9	16.7	20	20	16.7	15	17	16	17.5	14.5	
60	55	60	58.3	55			55	55.0	47.5			65	50	60		55.6	61.2	
70	65	65	66.7	70		65	65	66.7	65-70	65	65	70	70	75	70	68.9	67.3	
	40	45	42.5		35	45		40.0		34	34	40	38	42	40	38.0	40.0	
45			45.0	40	35	40	40	38.8	40				35	39	40	38.5	37.0	
8.9	7.4	8.9	8.4	7	8.8	8	8	8.0	10	8.9	8.9	8.9	8.9	8.9	8.9	9.1	7.9	
9.3	6.5	6.5	6.4	6.3	6	6.3	6.7	6.3	6.9	6.3	6.3	6.3	6.5	6.3	6.3	6.4	6.6	
8.5	10	8	8.8	7	6.5	7.5	9.2	7.6	8.1	9	10	7	7	8	9	8.3	7.7	
12.5	12.5	12.5	12.5											17		17.0	14.4	
20	15		17.5		15		12	13.5									16.6	
20	17.5	20	19.2	22.5	17.5	18	15	18.3	17.5	15	16	18	18	17		16.9	18.8	
25	25	25	25.0	25	22.5	22	25	23.6	25	20	20	20	20	20	20	20.7	21.4	
20	23	25	22.7	25	22.5	20	22	22.4	22.5	15	20	17.5	20	18	20	19.0	19.4	
25	25	25	25.0	25	25	25	25	25.0	25	25	25	25	25	25	25	25.0	22.9	
12.5	12.5	10	11.7	12.5	10	11	10	10.9	10	12.5	12.5	10	10	8	12.5	10.8	11.2	
25	30	25	26.7	30	32.5	35	30	31.9	25			32	32	25	25	27.8	26.7	
20		25	22.5	35		30	25	33.3	25	25	25	25	32	30		27.0	24.4	
12.5	13	12.5	12.7	14.3			12.8	13.6		15	15	11.8	12	12.5	12.5	13.1	12.8	
12.5	12.5	11.1	12.0	12.5		13.5	12.5	12.8		15		10.5	11.1	11.8	11.8	12.0	11.9	
65-75	55-65	65	65.0	55	60	60-70	60	60.0	60-65	60-65	51-60	60-65	50-65	55-60	50	58.3	61.8	
65-75	60-65	60-65	64.0	65	65	80	60-65	68.1	85	60	50	60-65	70-75	70-75		66.3	64.8	
65	50	65	60.2	55	50	55	68	57.0	55	50	46	50	55	50	60	53.3	55.9	
\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
2.25	1.75	2.50	2.17	3.25	2.00	3.50	2.75	2.88	3.00	2.10	2.10	1.62	2.00	2.23	2.25	2.19	2.14	
	.20	.30	.15	.217	.15	.15	.15	.162	.15	.30	.22	.20	.30	.30	.20	.239	.151	
	.20	.18	.20	.193	.175	.15	.15	.155	.15	.15	.16	.15	12.5	.15	.15	.148	.142	
19.00			19.00	d		7.50		7.50	3.25-6.25	13.00			12.00			9.82	13.27	
11.25	11.00	11.00	11.08	d	11.50	8.75	6.75	7.33		10.00	11.75	11.75	12.00	11.00-11.50	*7.70	10.74	10.13	
				d													12.56	
11.00-12.00	9.00-12.00	9.00-12.00	10.67	d					12.00	12.50	12.50	7.00	8.00	7.50		9.54	9.58	
	.35	.30	.35	.333	.35	.35		.350	.40		.40	.30	.35	.45	.30	.367	.286	
35.00-15.00	40.00-15.00	30.00-20.00	33.33-15.83	25.00-15.00	35.00-20.00	30.00-20.00	25.00-14.00	28.75-17.25	20.00-18.00	15.00-20.00	30.00-20.00	24.00-15.00	30.00-24.00	22.00-18.00	20.00-12.00	21.07-17.20	22.16-15.68	

*f*Calculated price per cord from price quoted. *g*Stove lengths. *h*Lignite. *Including \$1.00 for delivery.

Eggs advanced considerably, reaching 75 cents to 80 cents in many of the cities and above \$1 in some British Columbia cities, while special grades were still higher. Storage eggs were up to 65 and 70 cents in most of the cities. Milk advanced in Amherst, Truro, Charlottetown, Quebec, Three Rivers, Sherbrooke, St. Hyacinthe, Kingston, Orillia, St. Catharines, Brantford, Guelph, Kitchener, London, Sault Ste. Marie, Fort William, Medicine Hat, New Westminster and Vancouver. In most of the other cities prices had risen in October; prices were above 12 cents per quart in most of the cities and as high as 16c. in several, reaching 17c., 18c. and 20 cents in some cases. In canned vegetables there was little change. Sugar advanced in a number of localities east of Winnipeg. Potatoes were higher in some of the cities, but lower in others, changes being not great so that averages were little affected. West of Winnipeg, prices were uniformly up, following considerable loss owing to an early and severe frost.

Anthracite coal was higher in Charlottetown, St. John, N.B., St. John's, Que., Quebec, Montreal, Peterborough, Orillia, Woodstock, St. Thomas, Cobalt, Port Arthur and Fort William. Bituminous coal was higher in Halifax, Truro, Brantford, Stratford, Port Arthur, Lethbridge, Vancouver. Wood was higher in several cities.

Wholesale Prices

GRAINS AND FODDER.—Prices of wheat were unchanged at the rates fixed in August and September. Barley continued to rise and reached \$1.52 per bushel. Oats rose to 87 cents, but eased off. Corn rose to \$1.81, but fell to \$1.69. Flaxseed rose to \$4.99 per bushel. Peas advanced to \$2.60. Rye came on the market at \$1.37-1.40. Hay advanced \$1 per ton at Montreal and Toronto, reaching \$25 and \$26. Shorts fell to \$52 per ton.

ANIMALS AND MEATS.—Cattle were slightly higher at Winnipeg, best butchers rising from \$11 per hundred pounds to \$11.50. At Toronto the best

cattle rose from \$13.50 per hundred pounds to \$13.75. Beef dressed, hind-quarters, fell from 23-25 cents per pound, to 18-22 cents at the beginning of the month, and in the last week to 16-20 cents; forequarters fell from 15-17 cents to 13-15 cents. Live hogs fluctuated, falling to \$16.75 per hundred pounds at the beginning of the month, rising later to \$16.50, and falling to \$15.75 in the last week. Dressed hogs fell from 24-26 cents per pound, to 22-24 cents. Breakfast bacon fell from 44-46c. per pound, to 43-44 cents. Lard fell from 31c. to 29c. per pound. Sheep fell from \$8-\$9 to \$7.50-\$8.50 per hundred pounds. Dressed lamb fell from 21-23 cents per pound, to 19-21 cents. Fowl rose to 20-25 cents per pound, and turkeys to 35-42 cents.

DAIRY PRODUCTS.—Butter, finest creamery, had risen from 54 cents per pound to 62 cents during October, and during November reached 68 cents per pound. Creamery solids at Toronto rose from 56c. to 60 cents during October and reached 64 cents by the end of November. Dairy prints rose from 50c. to 55 cents during October and reached 59 cents at the end of November. Cheese had been 25 cents per pound at Montreal for some time, but rose to 30 cents at the beginning of November, and later fell to 27 cents per pound. Fresh eggs rose from 70 cents per dozen to 90 cents per dozen, at both Montreal and Toronto. Storage eggs rose from 60 cents per dozen to 61 cents.

FISH.—Lake trout and whitefish were higher at 16 cents per pound. The export demand for dry cod was reported very good and Lunenburg dry cod sold at \$12 per quintal. The markets in Porto Rico, Northern Brazil and Portugal were reported weak. The pickled fish situation was reported weak.

FRUITS AND VEGETABLES.—Apples advanced to \$7.50 per barrel. Oranges advanced slightly. Evaporated apples were lower, but currants and prunes were higher. Potatoes were higher in Toronto and Montreal. Beans, onions, turnips and canned peas advanced.

INDEX NUMBERS OF WHOLESALE PRICES BY GROUPS OF COMMODITIES FOR NOVEMBER 1919, OCTOBER, 1919, AND NOVEMBER, 1918, 1917, 1916, 1915, 1914 & 1913.

(Average price 1890-1899=100.)

	Number of commodities	INDEX NUMBERS							
		*Nov., 1919	*Oct., 1919	*Nov., 1918	Nov., 1917	Nov., 1916	Nov., 1915	Nov., 1914	Nov., 1913
I.—GRAINS AND FODDERS—									
Grains, Ontario.....	6	340.1	330.6	313.6	388.7	285.5	183.3	180.8	141.3
Grains, Western.....	4	369.0	344.2	309.3	301.9	263.9	161.6	167.1	115.8
Fodder.....	5	282.8	283.8	263.5	207.0	184.5	160.8	177.1	155.3
All.....	15	328.7	318.6	295.7	305.0	246.1	170.0	175.9	139.9
II.—ANIMALS AND MEATS—									
Cattle and beef.....	6	322.3	342.8	343.6	290.5	211.0	204.1	215.5	202.1
Hogs and hog products.....	6	345.4	359.5	356.9	336.6	224.6	176.2	160.9	177.4
Sheep and mutton.....	3	211.2	214.2	256.9	266.1	204.0	153.5	148.1	137.3
Poultry.....	2	363.2	327.7	390.6	303.3	234.9	200.3	161.6	186.5
All.....	17	315.6	324.2	338.8	304.0	217.5	184.9	177.9	180.1
III.—DAIRY PRODUCTS.....									
	9	340.3	314.7	286.1	246.4	227.8	180.6	171.5	172.9
IV.—FISH—									
Prepared fish.....	6	211.1	211.1	264.9	241.6	167.7	151.8	155.4	148.6
Fresh fish.....	3	252.3	242.7	238.8	217.1	178.6	157.8	161.3	165.5
All.....	9	224.8	221.6	256.2	233.5	171.3	157.3	157.4	150.9
V.—OTHER FOODS—									
(a) Fruits and Vegetables—									
Fresh fruits, native.....	1	234.4	158.4	193.0	254.0	216.4	131.7	78.0	160.0
Fresh fruits, foreign.....	3	215.6	210.6	195.3	128.3	118.9	109.3	84.9	95.6
Dried fruits.....	4	278.2	266.1	275.6	264.6	183.5	167.2	115.9	115.9
Fresh vegetables.....	5	395.1	229.4	304.7	342.7	318.6	198.0	132.0	159.0
Canned vegetables.....	3	204.9	204.9	225.7	265.6	176.0	105.4	101.2	95.9
All.....	16	286.5	213.3	255.1	263.0	214.2	152.2	111.3	126.5
(b) Miscellaneous groceries—									
Breadstuffs.....	10	272.2	274.2	263.3	251.4	209.4	135.3	145.9	123.1
Tea, coffee, etc.....	4	216.1	215.0	192.6	150.2	133.9	121.9	122.9	110.3
Sugar, etc.....	6	317.1	306.7	309.5	238.5	179.3	143.1	130.4	108.2
Condiments.....	5	227.9	225.9	253.2	196.0	151.8	136.5	118.3	97.6
All.....	25	265.2	262.8	261.4	221.0	178.5	135.3	133.0	112.4
VI.—TEXTILES—									
Woolens.....	5	395.8	389.2	429.4	368.1	237.6	200.7	148.2	136.6
Cottons.....	4	369.2	344.5	359.9	267.8	187.9	138.1	123.8	150.5
Silks.....	3	220.3	204.6	149.5	121.5	119.0	88.7	87.3	99.4
Jutes.....	2	639.2	631.5	609.5	574.3	330.1	252.1	197.5	243.7
Flax products.....	4	462.6	458.0	469.0	329.0	243.3	166.9	119.8	114.6
Oilcloths.....	2	277.8	272.5	238.7	171.4	139.8	118.7	104.6	104.7
All.....	20	390.0	378.8	380.4	304.2	210.5	161.6	129.0	136.9
VII.—HIDES, LEATHER, BOOTS & SHOES—									
Hides and tallow.....	4	562.0	562.0	373.5	295.3	337.4	207.4	196.9	137.7
Leather.....	4	318.5	318.5	265.0	265.1	251.2	174.3	155.7	151.4
Boots and shoes.....	3	339.7	339.7	224.6	232.9	220.3	162.3	158.3	155.7
All.....	11	412.8	412.8	293.4	267.3	272.6	183.1	171.4	165.8
VIII.—METAL AND IMPLEMENTS—									
Iron and steel.....	11	204.0	204.4	281.0	287.3	166.9	115.1	99.8	101.4
Other metals.....	12	203.8	197.0	267.3	240.1	226.7	207.0	123.3	130.0
Implements.....	10	245.0	237.9	243.7	197.8	145.9	114.8	108.2	105.6
All.....	33	216.3	211.9	264.7	243.0	182.3	148.4	111.4	113.5
IX.—FUEL AND LIGHTING—									
Fuel.....	6	232.7	231.6	256.5	234.0	201.7	131.9	119.0	130.4
Lighting.....	4	245.3	245.3	236.8	114.2	89.6	94.7	92.6	92.2
All.....	10	237.7	237.0	248.6	186.1	156.9	116.7	108.5	115.1
X.—BUILDING MATERIALS—									
Lumber.....	14	352.6	340.9	279.1	231.8	184.1	174.1	178.4	184.4
Miscellaneous materials.....	20	226.8	223.1	237.7	210.4	171.9	122.4	108.1	113.4
Paints, oils and glass.....	14	409.7	420.8	348.1	264.6	215.1	164.4	139.5	142.0
All.....	48	316.8	315.1	282.0	232.4	187.9	149.7	137.8	142.5
XI.—HOUSE FURNISHINGS—									
Furniture.....	6	447.8	447.8	311.8	205.9	171.5	145.9	146.6	147.2
Crockery and glassware.....	4	404.9	404.9	367.8	280.0	208.4	170.3	147.7	130.9
Table cutlery.....	2	163.4	163.4	155.1	150.7	132.2	87.3	78.4	72.4
Kitchen furnishings.....	4	253.1	252.9	272.3	211.4	144.5	125.5	123.4	124.8
All.....	16	352.8	352.8	298.3	218.9	169.0	139.5	131.9	128.1
XII.—DRUGS AND CHEMICALS.....									
	16	205.3	224.7	276.8	275.7	239.2	227.7	135.5	111.6
XIII.—MISCELLANEOUS—									
Raw furs.....	4	1190.0	1190.0	725.8	427.0	342.7	257.8	137.5	247.9
Liquors and tobaccos.....	6	300.1	292.2	218.3	198.7	148.2	134.3	138.7	134.6
Sundries.....	7	210.4	210.7	227.1	197.7	150.7	121.6	110.0	111.2
All.....	17	472.6	469.9	340.1	254.4	195.0	158.1	126.6	151.6
All commodities.....	262†	307.7	299.6	290.9	252.3	200.5	158.7	137.5	135.8

*Preliminary figures. †Nine commodities off the market, fruits, vegetables, etc. One line of spelter was dropped in 1915.

MISCELLANEOUS FOODS.—Soda biscuits fell from 17 cents per pound to 16 cents. Rolled oats declined and tapioca was easier. Sugar and molasses advanced.

TEXTILES.—Woollen underwear advanced. Raw cotton was higher. Coloured cottons advanced. Raw silk advanced to \$12.75 per pound. Jute declined but hessian advanced. Fine tow advanced 2 cents per pound, but sewing twine declined 2 cents. Table oilcloth was higher.

HIDES, LEATHER, BOOTS AND SHOES.—The markets were steady.

METALS AND IMPLEMENTS.—Pig iron rose \$2 per ton to \$39.50. Iron sheets and tin plates were higher. Antimony, lead, quicksilver, silver, spelter and tin advanced, but copper declined. Axes and soldering copper advanced.

FUEL AND LIGHTING.—Anthracite coal declined 5 cents per ton at Montreal, falling to \$10.60. Bituminous coal and coke advanced in the Crow's Nest Pass district.

BUILDING MATERIALS.—Shingles at St. John, birch at Toronto, and rough lumber at Victoria, B. C., advanced. Plaster of Paris, nails and iron wire advanced, but copper wire declined. White lead, varnish and window glass advanced.

HOUSE FURNISHINGS.—Brooms, 4 string, advanced to \$6.50-\$7.00 per dozen.

DRUGS AND CHEMICALS.—Alum, bleaching powder and opium were lower.

MISCELLANEOUS.—Malt and hops advanced.

PRICES IN THE UNITED KINGDOM AND IN OTHER COUNTRIES

THE following notes and accompanying tables give the latest available statistics as to the prices movement in other countries.

United Kingdom

Retail prices of food at November 1 were reported by the Ministry of Labour in the *Labour Gazette* to be 131 per cent higher than in July, 1914, as compared with 122 per cent at October 1, and 133 per cent at November 1, 1918. On Dec. 1st the level was still higher at 134 per cent. The increase during October was due largely to an increase in the prices of meats which advanced 2d. per pound for beef and mutton. Milk also advanced, reaching from 8d. to one shilling per quart according to locality. Tea and eggs were also up, but potatoes declined. While the prices of the staple foods included in the calculation were 131 per cent higher than in July, 1914, it was estimated that the average increase in expenditure on food was 119 per cent, the difference between the two percentages arising from changes in dietary as indicated by the Ministry of

Food. For all items of expenditure, including food, rent, clothing, fuel and light, etc., the increase at November 1, over pre-war prices averaged 125 per cent as compared with 120 per cent at October 1, and between 120 per cent and 125 per cent at November 1, 1918.

France

The Director of the Statistical Department has reported the general level of retail prices in Paris during October, 1919, to be 9.4 per cent higher than in September, and 183 per cent higher than in July, 1914.

Belgium

The index number of retail prices in Brussels published in *Revue du Travail*, was up to 368 for October, 1919, as compared with 356 for September, and 612 for January, 1919, prices in 1914 being made equal to 100. For articles of prime necessity, foods and rent, the index number was 406 as compared with 366 for September and 604 in January, 1919.

THE COURSE OF RETAIL PRICES OF FOODS AND GROCERIES IN CANADA, THE UNITED KINGDOM AND CERTAIN OTHER COUNTRIES

Date	Canada 29 Foods 60 cities	United Kingdom 21 foods 600 towns	Austra- lia 46 foods and groceries 30 towns	New Zealand 59 foods 25 towns	Den- mark Copen- hagen	Switzer- land	Spain Provin- cial capitals	France Chief cities except Paris	Italy Milan 9 foods	Hol- land Amster- dam	Norway Foods	Sweden 51 articles 44 towns	United States 17 foods 45 cities
1900.....	\$ 5 48	88.5a	.....	906b	.....	.....	.....	.....	.....	.....	.....	.....	.....
1905.....	5 95	91.0a	.....	990b	.....	.....	.....	.....	.....	.....	.....	.....	.....
1910.....	6 95	96.8a	.....	991b	.....	.....	98.4c	1000	.....	.....	.....	.....	93
1911.....	7.14	96.8a	.....	983b	.....	.....	101.7c	.....	.....	.....	.....	.....	92
1912.....	7.33	101.3a	1.140	1.017b	.....	.....	101.3c	1020	.....	.....	.....	.....	98
1913.....	7.33	101.6a	1.106	1.037b	.....	.....	102.0c	.....	.....	100.0	.....	.....	100
1914.....	7.73	103.4a	1.155	1.098b	.....	.....	.....	.....	.....	103.0	.....	.....	102
1915.....	7.86	131.5a	1.428	1.201b	.....	.....	.....	.....	.....	117.2	.....	.....	101
1916.....	8.79	106.0	1.506	1.268b	.....	.....	.....	.....	.....	120.9	.....	.....	114
1917.....	11.42	199.0	1.481	1.360b	.....	.....	.....	.....	.....	150.4	.....	.....	146
1918.....	13.02	214.7	1.490a	.....	.....	.....	.....	.....	.....	180.6	.....	.....	168
1914													
January.....	7.73	.....	1.099	.....	.....	.....	107.1d	.....	.....	.....	.....	.....	104
April.....	7.50	.....	1.161	.....	.....	.....	.....	.....	.....	.....	.....	.....	97
July.....	7.42	100	1.164	1.070	.....	.....	.....	1004e	92	.....	100	100	102
October.....	7.99	112	1.156	1.096	.....	.....	106.9c	.....	.....	.....	.....	.....	105
1915													
January.....	7.97	118	1.240	1.190	.....	.....	.....	1105e	98	.....	.....	.....	103
April.....	7.79	124	1.318	1.212	.....	.....	107.7d	.....	.....	.....	.....	.....	99
July.....	7.80	132.5	1.522	1.200	116.3	.....	.....	1235e	102	.....	.....	.....	110
October.....	7.82	140	1.551	1.202	20.0	120.3	113.8c	.....	.....	.....	.....	.....	103
1916													
January.....	8.28	145	1.504	1.236	.....	126.0*	.....	1136e	118	.....	143	.....	107
April.....	8.34	149	1.520	1.258	.....	129.4*	117.6d	1379e	.....	.....	155	.....	109
July.....	8.46	161	1.516	1.276	135.9	139.5*	.....	1420e	126	.....	176	.....	111
October.....	9.30	168	1.454	1.289	.....	143.8*	120.3c	1466e	.....	.....	182	.....	121
1917													
January.....	10.27	187	1.453	1.359	.....	147.9*	.....	1547e	142	.....	.....	160	128
April.....	10.77	194	1.473	1.357	.....	157.9*	123.6d	1717e	160	.....	212	175	145
July.....	11.62	204	1.470	1.357	154.7	178.8*	.....	1845e	183	.....	261	177	146
October.....	11.81	202	1.506	1.392	.....	192.0*	136.1c	2008e	198	.....	273	192	157
1918													
January.....	12.42	206	1.505	1.427	.....	197.4*	.....	.....	211	179.6	.....	221	160
February.....	12.54	208	1.510	1.430	166.1	.....	.....	.....	215	191.2	.....	227	161
March.....	12.66	207	1.519	1.434	.....	203.7	145.4d	2120	225	174.9	.....	235	154
April.....	12.57	206	1.528	1.464	.....	.....	.....	.....	233	176.1	239	247	154
May.....	12.66	207	1.539	1.484	.....	.....	.....	.....	256	175.9	.....	258	158
June.....	12.79	208	1.541	1.485	.....	229.7	.....	2331	258	175.7	.....	261	162
July.....	13.00	210	.....	1.491	181.8	.....	.....	.....	270	175.6	.....	268	167
August.....	13.41	218	.....	1.507	.....	.....	.....	.....	272	171.3	.....	284	171
September.....	13.31	216	1.489	1.509	.....	251.0	161.8c	2446e	278	197.8	270	310	178
October.....	13.54	229	1.521	1.515	.....	.....	.....	.....	280	201.6	.....	320	181
November.....	13.65	233	1.547	1.535	.....	.....	.....	.....	278	203.1	.....	330	183
December.....	13.65	229	1.565	1.603	.....	252.0	.....	2608e	289	203.1	275	330	187
1919													
January.....	13.78	230	.....	1.553	189.9	.....	.....	.....	290	194.9	279	369	185
February.....	13.41	230	1.645	1.522	.....	.....	.....	.....	291	212.4	278	334	172
March.....	13.05	220	1.661	1.505	.....	257.4	167.7d	2780e	291	205.1	278	331	175
April.....	13.35	213	1.686	1.516	.....	.....	.....	.....	.....	195.8	276	336	182
May.....	13.53	207	1.696	1.524	.....	.....	.....	.....	.....	185.9	271	328	185
June.....	13.72	204	1.706	1.528	.....	261.4	.....	.....	.....	204.3	269	319	184
July.....	13.77	209	.....	1.539	211.1	.....	.....	.....	.....	210.4	269	.....	190
August.....	14.45	217	.....	1.582	.....	.....	.....	.....	.....	206.7	.....	.....	192
September.....	14.31	216	.....	.....	.....	.....	.....	.....	.....	.....	.....	309	.....
October.....	14.21	222	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
November.....	14.23	231	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

a. Calculated from annual index number prior to war and price level Aug.—Dec. 1914.

b. Four chief centers only.

c. 6 months ending September.

d. 6 months ending March.

e. Quarter beginning in specified month

* Previous month

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, AND THE UNITED KINGDOM, AND CERTAIN OTHER COUNTRIES

No. of commodities	Canada	United Kingdom				United States				France	Australia	Italy	Japan	Sweden
	Department of Labour	Board of Trade Index No.	Economist	Statist	Bureau of Labour Statistics	Annalist	Bradstreet	Dun	Gibson	Statistique Generale	Bureau of Census and Statistics	Bacchi Index No.	Bank of Japan	Official
	272*	47	44	45	346	251	96	200	221	45	92			
	1890—1899 = 100	1900 = 100	1901—1905 = 100	1867—1877 = 100	1913 = 100	1890—1899 = 100				1901—1910 = 100	1911 = 1000			
1890.....	110.3	103.3	102.2	72	83.5	109.252	\$ 94.604	\$ 90.876	43.4	.....	1,053	.....	.....	.....
1895.....	95.6	90.7	87.6	62	69.2	94.604	6.4346	81.251	42.0	.....	760	.....	.....	.....
1900.....	108.2	100.0	110.5	75	81.7	99.388	7.8839	93.355	44.2	.....	894	.....	.....	.....
1905.....	113.8	97.6	103.3	72	85.7	110.652	8.0987	99.315	47.3	98.3	910	.....	.....	.....
1906.....	120.0	100.8	109.5	77	90.6	114.364	8.4176	104.842	49.8	103.8	948	.....	.....	.....
1907.....	126.2	106.0	118.0	80	95.8	117.940	8.9045	110.462	50.9	109.0	1,021	.....	.....	.....
1908.....	120.8	103.0	109.0	73	90.8	125.756	8.0094	110.728	54.2	100.9	1,115	.....	.....	.....
1909.....	121.8	104.1	107.0	74	93.6	133.852	8.5153	115.434	59.2	101.4	993	.....	.....	.....
1910.....	124.2	108.8	113.3	78	67.3	137.172	8.9881	121.301	59.3	108.1	1,003	.....	.....	.....
1911.....	127.4	109.4	113.6	80	95.6	131.068	8.7132	116.616	56.9	113.2	1,000	.....	.....	.....
1912.....	134.4	114.9	123.4	85	98.8	143.254	9.1867	122.858	62.6	117.8	1,172	.....	.....	.....
1913.....	135.5	116.5	122.3	85	100.0	139.980	9.2076	118.576	58.1	115.6	1,088	126.0	132.2	100
1914.....	136.1	117.2	120.8	86	99.0	146.069	9.8030	122.188	60.8	117.9	1,149	119.8	126.3	116
1915.....	148.0	143.9	150.6	108	100.0	148.050	9.8530	124.563	64.0	161.6	1,604	167.2	127.8	145
1916.....	182.0	186.5	196.4	136	123.0	175.720	11.8251	148.808	74.9	217.6	1,504	251.6	154.9	185
1917.....	237.0	243.0	250.0	175	175.0	261.796	15.6385	204.121	110.8	302.4	1,662	385.9	196.4	244
1918.....	278.3	269.8	275.3	193	196.0	287.080	18.7117	229.220	122.8	392.1	1,934	515.5	259.0	339
1914														
January.....	136.5	.....	119.0	83.5	100.0	142.452	8.8857	124.528	58.2	115.4	\$ 1,085	.....	.....	.....
April.....	136.7	.....	117.5	82.3	98.0	141.120	8.7562	119.791	57.7	115.7	\$ 1,113	.....	.....	.....
July.....	134.6	.....	116.6	82.4	100.0	144.879	8.6566	119.708	58.9	.....	\$ 1,185	.....	.....	.....
October.....	138.7	.....	124.2	89.8	99.0	150.245	9.2416	123.531	62.9	.....	\$ 1,225	.....	.....	.....
1915														
January.....	138.9	.....	136.5	96.4	99.0	150.95	9.1431	124.168	64.7	143.9	\$ 1,387	132.7	.....	.....
April.....	146.4	.....	151.2	105.9	100.0	153.21	9.7753	125.099	67.8	156.3	\$ 1,660	152.3	.....	.....
July.....	150.2	.....	149.1	106.4	101.0	147.29	9.8598	124.958	64.4	163.7	\$ 1,822	164.4	.....	.....
October.....	152.4	.....	153.2	110.0	102.0	140.91	9.9774	126.663	60.0	182.4	\$ 1,544	186.4	.....	.....
1916														
January.....	172.1	.....	174.5	123.6	110.0	153.17	10.1936	137.666	65.6	.....	\$ 1,502	232.3	.....	.....
April.....	181.0	.....	180.5	134.2	117.0	165.73	11.7598	145.690	71.3	.....	\$ 1,493	252.7	.....	.....
July.....	180.9	.....	181.1	130.5	120.0	170.11	11.5294	145.142	71.9	210.6	\$ 1,505	242.8	.....	.....
October.....	188.2	.....	208.7	141.5	134.0	190.13	12.0399	152.355	82.2	223.0	\$ 1,514	260.2	.....	.....
1917														
January.....	212.7	.....	225.1	159.3	151.0	208.88	13.7277	169.562	87.4	249.2	\$ 1,525	290.0	.....	.....
April.....	231.1	.....	244.5	173.0	173.0	262.50	14.5769	190.012	109.2	286.7	\$ 1,587	333.7	.....	.....
July.....	248.7	.....	254.4	176.9	187.0	265.20	16.0680	211.950	116.4	309.8	\$ 1,715	383.3	.....	.....
October.....	244.7	.....	259.1	180.6	181.0	280.20	16.9117	219.679	120.1	327.9	\$ 1,804	441.8	.....	.....
1918														
January.....	258.1	.....	262.9	186.2	185.0	278.696	17.9366	222.175	118.9	361.6	\$ 1,887	457.6	.....	.....
February.....	263.5	.....	264.4	187.3	187.0	286.844	18.0776	227.020	121.9	369.2	.....	478.6	.....	.....
March.....	269.2	.....	266.6	188.0	187.0	286.430	18.0732	227.977	126.1	378.1	.....	496.8	.....	.....
April.....	269.4	.....	270.0	189.8	190.0	291.404	18.4656	230.313	130.5	385.4	\$ 1,940	505.6	.....	.....
May.....	275.8	.....	273.4	191.1	191.0	288.030	18.9133	226.665	125.7	387.8	.....	515.4	.....	.....
June.....	280.6	.....	277.5	192.3	193.0	281.758	19.0091	224.843	122.7	380.0	.....	523.5	.....	.....
July.....	284.0	.....	278.5	193.1	198.0	285.744	19.1849	232.575	123.3	389.9	\$ 1,954	540.6	.....	.....
August.....	284.3	.....	284.9	195.9	203.0	287.376	19.1162	232.058	122.2	405.0	.....	544.1	.....	.....
September.....	285.3	.....	283.5	197.1	207.0	294.276	19.0485	232.882	123.2	410.5	.....	545.8	.....	.....
October.....	289.6	288.0	282.6	197.8	205.0	284.213	19.0167	233.227	119.0	416.1	\$ 1,965	557.5	285.5	370
November.....	290.9	288.7	282.6	195.3	206.0	285.625	18.9110	230.529	118.8	413.7	.....	551.7	284.3	367
December.....	288.8	300.4	277.2	196.0	207.0	291.220	19.0376	230.375	.....	407.9	.....	468.9	282.6	372
1919														
January.....	286.5	283.5	265.9	190.7	203.0	299.142	18.5348	230.146	119.7	401.8	\$ 1,929	412.7	283.2	369
February.....	279.8	289.8	263.8	187.5	197.0	281.723	17.6344	220.050	116.7	393.5	.....	406.4	281.6	358
March.....	277.6	296.3	260.1	184.7	201.0	297.961	17.2244	217.037	122.9	389.1	.....	410.9	272.7	354
April.....	279.6	293.3	262.4	184.6	203.0	311.801	17.2795	219.973	129.8	384.0	.....	415.7	273.2	339
May.....	284.1	274.7	261.2	194.6	207.0	313.041	17.2376	222.193	128.0	375.8	.....	424.4	283.7	.....
June.....	284.1	277.7	261.3	194.4	207.0	301.435	18.0900	227.973	122.9	381.5	.....	448.1	301.6	.....
July.....	294.0	281.4	263.2	206.4	219.0	313.647	18.8964	233.707	127.9	.....	.....	450.4	.....	.....
August.....	301.1	299.7	295.9	212.7	226.0	309.820	20.0317	241.650	126.7	.....	.....	460.2	.....	.....
September.....	301.5	.....	299.4	214.8	.....	280.279	19.4720	238.342	116.9	.....	.....	.....	.....	.....
October.....	299.6	.....	308.9	224.3	.....	277.028	.....	.....	111.2	.....	.....	.....	.....	.....
November.....	307.7	.....	317.5	.....	.....	282.436	19.9026	.....	114.6	.....	.....	.....	.....	.....

*230 Commodities 1890—1909; 272, 1910—1914; 271, 1915—1919.

†Continuing Sauerbeck's index number.

‡Foods only.

§Quarter beginning in month specified.

Italy

The Municipal Labour Office of Rome reported the general level of food prices in September, 1919, to be 3.5 per cent higher than in August, and 114 higher than in the first half of 1914. Including prices of other necessities (clothing, fuel, lighting, etc.), the general level was 109 per cent above the pre-war level. The Municipal Labour Office of Milan reported the cost of maintaining the pre-war standard of living at prices in October, 1919, to be 6.8 per cent greater than in September and 223 per cent higher than the first half of 1914. The cost of clothing was 275 per cent higher; heat and light 120 per cent and rent 8.3 per cent.

Switzerland

The Statistical Bureau of the Union of Swiss Co-operative Societies, reported the general level of food prices on September 1 to be 3.4 per cent lower than on June 1, and 141.4 per cent higher than on June 1, 1914. The cost of food, fuel, light and soap was 150 per cent higher than in June, 1914.

Holland

The Director of the Municipal Statistical Bureau of Amsterdam has reported the index number of retail food prices in September, 1919, to be 1.7 per cent lower than in August, but 103.2 per cent than higher in 1913.

Mexico

The Department of Labour reports its index number of the prices in Mexico City of the principal articles of consumption for October, 1919, to be 190.57 as compared with 169.14 for January, 1918, and 100 for 1910.

India

The Department of Statistics has reported the index numbers of commodity prices as follows, prices in 1913 being 100:—

	1918	Jan.-June 1919
Food and drink	143	202
Textiles	167	182
Jute	67	120
Oilseeds and oil	99	179
All commodities	157	190

THE BOARD OF COMMERCE OF CANADA

INVESTIGATIONS begun by the Board during September were continued, in some cases, during October and November. The local enquiries in many of the cities were concerned chiefly with the prices of milk proposed for the winter months, and in most cases the principle of basing prices on cost of production and distribution with fair margins of profit was adopted as a basis of adjustment, with changes upward or downward according to the cost of feed, etc.

As a result of the inquiry into the retail clothing trade, which was made most exhaustively at Toronto, the Board issued an order declaring what margins of gross profit were considered fair for retail clothing dealers.

Following the order requiring that packers' and wholesalers' prices of hog products should be reduced by October 15 to the same level as prevailed on March 10, the Board postponed the date on which the order went into force, in order to afford an opportunity for hearing the representations of the packers, that prices for some cuts and parts should be adjusted according to circumstances and that all prices of pork products should fluctuate according to the cost of live hogs. These readjustments having been made on a basis approved by the Board, an order was issued fixing the margin of profits for retailers on all pork products.

On October 11, the Board issued an order declaring that drugs, medicines, etc., were necessities of life, thus bring-

ing the trade in these commodities under the jurisdiction of the Board. A charge as to profiteering in the filling of a prescription by a druggist was investigated, the Board finding that profiteering had occurred but prior to October 11, so that no prosecution could be made. Two charges as to combines in restraint of trade were brought before the Board. One of these was a charge against an association of wholesale grocers, preventing manufacturers from selling direct to a company, consisting chiefly of retail grocers, engaged in a wholesale grocery business. This charge was dismissed on the ground that the complainant company was not a company doing a genuine wholesale grocery bu-

siness but buying for and selling only to its own members, and that it was not in the public interest for the Board to order manufacturers to sell direct to retailers or consumers. The other charge was that a company, manufacturing incandescent electric bulbs, refused to supply tungsten wire, for which it controlled a patent, to another company desiring to use the wire for the manufacture of electric bulbs, thus maintaining a monopoly. The Board found that the defendant company was exercising a monopoly in restraint of trade through its patent and referred the case to the Minister of Justice for transmission to the Exchequer Court, as provided for in such cases by the Combines and Fair Prices Act.

AN INQUIRY INTO RENTS IN CANADA

THE statistics as to prices, retail and wholesale in Canada, published monthly in the LABOUR GAZETTE since January, 1910, have included a statement as to the average rent for six-roomed workingmen's houses, with sanitary conveniences and without, in each of the cities considered. The information as to these average rents was obtained from month to month, from representative real estate agents, by the correspondents of the LABOUR GAZETTE, resident in each of these cities.

During the investigation into the Cost of Living in Canada by the Board of Inquiry, appointed in December, 1913, of which Mr. R. H. Coats, then Editor of the LABOUR GAZETTE and Chief Statistician of the Department, was a member, statistics were obtained from real estate agents as to rentals for not only six-roomed workingmen's houses but for retail stores and down town offices. These statistics have been brought up to date from time to time. In Canada as in other countries, rentals have shown a strong tendency to rise during the past two or three

years owing to the cessation of house building during the war, the extent of the increases varying greatly according to local conditions in each city and also according to special circumstances in the different parts of the same city, the supply of houses in each size, etc. It has therefore been decided to extend the scope of the statistics on rentals to include houses of various sizes and conditions in the different parts of the cities, etc. So far as possible the statistics are being secured back to 1910, the information being obtained by the correspondents of the LABOUR GAZETTE in each city, assisted by officers of the Department in the large cities. Information as to typical houses of various sizes and classes in different parts of each city is secured from householders, real estate agents, owners, etc. From the information thus obtained it will be possible to calculate averages of the rents paid and to construct index numbers of rents of houses to show the changes in rentals for the various classes of houses from time to time throughout the Dominion.

AN INQUIRY INTO RENTS IN THE UNITED STATES

AN extensive investigation into the cost of living for workingmen in the chief industrial centres of the United States by the Bureau of Labour Statistics, begun in the summer of 1918, included an inquiry into housing and rents. A summary of the information as to rentals secured was given in the September issue of the *Monthly Labour Review*, the journal of the Bureau of Labour Statistics. The statement is begun with the following comment:

During the past three or four years housing has been an acute problem in nearly all countries. This has been due primarily to the fact that during the war the construction of ordinary residences ceased almost entirely. In addition, the problem was intensified in many communities by a very rapid increase in population due to the demands of the shipyards and other war industries for labour. In ordinary times, in large cities, there is always a considerable amount of overcrowding and congestion. This condition, however, is usually due to poverty rather than to an actual shortage of available house space, whereas under the recent war conditions the problem confronting many communities was an actual insufficiency of houses.

Scarcity of house room led to an increase of rents. In most communities, however, rents rose much less rapidly than did the other important items of family expenditures, such as food and clothing. In some cities the increase in rents was almost negligible, and in very few places was the increase over pre-war rents as great as 40 per cent, whereas food in many places rose more than 90 per cent and clothing more than 100 per cent. In this connection it should be noted that the wide variation in rent increases between cities was in considerable part due to the varying degree in which industries were established or flourished. While certain shipbuilding and munitions centres underwent a very rapid increase of population, in other places, notably in certain mid-western cities where there were no important war industries, there was probably a decrease of population due to the leaving of workers for the war-industry centres and to the operation of the draft laws.

It is, of course, possible to collect data of rents with a high degree of accuracy, as rent is almost always a fixed monthly sum. The problem of accuracy in dealing with rent lies essentially in getting a sufficiently large number

of schedules to be representative of the various types of houses and of the various residence sections of a city. In the present investigation field agents obtained family schedules, including rent data, for an average of approximately 100 families in each locality. In addition, rents paid on several hundred more houses were ascertained from real estate agents by investigators who were collecting retail prices for the purpose of measuring the increase in the cost of living. A larger number of cases would, of course, have been desirable, but the number available is large enough to estimate average rents with a fair degree of accuracy.

Ninety-one localities were included in the inquiry. Taking the rents paid by families living on incomes between \$1,200 and \$1,500 per year, the average worked out at \$174 per year, or approximately \$15 per month. The small cities were found to be low in the amount paid for rent. On the other hand rentals were high in some of the rapidly growing localities in which there was a high development of war industries, as Seattle, Detroit and Bridgeport.

As the incomes and sizes of families included in the above calculation varied greatly from city to city, a comparison was made of the rents paid by average families of five living on \$1,300 per year in forty-five of the cities. The average rental for these worked out at \$167 per year or \$14 per month. In New York, Chicago, Philadelphia and Boston, the average was \$185. The average rentals in the Southern cities were lower than in the Northern.

The statistics were also analyzed by classes of houses, that is according to number of rooms, whether heated, supplied with running water, etc.

In this calculation rent for five-roomed houses with bath and water, but no heat, averaged from \$24.09 in Salt Lake City to \$12.98 in Baltimore, the average in Detroit being \$18.87, Philadelphia \$14.39, and Seattle \$21.94. In New York there were practically no houses proper, but flats, apartments, etc. Rents for five-room apartments with bath but no heat averaged from \$32.29 in Butte,

Montana, to \$13 in Fall River, Mass., and \$21.86 in New York City.

The statistics were also analyzed according to the number of persons per room. It was considered that in an average family more than one person per room involved overcrowding. It was

found from an examination of the statistics that in families of five (man, wife and three children of average ages) living on \$1,300 per year there was practically no overcrowding, but that in such families on incomes of \$1,000 per year or less there was overcrowding.

COMMISSION TO CONTROL RENTS IN WASHINGTON, D.C.

THE November issue of the *Monthly Labour Review*, published by the United States Bureau of Labour Statistics, contains a description of an act to check rent profiteering in Washington and also gives the text of the legislation.

In October, the Congress of the United States passed an amendment to the Food Control Act, providing for a commission of three members to prevent profiteering and excessively high rentals for real property in the Federal District of Columbia which includes the capital, Washington. The act is declared to be emergency legislation and operative for two years.

The Commission is charged with the determination of what rents are reasonable and is authorized to hold hearings after notice and fix what may be regarded as fair and reasonable rentals. Appeals within ten days are allowed to

the Court of Appeals of the District of Columbia. The Commission is given full power to compel the production of evidence and the attendance of witnesses, to make regulations, and to fix standard forms for leases and other contracts. It is also provided that all leases which expire shall continue at the option of the tenant, subject to the regulations of the Commission and that the regulations and conditions fixed by the Commission shall remain in force pending an appeal from its rulings.

If any landlord charges or collects any rental in excess of an amount fixed by the Commission he is liable to pay double the amount of the excess and the costs of the proceeding. Violations of the act by the acceptance of bonuses or through fictitious sales are punishable by a fine of not more than \$1,000, or imprisonment of not more than one year, or both.

SOUTH AFRICAN COST OF LIVING COMMISSION

Reports on Profits, Rent and Housing and General Report

THE Commission was appointed Nov. 13, 1917, succeeding the Advisory Committee on Food Supplies.

Terms of Reference

To inquire into, advise, and report upon:

(i) The sufficiency or otherwise of the stocks, present and prospective, of essential foodstuffs in the Union or obtainable from outside the Union, and if such stocks be found to be insufficient to make recommendations as to the best means of supplementing them, either by importation, by stimulation of local

production, by the restriction of export or otherwise as may be deemed most effective;

(ii) The increase in the cost to the Union Consumer of the necessities of life, and to make recommendations as to the measures which should be adopted for reducing such cost or preventing further increase therein, with particular reference to the following possible expedients.

- (a) The regulation of prices.
- (b) The expropriation of stocks.
- (c) The abolition or control of combines established for the purpose of destroying competition or maintaining prices.

- (d) The suspension of import duties.
- (e) The modification of railway rates.
- (f) The acceptance by the Government of liability or partial liability for insurance against marine war risks on imported commodities.

and in addition the Commission was instructed to investigate (iii) whether undue profits are being made upon necessary commodities.

Interim Reports

Interim Reports were made by the Commission wherever specific Governmental action was considered necessary. These were nineteen in number between December, 1917, and August, 1918, as follows:—

(1) Co-operative Societies, recommending government financial assistance; (2) Wheat, recommending fixing maximum prices; (3) Standard Flour and Bread, recommending provision for standard mixtures of wheat and other flours; (4) Supervision of Distribution, giving notice of monthly publication of statements of cost of living in the nine chief centres and recommending the appointment of local committees to receive complaints and forward them for investigation; (5) Control of Imports, recommending that shipping space for imports be preserved for necessities and the importation of other articles (to be listed) only under license; (6) Cost of 1917-1918 Wheat Crop, recommending price for the crop; (7) Candles, finding an increase of 2d. per lb. necessary; (8) Wheat, Flour and Bread, production of government regulation flours; (9) Accounts of Mine Storekeepers showing profits, expenses, etc., 1914-1917, giving reasons why it is advisable to fix selling prices but recommending the appointment of a board to explain to the natives and investigate complaints; (10) On Rents, summarizing evidence and recommending fixing of fair rentals by some public authority; (11) Paraffin Prices, agreeing to increased prices; (12) Rice, recommending the fixing of prices of rice, arrangements being made for advisory Committees of Chambers of Commerce in connection with supply and dis-

tribution; (13) Sugar industry, recommending the obtaining of full information as to flood damage; (14) Local Cost of Living Committees, recommending that the chairman be empowered to require any person to declare amounts of stocks of necessities; (15) Supply of pure flour to biscuit and macaroni manufacturers; (16) Matches, recommending fixing of prices; (17) Paraffin and Petrol, recommending of fixing of retail prices; (18) Importation of Mauritius Sugar, stating 10,000 tons could be absorbed without affecting prices. (19) Export of Meat, recommending advertisement of the fact that freight for meat to be sold in the open market will not be available.

In some cases these reports were acted upon by the Government. In addition the Commission made investigations into the cost of manufacture and the stocks of butter, the increase in the price of bread, soap, ice, saccharine, tea, coffee, coal, fish, meat, "Tiger" oats, salt and chemical supplies.

Manufacturers in some cases were asked not to increase prices until the Commission had satisfied itself that increases were reasonable. In some cases increases were not sanctioned.

Under the terms "necessaries of life" as defined in their reference, the Commission decided that all articles of food and clothing which entered into the expenditure of a normal family, and house rent were included.

The cost of living statements were issued monthly, based upon the retail prices of food, fuel, clothing, rent, etc., secured in the nine centres by Custom officials, agents, etc. The prices published were thought to enable any person to ascertain overcharges and through the local committees to obtain redress. The changes in the cost of living from month to month were also shown by the calculation of a standard family budget, prepared in 1913 from returns from 326 employees in the railway service. Arrangements were made with the Statistics Office to co-operate with the Com-

mission and place the cost of living calculations upon a more scientific basis.

Regulation of Prices

In regard to regulation of prices the Commission decided that there were some Commodities for which maximum prices could be fixed with advantage to the consumer, but that each commodity must be dealt with on its merits. From time to time, therefore, maximum prices were fixed, upon recommendation of the Commission, for sugar, rice, matches, paraffin and petrol. In addition, the Commission recommended the fixing of prices of wheat, flour and bread. The report states:

In each of these cases the decision to fix prices was only arrived at after the fullest investigation; the Commission being satisfied that the fixing of these prices was both advisable and practicable.

In fixing maximum prices care has to be taken to allow the producers and/or the necessary distributors a fair margin of profit. Unless this is done it is quite possible, as has happened in some countries, that the particular commodity dealt with will disappear from the market, and the consumer instead of getting the goods even at high prices, will not be able to get them at all.

In the case of standard commodities manufactured in the Union, like Sugar and Matches, where the cost of production is easily ascertained, there is little or no difficulty in fixing maximum selling prices; this difficulty arising chiefly in connection with articles, either manufactured locally or imported, in which there is a great variety both in quality, design and price, such as drapery, hardware, clothing, boots, etc.

In the latter cases the great objection to the fixing of maximum prices generally is that such prices must necessarily be arrived at class by class and on the basis of the highest priced articles of each class dealt with. The tendency, therefore is, immediately a maximum price is fixed, for all the articles in the class affected to be sold at such maximum price. In such cases, therefore, the fixing of maximum prices may aggravate existing evils.

The main reason which prompted the Commission to recommend fixing the selling prices of the articles mentioned, was the fact that whenever there was any temporary shortage of supplies, speculation and intertrading became rife and prices were consequently enhanced.

Your Commissioners are satisfied that, in

spite of a few minor evasions of the regulations put in force, the fixing of the prices referred to has had a marked steadying effect, and has to a large extent eliminated speculation and the unjustifiable raising of the prices of these commodities. The fixing of the prices of other necessary commodities is under consideration.

Combines and Trusts

Under this topic the Commissioner reported:

Section 2 (c) [of the terms of reference] relates to the abolition or control of combines established for the purpose of destroying competition or maintaining prices, and several associations of merchants of this nature have come under notice.

To prevent the formation of such alliances may be impracticable, for if open combinations of this nature are forbidden there is nothing to prevent private agreements being made without any ostensible organization which will give the same results; and further, as long as these associations confine themselves to eliminating the expenses of competition without raising prices, or merely agree as to the terms of credit that should be granted to customers, the consumer does not suffer. Such associations, however, do not stop short at this stage, and in many instances merchants' selling prices are mutually agreed upon. In fact, one association which gave evidence admitted that it was formed among the wholesale merchants with the object principally of controlling prices.

The evidence received by the Commission makes clear that wholesale merchants have an understanding with agents and local manufacturers regarding their supplies to co-operative societies and other retailers which prevents these societies and retailers buying on wholesale terms no matter what quantity they take or what terms of payment they offer, thereby increasing retail prices so that the consumer suffers.

It is true that some manufacturers prefer to make use of the wholesale merchant for the distribution of their goods but others do not, and in the opinion of the Commission any attempt to compel the South African manufacturer to deal only with the wholesale merchant and thereby as a necessary consequence compel the consumer to pay the wholesaler's expenses and profit as well as the retailer's, is neither just nor right.

The Commission considers that it would be an important step towards securing more economical distribution of goods manufactured in South Africa if legislation could be framed providing that all Union manufacturers be compelled to supply their wares on the most favourable terms to any bona fide

trader, association of traders, or co-operative society in a position to make satisfactory arrangements as regards payment for the goods in question, and willing to take the quantities usually supplied to wholesale traders.

Manufacturers' Packages

It was also recommended that manufacturers of articles usually sold by weight or measure should mark conspicuously on the immediate container of the goods the actual net weight or measure and that whenever or wherever possible it should be made compulsory for goods to be made up in packages of standard weight or measures.

Import Duties

On the suspension of Import duties as a measure to reduce the cost of living the Commission could not agree, two members recommending against it, while the third presented a report on the effect of customs duties on the cost of living, recommending that the customs duties on certain foods and necessities be removed, and that an investigation should be made into a more scientific method of protection for South African industries where necessary, that the 20 per cent. tax on clothing, boots and household utensils be removed at the earliest possible date and that the equivalent revenue be found from one or more of the following sources: (a) The taxation of all war profits. (b) The taxation of unimproved land values. (c) The taxation of luxuries.

The Commission also recommended that preferential freight rates for South African goods should be abolished, as the purposes intended were not being accomplished nor were the consumers being benefitted. On Rents and Housing the Commission reported that there was a shortage of housing accommodation and rentals were rising after a fall in 1914 and 1915. Some municipalities were promoting the building of houses, and this action was commended to the others. As the government did not act on the Commission's recommendation to give it

power to deal with profiteering landlords these were not dealt with.

Profits Report

On profits the Commission made an extended report. In making the investigation into profits the Commission found it necessary to ask for additional power to obtain from dealers, etc., particulars as to their turnover, profits, expenses, etc., for the previous five years. This power was obtained. In reviewing business conditions the Commission stated:

In the first place, the importing merchant occupies here a specially important position, both because many of the country's requirements, not being produced locally, have to be brought from overseas, and also because local merchants have to supply the requirements not only of the white population, but in addition the steadily increasing wants of a native population outnumbering the whites by five to one. Relatively, therefore, the commercial element of the white population counts for more in South Africa than is the case in other countries.

In the second place, owing to the time which must elapse between the purchase of manufactured goods overseas and their arrival in the local market, mercantile businesses cannot be effectively carried on in South Africa, without large capital, and this is the direct cause of the further fact that the retail trade of the country is largely carried on by firms who are not independent, but are supported and controlled by the importing wholesale houses; the result being that there are many obstacles in the way of open competition, and even in normal times firms of special ability or enjoying special facilities realise high rates of profit.

The leading idea of any merchant carrying on business is to develop that business, and this he can only do by maintaining adequate stocks and selling his goods at prices governed by the conditions of the time and the customs of the trade. What his profits actually are, depend, therefore, upon a number of circumstances both material and immaterial, among which may be mentioned the amount of his capital, his own ability, the position of his business premises, the confidence he inspires and his business connections.

Taking a number of businesses of the same kind in competition in any open market, selling prices tend to coincide with those which will just cover the cost of goods to, plus the expenses of, the least successful competitor whose supply is necessary to make up purchasers' requirements; and the profit made by

any individual merchant is, therefore, a measure of his superiority over this competitor in trade facilities, knowledge of the market, and business capacity. As the cost of goods increases the merchant is, therefore, able to raise his prices without alienating his customers, for they cannot purchase the same goods more cheaply elsewhere; but the extent of this increase is again affected in every case by the amount of the available stocks in his hands and in those of his competitors which have to be consumed before new goods arrive. In the case of goods which have to be indented for long beforehand, as is the case in South Africa with goods obtained from Europe, the merchant has also to bear in mind the possibility of oversea fluctuations of price, all of which in these days of telegraphic communication and rapid transport immediately affect the value of local stocks.

This being so, it is clear that the demand for goods at the prices the merchant considers fair, will be governed by the quantities his competitors have to sell at these or lower prices, and that, as both he and they have to replenish all stocks as they are depleted, very important factors in this demand are the prices at which these stock can be replaced. If these replacement prices are below those at which his stocks have been purchased and the necessary transport is available, he will have to lower his selling prices without regard to cost, or remain with his stock on hand. If above, he can raise his selling prices whether transport is available or not, knowing that any competitor who runs short of goods can only afford to sell at the increased prices determined by their cost of replacement.

Under normal conditions these market fluctuations, and the rule of selling at replacement prices which is their consequence, only concern the consumer to a limited extent, for prices tend to fluctuate about some mean which is determined by supply and demand, and the efforts of the middlemen are always directed to smoothing out price inequalities. This applies specially to the retailer of food stuffs, whose direct interest it is not to disturb his customers by changing his prices if this can possibly be avoided.

Under existing war conditions, however, this state of things is greatly modified, for not merely has the movement of all prices been steadily upward since the war commenced, a movement which is likely to continue, but the amount, the nature and the cost of all goods manufactured have been affected by unforeseen and unforeseeable events—by shortage of raw material, increase of wages, Government control of factories, transport difficulties, etc.; and meanwhile there is no cessation and little alteration in the community's demand for necessities.

Under these circumstances the merchant is in a position to advance his prices irrespective

of the cost of goods he has in store, and the conditions under which he works may so develop that the only checks upon this increase are the necessity of keeping his regular customers supplied and satisfied, and the fact that his capital is limited, and he therefore has to sell before funds for new purchases are available. This last limitation becomes less, however, with every additional amount of profit which he can reinvest in his business, so that, whatever the rate may be at which prices are advancing, his capacity for exacting higher prices increases still more rapidly. In the case of foodstuffs, these possibilities are reduced by the limited periods for which goods remain fit for use; but this check does not apply to clothing and many other necessities of a non-perishable character, and in the case of clothing, changes of fashion which so seriously affect the profits of the dealer in soft goods in normal times, are practically non-existent today, so that, everything he buys he can sell, and sell at a profit. During the war period traders have also succeeded in finding a market for goods which in pre-war days they had failed to sell.

After stating arguments advanced for the merchants that they should base selling prices on replacement costs the Commission reports:—

There is a measure of truth in all these arguments, but they one and all regard the position too much from the standpoint of the merchant and too little from that of the consumer. They do not pay sufficient attention to the fact that merchants' businesses should bear their full share of war risks and burdens. In their personal capacity as citizens traders may be doing so, but they virtually claim as merchants that the community should bear the burden of placing them individually and collectively beyond all possibility of ultimate business loss; and today this is even less defensible than if they claimed, as they have not thought of doing, that their sons should be exempted from war service. Too high a price can be paid for any material advantage, and how can the value to the country of the financial soundness of merchants, and still less of their prosperity, be compared with what is infinitely of greater moment,—the lives and well-being of the community.

In view of the steady and rapid rise in prices it seems difficult to justify the continuance, and still more difficult any increase, of the pre-war rates of gross profit, calculated as they are in the form of a percentage on landed cost. Even if these pre-war rates were justified as the result of market conditions over a period of many years it does not at all follow that with higher prices and for the same service to the community the same percentages should be charged and proportionally

larger profits realized. In a number of instances the prices of goods today are more than double their pre-war prices and the number of such prices is steadily increasing. To make even double the gross profits in war time in respect of the same service to the community cannot be considered either reasonable or necessary from any point of view, especially when it is borne in mind as the statements demonstrate, that generally speaking trade expenses have not increased to any corresponding extent, so that the greater part of any increase of gross profit becomes nett profit.

Full information on this point shows that, apart from Bakers, Butchers, and retail Grocers whose war profits are below pre-war standard, the gross profits of the businesses included in the Commission's Tables for the years 1915, 1916 and 1917, exceed their 1914 figures.

In this connection it may be pointed out that the expenses figures shown in the Tables include the payments made in respect of Income Tax and Excess Profits Tax.

In reference to the meat trade the Commission recommended that a special Meat Trade Investigation Commission be appointed to prepare a scheme for reorganization on sounder lines, that the remedy lay in farmers adopting some form of co-operative marketing and in municipal and other control of local sales wherever possible. Reference was made to state action in Australia in operating state butcheries and retail stores.

In reference to co-operative stores the Commission not only recommended that these should receive Government aid but that legislation should be passed allowing these stores to be established and carry on business on mining ground. It was also recommended that provisions should be made for supplying stores dealing chiefly with natives from a central buying agency with subsidiary stores, so as to remove the widespread dissatisfaction at the prices charged. The Commission also condemned the speculative buying and intertrading found to exist and cited laws

in other countries to prevent it, by prohibiting any advance in prices in such trading.

The conclusions of the Commission follow:—

- (1) That undue profits have been made by wholesale merchants in foodstuffs, boots and shoes, soft goods, and hardware, and that these profits will tend to increase still further both in percentage and amount as prices continue to rise;
- (2) That to a smaller extent undue profits have also been made by retail drapers, retail hardware merchants, Indian traders, outfitters, boot and shoe dealers, and chemists, approximately in the order named;
- (3) That bakers, butchers and retail grocers have not made the profits they did in pre-war days, and that many of the small firms have had a severe struggle for existence.

These findings should be supplemented by pointing out that the difference in the results obtained by the various classes of trader is due to the differing conditions under which they obtain and supply the goods they deal in and not to any difference in their business methods.

The Commission also finds that wholesale merchants during the war period have certainly increased their control over retail trade, and that this is not in the interests of the country. If retailers can look to becoming independent the calling will attract capable people, but if (as is widely the case in South Africa) retail trade holds out nothing but the prospect of life-long dependence upon some supporting house, unless a gambling venture should remove the incubus of debt, the Union of South Africa will obtain an unsatisfactory class of retail trader and the community will suffer. The whole position can be summarised by saying that a point has been reached where the interests of wholesale merchants have commenced to diverge from those of the general community which is inadequately protected by competition (see paragraph 68), and that some form of Government control has therefore become necessary.

The Commission also recommended that the export of meat be prohibited until the wants of the South African consumer were met at a reasonable price, that the Director of Census and Statistics should obtain from dealers

and publish each year the totals as to turnover, expenses, profits, etc., and that a modified and heavier excess profits tax be introduced with steeper grading, such tax to absorb all profits above some agreed percentage, and finally that the necessity for an effective control of prices and profits remain-

ed even though the war had ended. A memorandum by one of the members of the Commission, Mr. Thomas Baydell, M.L.A., dealt with 14 topics, including Profiteering, Supply and Demand, Industrial Unrest, Wages and Prices, Labour and Capital, Past-War Labour Problems, State Socialism, etc.

PRICES AND COST OF LIVING IN SOUTH AFRICA, 1895-1919

Report on Statistics of Retail and Wholesale Prices, Rents and Cost of Living, by the Office of Census and Statistics

IN the first report on prices and cost of living issued by the Office of Census and Statistics for the Union of South Africa, recently issued, the Director states that the results of the investigations have been published at an earlier date than would otherwise have been the case. (1) Owing to the urgency of the question of the cost of living; (2) because the statistics published by the Cost of Living Commission during 1918 were being continued and it was essential that the methods and purpose of this statistical work should be understood; (3) criticism as to the methods adopted may lead to improvements; (4) publication of the data will make it possible for various persons to make calculations for any specific purpose.

The Economic Commission of 1913 had dealt chiefly with prices, rent, cost of living and wages, and had advised the Government to undertake the establishment of a section of statistical work on these subjects. Subsequent commissions appointed in 1916 and 1917 to deal with these subjects found it necessary to collect data, and in the latter part of 1918 a section of the Office of Census and Sta-

tistics was constituted for the purpose of maintaining a regular service of social statistics. The new authority collated the scattered information obtained by these commissions, and from January, 1919, took over from the Cost of Living Commission the work of preparing and publishing monthly statements as to the cost of living. Statistics for previous years also were collected to a considerable extent. It was considered advisable to include figures as to wages and employment, but such data were not available in a sufficiently comprehensive form for publication with those on prices and rents. A plan for obtaining statistics on currency, banking and financing was also undertaken.

Index numbers of retail prices and rents and of wholesale prices have therefore been calculated and published in the report, and steps were taken to construct an index number of import and export values similar to that of the Australian Commonwealth Statistician.

Retail Prices

The index number of retail prices and cost of living included retail prices of

food, fuel, light and rent, calculated also by groups; I. (A) Cereals, and (B) Other Foods (not animal products). II. Dairy Products. III. Fresh Meat. IV. Fuel, Light and Sundries. The articles included were bread, flour, oatmeal, maize meal, breakfast oats, Kaffir corn meal, Boer meal, rice, tea, coffee, sugar, golden syrup, jam, potatoes, onions, butter, cheese, bacon, ham, lard, eggs, milk, condensed milk, beef (sirloin, topside, gravy, brisket, short rib, neck), mutton (leg or loin, shoulder, rib, flank), paraffin oil, coal, candles and household soap.

Retail prices statistics were secured for these commodities in the nine cities back to 1910, the year of the Union. Prior to that date retail prices of most of these commodities had been collected and published by the governments of Cape Colony and Natal as far back as 1895. It was therefore possible to calculate the index numbers for six of the cities back to 1895 and also to include prices for Pretoria, Johannesburg and Bloemfontein from 1910.

The index number was weighted according to a family budget adopted in 1913 by the railway administration, later by other authorities, and finally by the Cost of Living Commission for its calculations of the cost of living from month to month during 1918. It was, however, decided to obtain statistics for a weighting system on a broader basis.

There has also been misconception as to the use made of the family budget referred to in the preceding paragraph. The budget, though merely an *average* taken out as the result of a special enquiry, has been regarded as representing a *minimum* household expenditure; while the practice initiated by the Cost of Living Commission and subsequently continued by the Statistics Office of publishing tables purporting to cover the *whole cost* of the upkeep of a family, has likewise served to mislead the public. The budget serves only to mark out the proportionate consumption of the part of the

community of various staple articles of food, fuel, light and expenditure on rent. Though erring on the liberal side, and comparing not unfavourably with budgets utilized for similar purposes in other countries, it is essentially a reasonable budget, and is even less arbitrary and artificial than such a budget, for example, as that adopted for statistical calculations of precisely the same kind in New Zealand or Canada. But it does not purport to represent actual consumption at the present day. Nor is it necessary for the purpose in view that it should do so.

It is essential that misconception in this respect should be definitely removed, and that it should be clearly understood that the function of these figures, and the function of the Statistics Office in making them public, is not to investigate the present regimen of the community, nor to indicate any changes which may be adopted with supposed advantage, but to measure price movements by the only practical and accurate method which experience has yet devised. If the Statistics Office has by means of the application of certain principles indicating, for example and in popular form, the relative changes in the purchasing power of the sovereign in different localities and at different periods, it has accomplished its object, and has rendered a useful service, firstly in placing those facts on definite record, and, secondly, in establishing an index for the purposes of comparison and by means of which, to assume a practical point, any person or persons can measure the "value" or "worth" of the wages they pay or earn.

The part taken in these investigations by the figures denoting the proportionate extent of the consumption of certain articles may be understood if the following principles are considered. It is essential for this purpose that (a) the articles enumerated, and (b) the exact relative quantities thereof, should be constant in any two or more periods which are compared. Any change in either of the above factors (a) and (b) would nullify comparisons.

Quotations of retail prices were collected from the nine centres, representative dealers having been asked to report each month the price for each article or grade at which he sold the greatest proportion of that commodity or grade. From the returns of all the dealers in each city, the most commonly occurring price was selected as the predominant price for that city, or if no price predominated, the average was taken.

The Cost of Living Commission had confined its statistics to the nine chief

cities, but the Statistics Office extended the work to include twenty-one cities and towns and divided them according to geographical and economic features, for instance the coast towns were placed in one division because a large part of the goods used are imported, and freight rates from the ports inland cause natural price divisions according to distance, etc. The average prices for each division and for the Union are weighted according to the population of each town or city included.

In rents, statistics as to houses with from three to six rooms were obtained by means of a special census of rents taken under the Statistics Act for August, 1918. Some 20,000 houses were covered, the figures being furnished by occupiers, owners, agents, etc.

The Cost of Living Commission included in its calculations figures as to the cost of clothing, boots and items of miscellaneous expenditure. The Statistics Office, however, did not include these items for the reasons quoted below:

And it is necessary to emphasize the point that definite limitations have been placed upon the statistical treatment of the subject of the cost of living, and that there is no possibility of presenting any figures, making any calculations, or providing any exact data to cover the whole ground. Nevertheless, it has been found elsewhere, and experience confirms the fact in respect of the Union also, that the cost of the commodities and services taken into account in the tables published by the Statistics Office monthly, and in the somewhat fuller tables given in Appendix A, covers practically two-thirds of the necessary expenditure of an average household, and covers it with a degree of certainty which would never be possible were the list of commodities and services widened in an attempt to include the whole of ordinary household expenditure. It is true that the Cost of Living Commission committed itself to certain figures representing the estimated expenditure on clothing, boots, and the balance of miscellaneous expenditure outside that included in the tables given in Appendix A, and in this way dealt with the total expenditure of a family. Furthermore, the Statistics Office has utilized these figures in the first two of the monthly tables published from January, 1919. This has been done, however, to preserve continuity with the previous statistical publications of the Commission, and not because the

figures were accepted as statistically justifiable, the objection being that they import into the matter elements which are uncertain, and therefore not measurable. They do not, for example, represent the full increase in the price of clothing and boots, an increase which has caused the majority of people unquestionably to modify their standard of comfort. If this increase is to be included at all in the calculations of this kind, it must be determined precisely and included in its entirety.

The Statistics Office also discontinued the monthly publication of prices bulletins initiated by the Cost of Living Committee, and after June, 1919, began to issue quarterly bulletins giving the monthly variations for the nine principal towns, and quarterly figures for the seven geographical divisions of the Union, the effect of the quarterly statements being to smooth over the seasonal variations, which occur in accentuated form in respect of such items as dairy produce, and therefore give a truer index of the real movement of prices.

Wholesale Prices

The Statistics Office constructed an index number of wholesale prices, 188 articles being included, for which quotations were secured back to January, 1914, but it was expected later to secure quotations back to 1910, the year of the constitution of the Union, which would then be used as the base year for the index number as in the case of the retail prices index number. In the calculation of the index number, the figures for the several commodities were weighted according to their relative importance in consumption during 1917. In the case of some commodities for which satisfactory information as to consumption could not be obtained it was considered necessary to exclude the figures from the calculation of group index numbers. In discussing the question of weighting it

is pointed out in the report that 1917 would be an abnormal year, that consumption from year to year changes, and that it had been decided to use each year weights based on the consumption during the previous year unless experience should show this method to be unsatisfactory. Under the question of weighting an interesting point appears in the fact that the item wool is omitted from the calculation because only a small quantity is used in the manufacturing

establishments of the country (500,000 lbs.), although South Africa has a considerable production for export. This item would therefore appear in the index number of export and import values.

The report is printed in both English and Dutch and is illustrated by numerous diagrams showing the prices movements by groups and for the various towns. The accompanying tables give the index numbers by groups and for all commodities included.

INDEX NUMBERS OF WHOLESALE PRICES IN SOUTH AFRICA BY GROUPS,
1914-1919.

(Prices in 1914=1000)

Date	I. Metals	II. Jute, leather, hides and skins	III. Grains, meal, etc.	IV. Dairy produce	V. Groceries	VI. Meat
1914, January.....	1000	1000	1000	1000	1000	1000
1915, January.....	1417	1073	1124	1108	1073	1013
1916, January.....	1926	1198	1147	1136	1127	1066
1917, January.....	2929	1400	1393	1163	1275	1155
1918, January.....	4130	1769	1376	1259	1396	1296
1919—						
January.....	3838	1773	1454	1281	1433	1373
April.....	2770	1694	1479	1421	1448	1311
July.....	2797	1663	1609	1686	1672	1365

Date	VII. Building materials	VIII. Chemicals	IX. Fuel and light	X. Soft goods	XI. Miscella- neous	All groups
1914, January.....	1000	1000	1000	1000	1000	1000
1915, January.....	1087	1155	1047	1180	1189	1109
1916, January.....	1201	1282	1146	1480	1602	1229
1917, January.....	1464	1446	1409	1960	1904	1470
1918, January.....	1832	1591	1602	2506	2291	1663
1919—						
January.....	2067	1661	1697	3147	2524	1799
April.....	1944	1627	1696	3099	2362	1758
July.....	1866	1493	1690	3069	2407	1831

INDEX NUMBERS OF RETAIL PRICES AND RENT IN SOUTH AFRICA.

Prices in 1910 = 1000

Year.	*Cost of Living, Food, Fuel, Light and Rent.	Food*	Group I. (a) Cereal Foods	Group I. (b) Other Foods, (not animal products.)	Group II. Dairy products.	Group III. Meat products.	Groups I., II., III. All Foods	Group IV. Fuel, Light, Sundries.	Group I., IV. All (Except Rent.)
1895.....	882	1045	1049	1094	989	833	990	1389	1044
1896.....	927	1152	1078	1177	1114	996	1090	1342	1120
1897.....	939	1196	1090	1159	1088	1137	1113	1240	1128
1898.....	963	1250	1016	1237	1112	1271	1144	1270	1159
1899.....	971	1259	1095	1171	1108	1292	1157	1324	1178
1900.....	1012	1250	1076	1132	1162	1243	1152	1263	1165
1901.....	1098	1357	1149	1241	1291	1349	1267	1720	1314
1902.....	1131	1482	1013	1130	1322	1540	1254	1436	1275
1903.....	1037	1295	881	1083	1207	1525	1168	1333	1188
1904.....	984	1188	933	1044	1098	1306	1091	1234	1108
1905.....	918	1152	934	971	1086	1225	1056	1182	1071
1906.....	845	1125	851	1026	1007	1186	1009	957	1002
1907.....	853	1089	849	999	1016	1151	998	954	993
1908.....	824	1071	955	948	1009	1045	992	1192	1016
1909.....	869	1063	953	1047	1001	973	991	1091	1003
1910.....	1000	1000	1000	1000	1000	1000	1000	1000	1000
1911.....	1036	1093	1163	1088	1072	1093	1105	959	1093
1912.....	1065	1138	1280	1109	1096	1172	1166	933	1138
1913.....	1077	1147	1260	1121	1117	1200	1176	933	1147
1914.....	1089	1131	1319	1072	1143	1073	1164	896	1131
1915.....	1105	1214	1489	1216	1165	1116	1252	932	1214
1916.....	1153	1312	1607	1205	1336	1158	1348	1050	1312
1917.....	1250	1446	1800	1536	1402	1222	1495	1093	1446
1918									
January....	1254	1449	1835	1420	1395	1278	1495	1135	1449
February...	1258	1460	1838	1404	1401	1299	1499	1176	1460
March.....	1274	1483	1857	1439	1454	1285	1524	1188	1483
April.....	1294	1514	1866	1467	1523	1306	1559	1181	1514
May.....	1306	1540	1885	1501	1546	1314	1579	1254	1540
June.....	1286	1523	1879	1485	1499	1314	1560	1260	1523
July.....	1262	1514	1863	1481	1461	1321	1544	1296	1514
August.....	1319	1513	1839	1484	1410	1427	1544	1283	1513
September..	1327	1526	1859	1507	1390	1483	1560	1284	1526
October....	1351	1571	1852	1643	1440	1511	1606	1324	1571
November...	1330	1522	1827	1454	1373	1533	1547	1339	1522
December...	1335	1518	1823	1403	1418	1525	1550	1334	1518
Average....	1300	1511	1852	1474	1443	1383	1547	1254	1511
1919									
January....	1331	1535	1870	1423	1486	1434	1569	1289	1535
February...	1339	1552	1863	1438	1547	1412	1585	1314	1552
March.....	1347	1555	1868	1418	1588	1384	1590	1306	1555
April.....	1359	1571	1860	1424	1630	1405	1607	1306	1571
May.....	1355	1571	1858	1431	1662	1363	1609	1301	1571
June.....	1363	1590	1875	1471	1682	1370	1629	1305	1590

*Capetown, Port Elizabeth, East London, Kimberley, Pietermaritzburg, Durban, Pretoria, Johannesburg, Bloemfontein. (Three last omitted, 1895-1910.)

MIGRATION AND SETTLEMENT

IMMIGRATION. — The opposite statements furnished by the Department of Immigration and Colonization give details as to the total immigration into Canada during the third quarter of 1919. For purposes of comparison the figures for the previous quarter and for the corresponding quarter in 1918 are also given.

The following table gives the nationality, sex and destination of all immigrants entering Canada during the third quarter of 1919:

STATEMENT OF IMMIGRATION TO CANADA DURING THIRD QUARTER OF 1919.

	British	From the U. S. A.	Other countries	Totals
1919				
July.....	5,998	4,450	629	11,077
August.....	9,428	5,149	583	15,160
September.....	7,792	4,852	775	13,419
	23,218	14,451	1,987	39,656
Second Quarter, 1919	10,379	17,429	1,470	29,278
Third Quarter, 1918	786	9,164	1,494	11,444

STATEMENT OF SEX, NATIONALITY, ETC., OF ALL IMMIGRANTS DURING THIRD QUARTER OF 1919

Nationality.	Sex				Destination							
	Adult males	Adult females	Children under 14	Totals	Maritime Prov.	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Yukon Terr.
African, South.....	2			2							2	
Argentinian.....		1		1			1					
Australian.....	8	21	7	36		2	2	2		1	29	
Austrian.....		2		2		1	1					
Belgian.....	73	192	76	341	6	80	53	65	60	50	27	
Bermudian.....		1		1		1	3					
Chinese.....	37	10	9	56		7	5	3	2		41	
Chilean.....	18		6	24		3		3		1	12	
Corean.....	1			1	1							
Cuban.....	2			2		2						
Dutch.....	7	3	2	12	1		4	2	1	3	1	
French.....	152	313	96	561	22	168	104	86	54	87	40	
German.....	1	2	1	4			4					
GREAT BRITAIN AND IRELAND:												
English.....	1,840	11,819	4,631	18,290	828	1,738	7,541	1,877	1,652	1,946	2,706	2
Irish.....	156	578	197	931	40	100	342	132	52	96	169	
Scotch.....	491	2,278	983	3,752	135	404	1,304	443	369	479	618	
Welsh.....	23	175	47	245	21	18	73	30	31	28	44	
Greek.....	7	2		9		8	1					
HEBREW:—												
Hebrew, N. E. S.....	3	6	4	13		12	1					
Hebrew, Polish.....	2	1		3						3		
Hebrew, Russian.....	8	4	2	14		7	6				1	
Italian.....	22	48	36	106	1	27	59	4		8	7	
Jamaican.....				1			1					
Japanese.....	37	77	14	128		1	4				120	
Luxemburg.....	1			2								
Maltese.....	160	18	9	187	11	31	137	3		5		
Negro.....	7	17	6	30	8	13	9					
Newfoundland.....	32	66	71	159	128	11	15				15	
New Zealand.....	4	3	7	14	6					2	6	
Polish.....		4	9	13		13						
Roumanian.....	3			3		3						
Portuguese.....	2	1		3	2		1					
Russian.....	1	1		2	1				1			
Russian, N. E. S.....	1	6		7	4	1	1				1	
Finnish.....	3	4		7	1	3	1	2				
SCANDINAVIAN:—												
Danish.....	36	14	3	53	5	5	3	14	19	3	4	
Norwegian.....	14	12	2	28		1	3	1	13	8	3	
Swedish.....	14	12	5	31	1	1	1	3	13	12		
Spanish.....	6	1		7		5	1	1				
Serbian.....	1	1		2		2						
Swiss.....	25	17	4	56	1	8	5	9	10	8	5	
TURKISH:—												
Armenian.....	2			2		2						
Syrian.....	2	1		3		2			1			
U. S. A. Citizens, via ocean port.....	7	12	11	30	1	5	14		1	3	6	
West Indian.....	8	20	3	31	6	13	12					
Immigration via ocean ports.....	3,220	15,744	6,241	25,205	1,230	2,697	9,712	2,680	2,279	2,748	3,857	2
Immigration from U. S. A.....	8,254	3,421	2,776	14,451	634	1,531	3,384	1,687	2,259	3,813	1,102	41
Total Immigration.....	11,474	19,165	9,017	39,656	1,564	4,228	13,096	4,367	4,538	6,561	4,959	43

HOMESTEAD ENTRIES. — During the third quarter of 1919 there were 394 homestead entries in Manitoba, 601 in Saskatchewan, 1,308 in Alberta, and 33 in British Columbia, a total of 2,336 for the three months, as compared with 2,253 for the second quarter of 1919 and

1,293 for the corresponding period of 1918. The following statement shows the number and nationality of those who took up homesteads in the various provinces during the third quarter of 1919, with a comparison for the same period in 1918:

HOMESTEAD ENTRIES BY PROVINCES AND NATIONALITY OF HOMESTEADERS, JULY-SEPTEMBER, 1919

	MANITOBA			SASKATCHEWAN			ALBERTA			BRITISH COLUMBIA			TOTAL (All provinces)			For 3 months.
	July	August	September	July	August	September	July	August	September	July	August	September	July	August	September	
Canadians from Ontario.....	33	16	19	40	41	28	52	71	49	3	1		128	129	96	353
" " Quebec.....	7	1	3	17	7	6	30	18	11	1			55	26	20	101
" " Nova Scotia.....	2		5	2		2	13	6	15	1			18	6	22	46
" " New Brunswick.....			1	3		1	8	5	12		2		11	7	14	32
" " Prince Ed. Island.....			1	4	1		4	9	5				8	10	6	24
" " Manitoba.....	27	22	12	9	7	4	14	10	6	1			51	39	22	112
" " Saskatchewan.....	4	1		12	7	13	10	6	2				26	14	15	55
" " Alberta.....	5			2			16	19	14				21	21	14	56
" " British Columbia.....				2			5	3				3	2	5	6	13
Persons who had previous entry.....	21	5	7	20	19	32	56	63	33		1	1	97	88	73	258
Canadians returned from the United States.....				1	1		2	3	1				3	4	1	8
Americans.....	17	8	13	50	32	28	118	148	77	2			187	188	118	493
English.....	36	23	32	46	36	40	87	61	43	4	1	4	173	121	119	413
Scotch.....	12	3	8	14	10	8	26	18	20	1	2	3	53	33	39	125
Irish.....	3	2	1	5	4	3	12	10	8				20	16	12	48
French.....	2	1				2	5	4	1				7	5	3	15
Belgians.....	2			3			1	3					6	3		9
Swiss.....		1				1	2						2	1	1	4
Roumanians.....		1				1	1						1	1		2
Syrians.....						1	1	1	1				1	1	2	4
Austro-Hungarians.....	5	2	1	3	2	1	4	2	1			1	12	6	4	22
Hollanders.....							2							2		2
Swedes.....	1	1	1	3	1	1	7	6	6				11	8	8	27
Norwegians.....			3	5	2	1	8	6	3				13	8	7	28
Russians (other than Finns).....	4	1	3	6	3	1	4	7	8				14	11	12	37
Finns.....		1	2				2		2				2	1	4	7
Australians.....							1						1			1
Bohemians.....		1		1					2			1	1	1	3	5
Armenians.....							1						1			1
Poles.....		1	2				3							4	2	6
Germans.....				1	1								1	1		2
Serbians.....							3						3			3
Danes (other than Icelanders).....	1			2	1	1	1	6	1				4	7	2	13
Icelanders.....	3		2			1							3		3	6
Italians.....		1							4					1	4	5
	186	92	116	249	177	175	488	492	328	13	7	13	936	768	632	2,336

Total homestead entries, July-September, 1919.....2,336.

Total homestead entries, July-September, 1918.....1,293.

LANDS PATENTED.—According to the Department of the Interior's statement of letters patent covering Dominion lands in Manitoba, Saskatchewan, Alberta, British Columbia and the Yukon Territory for the third quarter of 1919,

the number of patents was 3,798 and the number of acres was 613,593, as compared with 4,493 patents and 707,318 acres in the second quarter of 1919, and 3,410 patents and 543,551 in the corresponding quarter of 1918.

RECENT LEGAL DECISIONS AFFECTING LABOUR

IN the LABOUR GAZETTE for September, 1918, mention was made of a suit brought by two coal miners against a local union of the United Mine Workers of America and its officers individually for wrongful

An unincorporated union cannot be sued in Canada

refusal to admit them to membership in the union, thus preventing them from obtaining employment. Judgment was given by the trial judge in favour of the plaintiffs, and both the union and the individual defendants were condemned to pay damages amounting to \$535.62 for each of the plaintiffs. On appeal to the Supreme Court of Alberta the appeal was dismissed on an equal division of the court. The case was then carried to the Supreme Court of Canada where by a majority of three to two the appeal of the union was allowed while the appeal of two individual defendants was dismissed by unanimous judgment of the court. Hon. Mr. Justice Anglin in his decision said: "The evidence, however, convinces me that, acting through authorized agents, the local union as a body brought about the dismissal of the plaintiffs by threatening a general strike should they be retained in the company's employment. The local union's vindictive motive excludes any possible defence of justification or just cause in the present case. . . . I have no doubt that the local union as an unincorporated and unregistered body was not properly made a defendant, and that services on it must have been set aside

had application been made for that relief. In my opinion judgment against the local union in its adopted name cannot be maintained." (*Canada—Williams and Rees v. Local Union No. 1562, United Mine Workers of America, and Young et al.*)

A wage-earner sued the company of which he was an employee for wages

Wages due are a preferred claim after an assignment

due, and recovered a judgment of \$195.75. The company then assigned for the benefit of its creditors and the employee entered a claim

with the assignee that he should rank as a preferred creditor. The assignee contested this claim, and the employee brought action to establish his right. The judge of the Court of the County of York, Ontario, sustained the claim of the plaintiff, opposing the contention of the assignee that upon the recovery of the judgment the plaintiff lost the right to a preference which he would otherwise have had.

The defendant appealed against this judgment and the case was brought before the Second Divisional Court. In the judgment of this Court it was declared that the plaintiff's right must be determined upon the true construction of the Wages Act of Ontario. In the case of an assignment, section 3 of this Act gives priority to the claim of the wage-earner for a limited period. In the Wages Act there is found an indication that the wage-earner's right is not lost

by the merging of the claim into a judgment, for the priority is recognized upon a distribution among execution creditors. The appeal was therefore dismissed. (*Ontario—Bell v. Thorne.*)

A section foreman was engaged in clearing a track of wreckage. On leaving his work he was struck by a train belonging to a company other than his own, and severely injured. He brought action against the company and was awarded \$3,000 damages by a jury who found that the injuries to the plaintiff were caused by negligence of the engineer "in not stopping at a reasonable distance east of the distant signal and proceeding with sufficient caution approaching wreck zone which was observed." Before the case had been referred to the jury, counsel for the defendants asked for a dismissal of the action on the ground that upon the evidence which had been given, no actionable negligence had been shown. After the jury had brought in its verdict, the Court delivered an opinion on the point that had been raised and declared that the defendants were not responsible for the accident, and that there was no evidence that could be properly submitted to the jury to establish liability on the part of the defendants. The action was therefore dismissed. The plaintiff then appealed and the case was heard by the Appellate Division of the Supreme Court of Ontario. It was held by the Court that the accident was due to the negligence of the company in that the evidence showed that the train had violated the provisions of the Railway Act which require that engines and trains must be brought to a full stop before

**Damages
awarded man
struck by train
violating
Railway Act**

passing over any crossing when two lines of railway cross each other at the rail level, and that the jury correctly found that the train was going at excessive speed, since it would have been going much slower had the law been obeyed, and the accident in that event would not have occurred.

The appeal was therefore allowed and judgment rendered for the plaintiff for \$3,000. (*Ontario—Follick v. Wabash R. R. Co.*)

A roadmaster employed in improving a portion of a railroad was permanently injured when thrown off a speeder which jumped the track. He brought action against the company for damages, alleging that the bad condition of the rails caused the speeder

**Damages
refused road-
master for
accident due
to defective
rails**

to leave the track, and that the company was negligent in not providing him with new rails with which to repair sections of this line, although he had asked for some at various times. The company, while claiming that the proximate cause of the accident was not proven, admitted the poor condition of the railway, but asserted that the plaintiff's business was almost entirely the improvement of the roadbed and rails and the removal of the defects of which he was complaining. It claimed that the plaintiff was injured in doing one of the most necessary things that his engagement called for, travelling over a railway admittedly bad and dangerous to his full knowledge, with the object of improving it where possible or reporting its condition. The contention of the company was upheld by the Court, which declared that it was hardly reasonable that the plaintiff should be able to engage himself to as-

sist the defendant company in putting a defective road in good condition, and at the same time, in the absence of an express agreement, hold them liable for any accident happening to him in the course of his duty. For these reasons the plaintiff's action was dismissed.

Counsel for the plaintiff requested the Court to assess the damages even if the finding was against him. It was estimated by the Court that \$8,500 would be a fair amount of compensation for damages, if there were any, made up of \$2,500 for lost time to date of trial, \$5,000 for reduction of probable earnings, and \$1,000 to compensate for bodily and mental suffering. (*Alberta—Mulcahy v. Edmonton, Dunvegan and British Columbia Railway Company.*)

An engineer when operating a dinky engine in a railway yard, without the aid of a fireman, fell off the engine from an unknown cause and was killed, being run over by it as it was going backwards. His widow brought action against the railway company on the ground of negligence, and was awarded \$5,000 by a jury in a court of Alberta. On an appeal being taken, the appeal was dismissed with one judge out of three dissenting.

It was held by the Court that there was sufficient evidence of negligence to warrant the trial judge submitting the case to the jury. This negligence consisted in the lack of a tender, causing the standing room on the engine to be greatly restricted, the engine being a very small one, and the lack of grab irons and railing which would have minimized the danger. The fact that the engineer was fireman as well increased

the risk. Whether this evidence was sufficient to justify the verdict of the jury was for that jury to decide, the business of the judge being merely to decide whether there is any evidence to submit to the jury. (*Alberta—McPherson v. Edmonton, Dunvegan and British Columbia Railway Company.*)

A contractor undertook to paint some buildings in the Royal Northwest Mounted

**Contractor
acquitted on
charge of
obtaining
money by false
pretences**

Police barracks at Regina, Saskatchewan. No written agreement was made, but by a verbal arrangement the police agreed to supply all the material (paint and brushes), while the contractor was to supply the equipment and the men, paying them the union rate of 75 cents an hour for painters and 85 cents for the foreman. The contractor was to receive 10 per cent of the cost for superintending the job. In the course of the work he sent in signed vouchers showing that the above wages were being paid by him, and he was accordingly reimbursed the amount appearing on the vouchers plus an additional 10 per cent profit. The Regina Trades and Labour Council subsequently informed the comptroller of the Royal Northwest Mounted Police that union wages had not been paid on this job. An inquiry was made into this complaint, as a result of which the contractor was placed under arrest on a charge of obtaining money under false pretences.

The evidence submitted at the trial showed that the wages paid by the contractor for this work were from 45 cents to 67 cents an hour for painters and 75 cents an hour for the foreman, but that he had told the men to say that they were getting 75 cents an hour. It was

alleged that on account of wages he had received \$450.10 more than he was entitled to.

In his defence evidence was given by a fellow contractor, showing that the Contractors' and Painters' Society of Regina had ruled that they should charge 25 per cent over and above the wages paid the men, and that at 10 per cent they could not run their business or make any profit. The jury, after de-

liberating for four hours, informed the Court that they found the accused guilty of false pretenses, but that they could not find he had benefited by it. On being instructed by the Court that they must find that the accused had obtained something by false pretenses, or else find him not guilty, the jury again retired and a few minutes later brought in a verdict of "Not Guilty." (*Saskatchewan—Rex v. Goodwin.*)

Royal Commission on Industrial Relations

Report of Commission

appointed under Order-in-Council (P. C. 670) to

enquire into

Industrial Relations in Canada

together with a

Minority Report

and

Supplementary Report



(Printed as a supplement to the LABOUR GAZETTE, July 1919.)

Royal Commission on Industrial Relations

Order-in-Council establishing Commission

Certified copy of a Report of the Committee of the Privy Council, approved by His Excellency the Governor General on the 4th April, 1919.

P. C. 670.

The Committee of the Privy Council have had before them a report, dated 22nd March, 1919, from the Chairman, Labour Sub-Committee of the Reconstruction and Development Committee, stating that a resolution was adopted at the meeting of the Labour Sub-Committee of the Reconstruction and Development Committee on the 19th instant, in the terms following:

The Labour Committee has been impressed by the necessity of some policy being formulated which will bring about the adoption of co-operative relations between employers and employees in the various lines of industry, as the best means of establishing a satisfactory relationship in industry throughout Canada. The Labour Committee realizes the different conditions existing in various industries, but nevertheless feels that there are certain basic principles which apply to all. The Labour Committee has itself given earnest consideration to the efforts which are being made in this and other countries for the solution of the problem of industrial relationships, and, recognizing the complexity and importance of this problem, recommends that a Royal Commission be appointed immediately to report to the Government on the following matters, namely:

1. To consider and make suggestions for securing a permanent improvement in the relations between employers and employees.

2. To recommend means for ensuring that industrial conditions affecting relations between employers and employees shall be reviewed from time to time by those concerned, with a view to improving conditions in the future.

For the above purposes the Commission shall:

1. Make a survey and classification of existing Canadian industries.
2. Obtain information as to the character and extent of organization already existing among bodies of employers and employees respectively.
3. Investigate available data as to the progress made by established joint industrial councils in Canada, Great Britain and the United States.

It is further recommended that the Commission shall submit a final report on the foregoing reference not later than June 1st, 1919.

The Committee concur in the foregoing recommendations and submit the same for approval.

RODOLPHE BOUDREAU,
Clerk of the Privy Council.

MEMBERS OF THE COMMISSION.

The Honourable Chief Justice Mathers, of Manitoba, Chairman;

The Honourable Smeaton White, a member of the Senate, and Managing Director, Montreal Gazette Publishing Company, Montreal;

Charles Harrison, M.P., Railroad Conductor, North Bay, Ont., as representatives of the public.

Mr. Carl Riordon, President, Riordon Pulp and Paper Company, Montreal, P.Q.;

Mr. F. Pauzé, Lumberman, Montreal, P.Q., as representatives of the employers.

Mr. T. Moore, Ottawa, President of the Trades and Labour Congress of Canada;

Mr. J. W. Bruce, of Toronto, Member of the Labour Appeal Board, as representatives of the employees.

Mr. Thomas Bengough, of Toronto, who served as Secretary on the Technical Education Commission, Secretary.

Report of the Royal Commission

appointed under Order-in-Council (P. C. 670)

to enquire into Industrial Relations in Canada together with a Minority Report

To His Excellency
the Governor General-in-Council.
Sir,

The undersigned Commissioners appointed to inquire into industrial relations in Canada beg leave to report as follows:

1. By the terms of our Commission we were required: first, to consider and make suggestions for securing a permanent improvement in the relations between employers and employees; second, to recommend means for insuring that industrial conditions affecting relations between employers and employees shall be reviewed from time to time by those concerned, with a view to improving conditions in the future.

2. For the above purpose the Commission was directed:

- (1) to make a survey and classification of existing Canadian industries;
- (2) to obtain information as to the character and extent of organization already existing amongst bodies of employers and employees, respectively;
- (3) to investigate available data as to the progress made by Joint Industrial Councils in Canada, Great Britain and the United States.

3. We opened the inquiry at the City of Victoria, in the Province of British Columbia, on the 26th day of April last, and completed it at the City of Ottawa on the 13th day of June instant. Between those dates we held seventy sessions in twenty-eight industrial centres, extending from Victoria, B.C., to Sydney, N.S., in the course of which we examined 486 witnesses.

4. In view of the nature of our inquiry, it was decided that statements

should be received without oath; and that the cross-examination of witnesses in the ordinary sense should not be permitted.

5. Our meetings were announced in advance by advertisement in papers circulating in the localities where the meetings were to be held, and all persons possessing information likely to be of value were publicly invited to attend.

6. The witnesses examined represented both employers and employees, and the public generally. Many of them represented groups, who had, in anticipation of our visit, prepared statements in writing, which were presented as the collective views and opinions of the group. In addition to these a large volume of evidence more or less pertinent was submitted in the form of written and printed pamphlets and documents. We also, wherever possible, visited and personally examined industrial plants with the object of visualizing for ourselves the operations of the plant and the working conditions of the men employed in it.

7. We recognize that much of the evidence received consists only in expressions of opinion, in many cases based on the statement of fact which we could not accept at their face value, without much fuller investigation. We believe, however, that the evidence as a whole portrays with a fair degree of accuracy the thoughts and conditions of mind of the industrial population of Canada.

CHAIRMAN'S ADDRESS.

8. At the opening of the session in the City of Victoria, the Chairman, with the approval of the other members of the Commission, made the following statement:

9. "At the opening of our proceed-

ings I desire to very briefly give the reasons why this Commission has been appointed; the general topics upon which we desire to obtain information, and the results which we hope and trust may be achieved by our work.

10. "The upheaval taking place throughout the world, and the state of men's minds during this critical period, make this the time for drastic changes of the industrial and social systems of Canada.

11. "In view of this, the Government has created this Commission on Industrial Relations, charged with the duty of considering and making suggestions for establishing permanent improvements in the relations between employers and employees, whereby, through close contact and joint action, they can improve existing industrial conditions and devise means for their continual review and betterment.

12. "The Commission's report being intended as the basis for any recommendations or actions the Government may decide upon at the present session, time becomes an important factor, and therefore the Commission, in harmony with the terms of the Order-in-Council creating it, has decided to confine as closely as possible the enquiry to the following subjects:

1. Organization and Classification;
2. Unsatisfactory Conditions and Labour Troubles;
3. Remedies applied or suggested;
4. Profit-Sharing; Bonuses and Co-Partnership;
5. Joint Councils;
6. General Comment or Suggestions;
7. Mental Attitude.

13. "As far as possible, all persons so desiring and having anything of material value to offer on these subjects will be given a hearing, but in justice to others who may follow they are asked to be as brief as possible in their presentation.

14. "In July, 1917, the British Government appointed a Commission of Inquiry into the problem of industrial un-

rest, and in conclusion I do not think that I can do better than quote from its report:

"What is wanted is a New Spirit—a more human spirit, one in which economic and business considerations will be influenced and corrected, and it is hoped will eventually be controlled, by human and ethical considerations. The main cause of unrest lies deeper than any material considerations. The problem is fundamentally a human and not an economic problem. A new spirit of partnership is therefore essential."

15. "We are now ready to hear any person who has anything to offer along these suggested lines. It is proposed that any person who has any statement to make will be permitted to freely make it without interruption and without oath or formality, the idea being to elicit the real view of every person, expressed in his own language and his own way. As I have intimated, our time is extremely brief. We are expected to cover the whole of Canada before the 9th of June, therefore we must ask those who appear before us to make their statements as concise and as much to the point as possible."

16. As by the terms of our Commission we are required to consider and make suggestions for securing a permanent improvement in the relations between employers and employees, we deemed it our first duty to inquire into the existing relations and to discover the extent and cause of industrial and labour unrest, which at present exists in Canada. That serious unrest does exist is abundantly established by witnesses representing different shades of opinion and by the number of labour disputes which have taken place during the last few months, some of which are still pending and others threatening.

17. The unrest is most pronounced in western Canada. There it assumes a distinctly different character from that which prevails in eastern Canada. In several western cities labour was represented by many holding extreme radical

views. Undoubtedly a portion of the labour unrest at present prevailing is to be ascribed to the upheavals in Europe and the disturbed state of the public mind generally owing to the war. This has given risen to a desire on the part of workers generally to secure a position for themselves in a comparatively short period of time, which otherwise might have been the result of evolution during a long period of years. This desire varies in degree amongst different groups of workers. One group lays down as a principle the complete possession by themselves of the machinery of production and the full product of their toil, whilst the group at the other extreme would be satisfied with merely a larger purchasing power of the wages they receive. In between these groups lie the more moderate, and we believe the majority, who would welcome co-operation and industrial peace until by a gradual process of evolution a system may be ushered in by which the workers will receive a more adequate share of what their labour produces.

18. Many employers are in agreement with the workers as to the need for an ultimate change in the basis of industry, but are not in agreement as to how to achieve this object.

19. All changes should be made step by step, because we can only see a little way ahead, and each successive step should be based on the experience gained by the steps already made. At the same time we should determine the general direction in which we want to go, which should be towards the health, happiness and prosperity of the workers and the service of the community.

20. The workers of this country are devoting a great deal of thought to the study of economic questions. This educational process is apparently going on amongst them to a greater extent than amongst the employers of labour. Some of the literature read may not be sound, and the mental training of some of the workers may not be of a nature to enable them to thoroughly understand it, yet we are convinced that the good

sense and sound judgment of the majority of the workers enable them to discriminate between what is sound and what is unsound. For this reason, extreme doctrines have not been accepted by any but a minority of the working people. Though the advocacy of extreme views both by speech and by the distribution of literature may be a contributing cause to occasional outbursts, the real causes of unrest are of a more fundamental nature.

21. The chief causes of unrest may be enumerated as follows:

1. Unemployment and the fear of unemployment.
2. High cost of living in relation to wages and the desire of the worker for a larger share of the product of his labour.
3. Desire for shorter hours of labour.
4. Denial of the right to organize and refusal to recognize Unions.
5. Denial of collective bargaining.
6. Lack of confidence in constituted government.
7. Insufficient and poor housing.
8. Restrictions upon the freedom of speech and press.
9. Ostentatious display of wealth.
10. Lack of equal educational opportunities.

22. There were many other reasons assigned for unrest and dissatisfaction, some confined to particular localities, but the above embrace the causes most frequently expressed.

23. It is obvious that the best method of dealing with present unrest and establishing better relations between employer and employee is to remove the cause in so far as it is possible or practicable to do so. The following pages contain our suggestions to that end.

UNEMPLOYMENT AND THE FEAR OF UNEMPLOYMENT

24. We have placed unemployment first because we found that there was the greatest unrest where there were the most unemployed, Unemployment was

found in several of the large urban centres. There is, however, little unemployment in the smaller towns and rural districts, notwithstanding the number of workers who have been released from munition work and the number of soldiers who have been discharged. In some manufacturing centres, such as Kitchener, there was actually a scarcity of labour.

25. In practically every Province there is a great scarcity of labour on the farms. This scarcity is most pronounced in the three Prairie Provinces and in the Province of Ontario, but we heard the same complaint in Quebec, New Brunswick and Nova Scotia. The cause is to be found in the great disinclination of unemployed labourers to take this kind of employment. At one point we were informed by the local Government Employment Officer that he had on his books a list of 1,000 men asking for employment, while at the same time he had a list of 1,500 vacancies upon farms, but none of the 1,000 men could be induced to accept them. The chief reason assigned is an objection to the condition of life on the farm, its isolation, the hard and long hours of labour, the seasonal nature of employment and insufficiency of wages paid during the few months of employment to tide the farm labourer over the unemployed season, or to maintain his family in the urban centre.

26. An increasing number of the farmers would gladly employ men by the year, and in some cases provision has been made for providing a married man with a separate dwelling, but there is still a lack of such accommodation. The farmer imputes the reluctance of labourers to come to the farm to the fact that wages have become so high in the manufacturing plants of the cities, that they have got beyond the price which the farmer can profitably pay. On the whole we believe that if the unemployed of the cities could be induced to take service upon the farms, the unemployed problem, as it exists in Canada, would be largely solved.

27. In any movement to place the unskilled labour from the cities upon the farms, discretion would have to be exercised. The introduction of machinery and improved methods have made farming, to a large extent, a skilled industry requiring skilled labour. We were told by more than one farmer that the ordinary unskilled labourer from the city is, until he has acquired some knowledge of the industry, of very little, if any, use.

28. Some of the more permanent factors in the unemployment problem are the seasonal nature of many industries due to climatic conditions, lack of continuity in large construction works, and the great distance between some industrial centres.

29. Present unemployment is in a measure due to the curtailment of production in some industries because of the lack of ocean tonnage. The large number of orientals employed in the lumber industry in British Columbia was also complained of. It was stated that while white men were out of work orientals were employed because they could afford to work for less than the white men (owing to their higher standard of living) could possibly exist upon. On the other hand employers assert that white men will not do much of the work that orientals have usually done.

30. We were glad to observe that the returned soldiers have to a large extent been reabsorbed into civil life, generally by being taken back into their former positions.

31. Owing to the unsettled conditions, we found everywhere a great reluctance on the part of those possessing unemployed capital to risk it in new enterprises or in the expansion of those already established.

32. As a means of providing immediate employment several witnesses urged that the Governments—Dominion, Provincial and Municipal—undertake the prosecution of useful public works. The works suggested were dry docks, shipbuilding, railway extensions, building

of necessary roads and bridges and clearing the land for agricultural purposes.

33. On the wisdom or propriety of undertaking useful public works for the purpose of relieving temporary unemployment, the "memorandum" issued by "The Garton Foundation" in January of this year, on "Industrial Situation After the War" (p. 69) has this to say:—

"Even with the most complete machinery that can be devised, it is difficult to see how a certain amount of temporary unemployment can be avoided if we are content to rely entirely upon the ordinary course of relations between supply and demand. This margin of unemployment could, however, be largely reduced, if not extinguished, by State and Municipal expenditure upon work of public utility. Such a policy will need to be carried out with care and closely watched from the standpoint both of public economy and industrial conditions. Employment of this nature can never form a permanent substitute for that arising from industrial activity, and it would be worse than folly to keep men engaged upon stand-by government or municipal work when the industries of the country were ready to receive them. All such work should, therefore, be undertaken in close co-operation with Employment Exchanges and the local committees representing employers and employed. It should also be confined to work of definite utility and, as far as possible, to undertakings of a productive nature, or connected with the restoration of the national plant. At the same time, it would be legitimate to anticipate to some extent work intended to be done in the near future in order to give employment at the moment when it is most needed. There is a large amount of really valuable work to be done in connection with housing, the repair and improvement of roads, afforestation, the reclamation of waste land, etc., which would prove a sound investment both from the social and economic point of view...."

34. But supplying the unemployed

man with suitable work for the present will not entirely solve the problem. Before the labourer can be made contented the haunting fear of unemployment must be removed from his mind.

35. This is something which affects all wage earners, but more especially the casual labourer. He can never be sure just when his employment will terminate and he will be left without the means of subsistence.

36. Unemployment may arise from other causes than the loss of his job. He may be incapacitated by sickness, invalidity or old age. Very few labourers are able, out of their earnings, to make provision for these contingencies. We recommend to your Government the question of making some provision by a system of State Social Insurance for those who through no fault of their own are unable to work, whether the inability arises from lack of opportunity, sickness, invalidity or old age. Such insurance would remove the spectre of fear which now haunts the wage earner and make him a more contented and better citizen.

HIGH COST OF LIVING IN RELATION TO WAGES.

37. From end to end of Canada the high cost of living was assigned as one, if not the chief, cause of labour unrest. The opinion was frequently expressed that if that problem could be solved, and the equilibrium established between the wages and the cost of living, labour unrest would largely disappear. We were told that although during the war nominal wages were advanced from time to time, real wages had not advanced because the rise in the prime necessities of life invariably kept just ahead of the advance in wages. It was stated that in many cases after the workers had secured an advance in wages the cost of the commodities immediately also advanced, so that the increase in wages had been immediately neutralized.

38. There exists in the minds of a great many people a deep-seated belief

that the high cost of living is due to profiteering in the necessities of life, and that the chief instrument made use of to that end is the various cold storage plants. It is said that in some localities public markets have ceased to exist because the agents of those cold storage plants now intercept the supplies which the farmer would otherwise bring to the market for sale. In this way the frugal housewife who had been in the habit of going to the market daily for the family requirements of meat, vegetables, etc., can no longer make use of this means of supply. Those who suffer from this cause are not alone those ordinarily classed as labourers, but also the salaried classes.

39. Another cause which is blamed for the high cost of commodities is the present expensive system of distribution. The belief is widely entertained that there are too many middlemen, and that some system ought to be adopted which would bring the producer and consumer more in direct contact. As evidence of this necessity, our attention was directed to the great spread between the price realised by the producer and that paid by the ultimate consumer.

40. This subject was brought prominently before us as one of the chief contributing causes to the industrial unrest and we are glad to know that it is now being investigated by a committee of the House of Commons.

41. The high cost of living is closely allied with a desire by the worker for a larger share of the product of his toil. In fact, it appears as though the existence of the one gives rise to the demand for the other. Be this as it may, there is a settled conviction in the mind of the worker that he does not get a fair share of the value which his labour produces. Exactly what steps are to be taken to satisfy this demand has given rise to a great diversity of opinion amongst workers themselves.

42. To a considerable extent in the past labour has been regarded as a commodity to be bought and sold in the open market, the price to be paid being de-

termined by the supply and demand. We believe that labour should no longer be so regarded, but that greater recognition should be given to human rights and human aspirations, and that the chief consideration in industry should be the health, happiness and prosperity of the workers and service to the community.

43. The first clause of the Labour Declaration in the Peace Treaty states that "labour should not be regarded merely as a commodity or as an article of commerce." That we believe to be the basic principle on which the dealings between the employer and the employee should be established; and if it is freely and frankly acknowledged by employers, and acted upon in good faith, we believe it will go a long way to improve the relations between them.

44. Without any extraordinary upheaval, policies may be adopted which will ensure to the worker a fairer reward for his toil, and a living wage, and insure him against want during temporary periods of enforced idleness because of unemployment, sickness or invalidity, and during old age.

45. As a means of improving the relations between themselves and their employees many employers have put into practice different profit-sharing plans. It would not be correct to say that these profit-sharing plans have escaped criticism, but witnesses engaged as workers in industries where these plans are in operation agreed that they had promoted harmony in industry. In order that they may succeed it is essential that the recipients should be put in possession of the information necessary to enable them to judge whether they were getting a specified share of profits or a mere dole.

46. In several of the Provinces of Canada the absence of a minimum wage law, particularly for women and girls, was mentioned as a serious cause of dissatisfaction. In four Provinces—Manitoba, British Columbia, Saskatchewan and Quebec—there is such a law administered by a Minimum Wage Board, by which the minimum rate to be paid is

fixed from time to time. We believe that such a law should be enacted in all the Provinces, and should cover not only women and girls but unskilled labourers as well.

HOURS OF LABOUR.

47. We found at the great majority of places visited a demand by the workers for a shorter working day, based on their desires for more leisure and energy to devote to the things of life other than work, and a general approval by the employers in regard to this.

48. Many opinions were expressed by workers on this proposition. The most common request was for an eight-hour day with the Saturday half-holiday, where already established, and its further extension wherever possible, thus making the 44-hour week.

49. Approval by the employers was generally coupled with statements of difficulties with which they were faced. These were:

- (1) The necessity for the utilization of all possible daylight where industry is subject to climatic conditions and must be carried on during a limited season. Examples of these were farming, fishing, logging, etc.
- (2) The disadvantage of a section of an industry working shorter hours in competition with other sections of the same industry within Canada working longer hours.
- (3) The fear of the inability of Canadian industry, with its small home market, to meet the competition in foreign markets if the conditions in Canada were advanced too far ahead of countries manufacturing similar products.

50. A shorter day is most needed in industries that are fatiguing, monotonous, or under trying conditions, such as heat, dust, cramped position, etc.

51. The number of hours worked should not be fixed by the ability to work them without undue fatigue, but

should be based scientifically upon the demands of industry.

52. In many industries in Canada the eight-hour day has already been adopted, and it has been recognized by the Peace Treaty. We recommend that it be established by law throughout Canada, with due regard for the above consideration. Such legislation should provide for a weekly rest of at least twenty-four hours which should include Sunday whenever practicable.

53. Where a shorter day is now worked the enactment of such legislation should in no way interfere with such practice or with its extension.

DENIAL OF RIGHT TO ORGANIZE.

54. Employers may be divided into three classes—(1) those who deny the right of their employees to organize and who actively take steps to prevent such organizations; (2) those who, while not denying that right of their employees to organize, refuse to recognize organization among their employees, and persist in dealing with them as individuals, or as committees of employees, without regard to their affiliation with the organization; and (3) those who not only admit the right to their employees to organize, but recognize and bargain with the organization on behalf of their employees.

55. There are not many employers in Canada who belong to the first class, but there are a very large number who belong to the second class. The employers who openly object to their employees organizing are not many, but, rightly or wrongly, the workers believe that numbers of employers who openly declare their willingness that their employees should organize, covertly interpose obstacles in the way of their doing so, and that employees who are active in organizing their fellows into Trade Unions are got rid of, or penalized in some other way. To the third class belong the great railway, telegraph and mining companies and many building trades. Outside of these, the employers of labour

who recognize and deal with organized labour as such are in the minority.

56. The Government of Canada, by Order-in-Council passed in July, 1918, make a declaration of policy with respect to organizing. One clause of this Order-in-Council provided that "All employees have a right to organize in Trade Unions, and this right shall not be denied or interfered with in any manner whatsoever, and through their chosen representatives they should be permitted and encouraged to negotiate with employers concerning working conditions, rates of pay, and other grievances."

57. On the whole we believe the day has passed when any employer should deny his employees the right to organize. Employers claim that right for themselves and it is not denied by the workers. There seems to be no reason why the employer should deny like rights to those who are employed by him.

58. We believe the frank acknowledgment of this right by employers will remove one of the most serious causes of unrest. The employers gain nothing by their opposition because, notwithstanding much opposition, their employees do organize, and the refusal but creates in their mind a rankling sense of injustice.

59. Not only should employees be accorded the right of organizing, but the prudent employer will recognize such organization, and will deal with the duly accredited representatives thereof in all matters relating to the interests of the employees, when it is sufficiently established to be fairly representative of them all.

60. The right to organize would be more fully recognized, we believe, if the distrust and lack of confidence at present existing could be removed. One pronounced cause of this lack of confidence is the number of cases in which it was claimed that trade agreements entered into have not been faithfully observed. Allegations of lack of observance were made by both employer and employee.

We cannot close our eyes to the fact that in some sections representatives of local trades unions have advocated extreme measures. The selection of such men and the advocacy of these measures, we were led to believe, was the logical outcome made by both employer and employee. of unjustifiable opposition by some employers. The adoption of the principle of the sympathetic strike has arisen from the refusal of groups of employers to grant the claim of the organized workers. These factors have been assigned as the chief causes of the non-observance of contracts entered into by the workers in numerous cases, especially in western Canada. This policy is not recognized by the international trades unions who believe in the due observance of agreements entered into by themselves or on their behalf. It cannot be denied that trades unions generally have brought many solid advantages to workers, in the form of increased wages, shorter hours and improved conditions.

61. When the employers engaged in one line of industry are organized and their respective employees are also formed into a central organization, a bargain between the two groups would have the advantage, from the point of view of competition, of equalizing wages, hours and other conditions affecting costs.

COLLECTIVE BARGAINING.

62. Collective bargaining is a term which implies the right of workers to group themselves together for the purpose of selling their labour power collectively to their employer instead of making individual agreements. It is sometimes carried on by an employer and a committee of his employees. To make this effective on the side of the workers, men have organized themselves into Trade Unions, and many of those are again federated into central councils such as the Building Trades Council, Metal Trades Council, etc. Employers in a like manner sometimes control one factory, sometimes a chain of factories, and in some instances have organized into larger associations of the

industry to which they particularly belong. These associations have again in some instances become part of federations such as the National Association of Building Contractors and Supply Men, with local branches in many of the larger cities, and many other similar groups.

63. These several forms of organization have led to much confusion in the application of the term "collective bargaining". In its simplest form collective bargaining is the negotiating for, and the reaching of, an agreement between some employer and some particular groups of employees, through their respective craft unions. With the growth of larger industrial establishments, and the absorption of the individual employer in many cases by the larger corporations employing many classes of labour, the attempt to reach suitable agreements by each grade of labour separately led to continual stoppages of work. For example, where a building contractor, employing some nineteen different classes of tradesmen, all organized into separate trade unions, negotiated separately with each union, too great a proportion of time was taken up in negotiating these nineteen separate agreements, and the failure to reach an agreement with any one of them generally resulted in the complete tie-up of the entire work for the time being. In such cases it has been found mutually satisfactory for the employees merely to combine their demands and present them through the medium of a building trade federation to the employer, and in this way settle at one time the conditions for the entire industry. It does sometimes happen under this system that another employer doing say, only carpenter and brick work might not be interested in the parts of the schedules relating to the other seventeen building trades; and it might also happen that the final presentation of this combined schedule was made by a small committee of the federated body on which the carpenters and bricklayers might not be represented. This has been given by some employers

as a reason for refusing to meet such a committee. We see no reason for this attitude, because if any one suffered by not being directly represented it would be the worker himself, and not the employer. Many Trade Unions keep in their employment trained men for the purpose of negotiating their different schedules. The employer has the right to select any representative or bring in any assistance that he may desire in carrying on the negotiations, and there is no logical reason why the employees should be denied a like right.

64. In the case of partly organized industries due recognition should be given to employees' organizations where they exist, in accordance with the declaration of the Dominion Government Order-in-Council of July, 1918, quoted under the preceding title. At the same time the employer is justified in knowing that the schedule presented is put before him with the concurrence of a fair proportion of his employees. Whether it is put before him directly by a committee of his employees, by a direct representative of the Trade Unions to which they may belong, or through the Committee of a Federation of Trade Unions to which their particular union may belong, should not be made an issue.

65. Collective bargaining is the negotiation of agreements between employers or groups of employers, and employees or groups of employees, through the representatives chosen by the respective parties themselves.

66. Entering into agreements and bargaining collectively with Trade Unions does not mean recognition of the "Close Shop" unless the agreement so provides. Numerous cases came under our observation where this method of collective bargaining was carried on where both Union and non-Union men were employed.

LACK OF CONFIDENCE IN CONSTITUTED GOVERNMENT.

67. The complaint was made at several places that legislation enacted at the request and for the benefit of la-

bour was not adequately enforced. Nor was the rise in the cost of commodities controlled in the manner that they believed it was possible for the Government to control it. The belief appears to be entertained that the Governments, both Local and Federal, are largely controlled by the financial interests, and that their influence was manifest not only in legislation but in the executive action of the several governments. As evidence of this they pointed to the large profits which, according to the public press, were made by corporations dealing in foodstuffs and other necessary commodities, excessive rents, etc. These considerations, it was alleged, had shaken the faith of the working classes in Governments as at present constituted.

68. The remedy suggested was a system of election by which the worker could secure better representation in Parliament. The means suggested for bringing this about was the adoption of a system of proportional representation from grouped constituencies. We understand this system has been in operation for several years in Belgium and Sweden, and we believe the proposal is well worth serious study by a committee of Parliament.

INSUFFICIENT AND POOR HOUSING.

69. Another cause of unrest which we met with at practically every place we visited was the scarcity of houses and the poor quality of some of those which did exist. In nothing has production more signally fallen off during the four years of war than in the building of dwelling houses. The existing condition for the worker is not only the absence of sufficient housing accommodation, but the inadequacy of those that are in existence. Poor sanitary conditions and insufficient rooms are the chief complaints. The high price of building land and of building material have made it impossible for the worker to provide himself with a home, and some means should be adopted, with as little

delay as possible, to remedy this defect.

RESTRICTION UPON THE FREEDOM OF SPEECH.

70. The restrictions placed upon freedom of speech and the liberty of the press, and the denial of the right to read such literature as any portion of the public demanded, was given as one of the principal causes of the present industrial unrest. We have no comment to make upon the policy of the Government in this respect. During the war it was necessary in the interests of the whole country and of the Empire that individual liberty should in many directions be restrained, but we believe that restrictions should not be imposed upon either the freedom of speech or the freedom of the press unless such restrictions are urgently demanded in the interest of the peace of the whole community. We recognize that no person has a right to do anything that is liable to incite the people to commit unlawful acts. A line must be drawn between liberty and license, but care must be taken to avoid creating the impression that the restraints imposed upon the freedom of speech or the liberty of the press, are intended to prevent criticism of legislative or governmental action.

OSTENTATIOUS DISPLAY OF WEALTH AND LACK OF EQUAL EDUCATIONAL FACILITIES.

71. Ostentatious display of wealth by those who can afford it, and the lack of equal educational opportunities for the rich and the poor, were also spoken of.

72. Schools and colleges are at present open to the children of employer and the employee alike; but the crux of the complaint is that generally the income of the wage earner is not such as to enable him to afford them the means of attaining a higher education. The change desired is one which will give the child of the poorest paid worker the opportunity of reaching the highest educational institution.

SHOP COMMITTEES AND INDUSTRIAL COUNCILS.

73. There is urgent necessity for greater co-operation between employer and employed. The great obstacle to such co-operation is the suspicion and distrust with which in many cases each regards the other.

74. It is only fair to say that in many cases the relations between particular employers and their employees were found to be harmonious. In all such cases the guiding principle was a frank recognition by each of the rights of the others. At present the worker has little or no knowledge of the difficulties which beset his employer, the cost of raw material, the working expenses, the competition which he has to meet, the risks of his capital, and the margin of profit which he receives; and the employer is equally ignorant of the employee's difficulties and viewpoint. This ignorance gives rise to disputes as to rates of pay, hours of labour, and the hundred and one questions which could be largely solved if each side understood what the other had to contend with. As a means of eliminating that suspicion and distrust and "for securing a permanent improvement" in their relations and in the conditions of the worker, several forms of Joint Works Committees or Joint Industrial Councils have been adopted and are now in use in England, Canada, Australia, the United States and elsewhere.

75. There are three types of Joint Industrial Councils now in operation:

- (a) the Whitley Works Committees and Industrial Councils, in operation in Great Britain;
- (b) what is generally known as the Colorado Plan, in operation in some parts of the United States and Canada; and
- (c) Industrial Democracy, as put into effect by John Leitch in a number of factories in the United States.

76. The Whitley Report, which re-

sulted in the formation of many Shop Committees and Joint Industrial Councils in England, recommends the formation for each national industry of three classes of organization: (1) A National Joint Council; (2) District Joint Councils, and (3) Works Committees. The National and District Councils are composed of equal numbers of representatives of employers and employed. The representation on Works Committees need not be equally divided as decisions must be arrived at by agreement between the two parties.

77. All Councils are formed voluntarily by employers and workpeople in each industry. As a preliminary to their complete formation there must be organization both by the employers and the employees in the particular industry as the Councils are composed of representatives nominated by the Employers' Association and the Trade Unions concerned. Under this plan each Council arranges its own functions, machinery and methods of working.

78. Concerning the respective functions of District and National Councils and Works Committees, the Third Supplementary Report of the Whitley Committee says: "In every industry there are certain questions, such as rates of wages and hours of work, which should be settled by district or national agreement, and with any matter so settled no Works Committee should be allowed to interfere; but there are also many questions closely affecting daily life and comfort in, and the success of, the business, and affecting in no small degree efficiency of working, which are peculiar to the individual workshop or factory. The purpose of Works Committees is to establish and maintain a system of co-operation in all these workshop matters."

79. One of the basic principles in the establishing of Industrial Councils under the Whitley plan is to avoid confliction with either Government or Trades Union machinery in existence for the adjustment of matters of wages, hours, etc., and in paragraph 14 of the

First Interim report it is carefully stated that it is of the "highest importance" . . . "to secure the support of the Trades Unions and Employers' Associations concerned. The Council's designs should be a matter for agreement between these organizations"; also "The District Councils should be created or developed out of existing machinery for negotiation in the various trades."

80. In the City of Toronto a Joint Council, which closely resembles the District Joint Council under the Whitley plan, has been formed and is in actual operation in the building trades, and similar Councils are projected for these trades in the City of Ottawa and the City of Montreal. There is also in existence a Works Committee in the Coughlan Shipyards at Vancouver, and the formation of Councils in other industries is under consideration.

81. What is known as the Colorado Plan with modification has been adopted in the American Sash and Door Company of Kansas City; the Andover Steel and Iron Company; the Cambria Steel Company; The Bethlehem Steel Shipbuilding Corporation; the Philadelphia Rapid Transit Company, and others in the United States, and in Canada the Imperial Oil Company; the International Harvester Company; the Massey-Harris Company, the Vancouver Dairy Company and several others. Under this plan Joint Committees composed of equal numbers of representatives of workers and of the Company are formed. The representatives of the workers are elected by secret ballot in proportion to their numbers and no distinction is made between union and non-union men. In this respect they differ from the Whitley plan where organization is a preliminary to the constitution of the Council and where representatives are nominated and elected from the membership of the particular Unions.

82. In the City of Winnipeg one hundred employers of labour have proposed a plan for the formation of Joint Plant Councils somewhat after the man-

ner of the Colorado Plan, but including the formation of Provincial Joint Councils and Dominion Joint Council.

83. The Leitch plan, which he calls "Industrial Democracy," is in operation in more than twenty plants and is based upon the Constitution of the United States. The complete organization consists of a Cabinet, a Senate, and a House of Representatives. The Cabinet consists of the executive officers of the Company and is primarily an executive body with veto powers. The Senate is elected and made up of under executives, departmental heads and foremen. The House of Representatives is elected by secret ballot by the whole body of workers. The working of this plan is fully described by Mr. Leitch in his book entitled "Man to Man" (B. C. Forbes & Co., New York). The business policy set before the workers is justice, economy, co-operation and service, and they benefit financially by receiving fifty per cent of the savings on the cost of production.

84. In the case of both the Imperial Oil and the International Harvester plans, both management and some employees expressed their entire satisfaction, and their confident belief that the plan would work harmoniously and well and had brought about a great improvement in the relations between employer and employed. Other employees of the Oil Company and organized labour expressed disapproval because of the belief that the adoption of a Council was a scheme to get rid of the labour unions. By others a suspicion was expressed that the employer had some ulterior motive, not in the interests of labour.

85. In order to allay suspicion the employers should not prepare a plan of Joint Councils and submit it in a completed form to the employees to be accepted or rejected. Employees should be invited to co-operate with the employer in formulating the plan. It would thus be the joint product of both, and would consequently be received by the employees without the suspicion that so

often attaches to something which emanates from the employer alone.

86. In none of the plans in operation in Canada is there provision for the recall of any representative of the employees whose conduct as a member of the Council has proved unsatisfactory to those by whom he was elected. Provision should be made, we think, for the right to recall and new election.

87. Adequate provision should be made for meetings of employees at which the members of the Council can explain proposals that have been brought before it and obtain the views of the workers generally thereon. Means should be provided for publishing the results of Council meetings in some convenient form for the information of the employees generally.

88. Provision should be made for the possibility of a dead-lock arising in the Council, and means by which the dead-lock could be broken, either by the selection of some independent arbitrator, or by some other means.

89. Representatives should be protected against discharge or any other penalty unless approved by a majority of the workers' representatives on the Council.

90. It also should be made clear that the organization of the Council was not intended to supplant trade unions and that no impediment would be placed in the way of the workers forming or joining a Union if they choose to do so.

91. Where there is a Trade Union or Unions, the representatives of the employees on the Council should be selected by the Union Organizations if it is the desire of the workers to do so; otherwise the Council should be elected from the employees in any manner they may select.

92. In a general sense we think Joint Industrial Councils or Works Committees should consist of a number of employees elected in one of the manners suggested, and a number not in excess of that number of the executive appointed by the management. There should

be a stated time for meeting, not less frequently than once a month. It is not possible nor is it desirable to suggest any hard and fast rule as to how such Councils should be constituted, or what their functions should be. These are matters which ought to be worked out with the employers and employees in collaboration.

93. The Whitley plan provides for the establishment of District and National Councils in addition to Plant Councils, otherwise called Works Committees. It seems probable that District Councils having jurisdiction over industries of a like character operating in a given area, or even National Councils, may be required for the purpose of securing uniformity, etc., but it would be unwise to attempt at the beginning an organization of too elaborate a character. The establishment of such District or National Councils will naturally evolve when the necessity arises. Where more than one form of Council in the same industry is established care should be taken to carefully delimit their respective functions to prevent overlapping and friction.

94. We suggest the following as proper subjects to be dealt with by such Councils:—

- (1) Wage rates;
- (2) Hours of labour;
- (3) Conditions surrounding the worker in the plant, such as safety, ventilation, light, sanitation, provision for meals, dressing rooms, shelter, etc.;
- (4) Child and woman labour;
- (5) Questions of discipline and conduct as between management and workpeople;
- (6) Conditions surrounding the worker outside the plant, such as education, amusement, recreation, health, housing, apprenticeship or special training, libraries, etc.
- (7) Improvement in the plant or process to improve quality, increase production, decrease waste, etc.,

and the reward of those who think out and suggest such improvements.

95. The authority and scope of the Council would grow with experience. The worker would in this way be given an increasing share in the control and responsibility without unduly interfering with the necessary functions of management.

96. The essential feature of all the proposals is that the human factor in industry is to be regarded as of first importance. They aim at improving the standard of comfort of the worker by securing a greater measure of close co-operation between him and his employer; of eliminating distrust and suspicion by full discussion of all the facts and circumstances pertaining to the industry. They tend to bring the employee and the employer closer together, and give each a better understanding of the difficulties which beset the other; give the worker a greater sense of responsibility by giving him a greater voice in the government of the industry, and thus bring about a permanent improvement in their relations.

97. The general principle of Industrial Councils can with advantage be adopted in Canada, but we doubt whether my particular plan now in operation could be applied in its entirety. Our great area, sparse population, diversified climate and manufacturing conditions make it undesirable to attempt the fully developed machinery of any of these plans at the beginning. A commencement should be made with Joint Plant Councils, and the more extensive organization of District and National Councils evolved therefrom as their necessity and practicability become apparent.

98. Every Council, or by whatever name it may be known, must be the result of the unfettered choice of both the employees and the employer concerned. Any attempt to force a definite plan upon either would be foredoomed to failure. Some machinery should, however,

be established to take the initiative and bring the parties together.

99. We therefore recommend that the Government should interest itself in the development of these Councils, and that a bureau should be established under the Minister of Labour which would compile all available statistics on this subject, undertake publication of developments in this and other countries, maintain officers who would be available to give assistance and act as liaison Officer between employer and workers where desire is expressed to create such Councils, and render such other assistance as may be required.

100. In those industries where the number of employees are few, and the employer is constantly in close touch with his men, the necessity for any form of Council is not felt. In others a system of shop committees has long been in operation with satisfactory results. Where a system has grown up which is agreeable to both parties, and under which harmonious relations have been maintained, it would be unwise to endeavour to substitute any other machinery. It is only where no such machinery is in operation or where there appears to be need of a change, that the establishment of Industrial Councils is recommended.

101. We are under no illusions as to Industrial Councils constituting a universal panacea for all industrial troubles. Their usefulness will depend upon the spirit with which they are adopted. We believe, however, that nothing but good can possibly result from their establishment in all industries, where a considerable number of workpeople are employed.

102. The Coal operators of the Province of Alberta have suggested as a means of preserving harmony in their own particular industry the establishment of a permanent court consisting of one representative nominated by the workers, one by the association, and a Chairman selected by these two, or appointed by the Government, to which

all questions of dispute could be referred for speedy settlement. The operators were prompted to make the suggestion by their experience of the Fuel Controller during the past few years. There are a large number of Coal mines being operated in that Province, many of them small and unimportant. For this reason the plan suggested by these operators may be better suited to the conditions prevailing there than the establishment of Industrial Councils.

CLASSIFICATION OF INDUSTRIES AND ORGANIZATIONS.

103. Owing to the limited time at their disposal, your Commissioners found it impossible to fully comply with the terms of the Commission requiring them to make a survey and classification of existing Canadian industries.

104. We found that the employers had several forms of association, notably the Employers' Association, with local branches and Industrial Sections in the important urban centres; the Manufacturers' Association, similarly grouped employers; also there were many local Builders' Exchanges, and in process of formation a National Body of Builders' Supply-men and Contractors, with head office at Montreal. Employers in the Mining, Metal, Lumber and other trades also had their associations, but with few exceptions we were told they were not for the purpose of arranging or controlling hours, wages or general works conditions. They might, however, where they do not do so, be able to extend their powers to enable them to become representative of Industrial Councils.

105. The Workers' Organizations are more numerous and varied than those of the employers. Some trades had local, district and provincial councils, with affiliation to International Union, notably the Machinists, Carpenters, Shoe Workers, Bricklayers, Electrical Workers, Printers, etc. These are again federated with closely allied crafts as in the case of the Building Trades Coun-

cils; Allied Printing Trades Councils, Federated Shop Trades, Canal Trades Federation, Marine Trades Federation, Metal Trades Councils, etc. In one case, the Railway Shop Trades, they are combined into a Federation covering the entire Dominion. The Marine Trades have consolidated to the extent of having two Semi-National Federations, whilst other trades are confined to much more restricted areas.

106. Some workers are also organized into independent and non-international Unions, particularly in the Province of Quebec, one at least of which is incorporated, namely "L'Union Nationale des Ouvriers de la Rive-Sud." (National Union of Workers of the South Shore.)

CONFERENCE SUGGESTED.

107. If it is finally decided that the enactment of any legislation necessary to give effect to our recommendations is not within the competence of the Parliament of Canada, we suggest that in order, if possible, to secure concerted action on the part of the different Provincial Legislatures, a conference should be held in the near future in the City of Ottawa. To this conference we suggest that the Premiers, or other members of the Governments of each Province, together with representative labour men and representative employers, be invited for the purpose of considering the whole question, and, if possible, arriving at a unanimous decision. We believe it is in the interest of harmony that concerted action along this line should be taken, and we know of no better means of bringing about unanimity. At such conference the question of unifying and co-ordinating the existing legislation bearing on the relations between employer and employees, now in force in the several Provinces and in the Dominion, might be carefully considered and reviewed.

SUMMARY.

For convenient reference we list below our conclusions:

We recommend that legislation be enacted to provide for:

- (a) Fixing of a minimum wage, specially for women, girls, and unskilled labour. (Par. 46.)
- (b) Maximum work day of 8 hours and weekly rest of not less than 24 hours. (Par. 52.)

We recommend immediate enquiry by expert boards into the following subjects, with a view to early legislation:

- (a) State insurance against unemployment, sickness, invalidity and old age. (Par. 36.)
- (b) Proportional representation. (Par. 68.)

We recommend that suitable action be taken by the Government to:

- (a) Regulate public works to relieve unemployment. (Par. 31.)
- (b) Help the building of workers' homes. (Par. 69.)
- (c) Establish a bureau for promoting Industrial Councils. (Par. 99.)
- (d) Restore fullest liberty of freedom of speech and press. (Par. 70.)

Other general recommendations are:

- (a) Right to organize. Recognition of Unions. (Par. 59.)
- (b) Payment of a living wage. (Par. 44.)
- (c) Collective bargaining. (Par. 65.)
- (d) Extension of equal opportunities in education. (Par. 72.)
- (e) Steps towards establishment of Joint Plant and Industrial Councils. (Pars. 85 and 98.)
- (f) That the findings of the Commission be put into effect in all work controlled by the Government where the principles of democratic management can be applied.

We believe that great good would result from the printing and distribution of the Evidence and our Report now submitted. The Evidence should be divided into convenient volumes, as follows:

- 1.—British Columbia.
- 2.—Prairie Provinces.

3, 4.—Ontario.

5.—Maritime Provinces.

6.—Quebec.

A sufficient number of copies should be available to furnish to all organizations and interested individuals who may make application for same.

In conclusion, your Commissioners desire to say that they have had a unique opportunity of observing the manufacturing, mining and agricultural resources of this country. They were impressed by the variety, magnitude and character of many of the manufacturing and industrial plants visited, and by the enterprise displayed in their operation. What is required to make the Dominion great and prosperous and its population contented and happy is a spirit of co-operation on fair and equitable lines amongst all classes. We have suggested a means by which co-operation may be promoted; but the worker is looking forward to a changed condition of life and a new status in industry, and we must be prepared to meet the changing conditions as they arise, in the same spirit of co-operation and good will.

The nations of the world by the Peace Treaty have adopted principles which until now were but ideals. As Canada is just entering the stage of greatest development we have an opportunity unique among the nations for growth in harmony with those new principles.

We desire to express our acknowledgments to all who assisted by furnishing us with books, pamphlets and documents bearing on the subjects under inquiry; also to the mayors of the several cities and towns visited for the use of the council chambers for our meetings.

All of which, together with the evidence, is respectfully submitted this 28th day of June, A. D. 1919.

(Signed),

T. G. MATHERS, Chairman.

CARL RIORDON,

CHAS. R. HARRISON,

TOM MOORE,

JOHN W. BRUCE.

THOS. BENGOUGH,

Secretary.

Report of Commissioners White and Pauzé

To His Excellency the Governor General
in Council,
Ottawa.

Sir,

Your Order-in-Council, P. C. 670, dated April 4th, 1919, referring to the formation of this Commission, makes the following request:

1. To consider and make suggestions for securing a permanent improvement in the relations between employers and employees.

2. To recommend means for ensuring that industrial conditions affecting relations between employers and employees shall be reviewed from time to time by those concerned, with a view to improving conditions in the future.

For the above purposes the Commission shall:

1. Make a survey and classification of existing Canadian industries.

2. Obtain information as to the character and extent of organization already existing among bodies of employers and employees respectively.

3. Investigate available data as to the progress made by established joint industrial councils in Canada, Great Britain and the United States.

In compliance with this request your Commission left Montreal on the evening of April 20th and, since that date, have held meetings throughout Canada, covering, practically, the whole industrial territory of the Dominion, as far as Edmonton in the north, Victoria in the west, Sarnia in the south, Sydney and Halifax in the east.

(1) In making a "Survey and Classification of existing Canadian Industries" it was found that a great variety of industries exist in Canada, but owing to the extent of the geological domain, the difference in climate and other features, these industries are carried on under quite different conditions, which would make legislation affecting labour intended to apply to the whole Dominion, difficult, if not almost impossible.

In all parts of Canada there are seasonable occupations, such as lumber-

ing, fishing, fruit and fish canning; and in some parts of the Prairie Provinces, agriculture. These industries are carried on for a few months in the year only, and it is necessary for those engaged in them to follow some other than their regular vocation for the balance of the year, if they wish to be fully occupied. This applies to building trades in many parts of Canada where our climate makes it impracticable to carry on building operations during certain seasons of the year. These conditions, necessarily, create a certain amount of unemployment; and the argument advanced where such conditions maintain, is that the rate of wages paid should be higher on account of the short season that employment is afforded, than where the same occupation is not seasonable but steady, as is the case in other districts.

The variety and extent of industries in Canada has been a matter of surprise to your Commissioners, and it is with satisfaction that we note many of these industries are of new creation during the last few years, while many others have enlarged their plants to fill the demand for their goods;

We found demobilization of the army in Canada has created very little industrial disturbance. Where returned men were willing to resume their former occupations, employers as a rule had reinstated them, giving them the advantage of any increase in wages, or advance in position they may have lost owing to their absence on service.

A number of returned soldiers have elected to take their discharge at certain centres owing to the attraction of climate or other local reasons; this has created some embarrassment, as there is a larger number of discharged men at, for example, Victoria and Vancouver than would properly belong to these cities.

A number of Imperial soldiers who did not serve with the Canadian corps have, we understand, recently come to these cities, but generally speaking they were all being satisfactorily taken care of. Although there are numbers of

unemployed soldiers in all centres this was not considered by the citizens to be a matter of alarm as owing to the changed conditions under which these men have lived during the war, they were not expected to immediately resume their former occupations or new occupations. This condition appeared to be fully appreciated by local communities generally and no adverse criticism was made upon it, the opinion being that all such cases would gradually get back to satisfactory occupations within a short time.

We are pleased to report that the behaviour of the returned soldier, individually or as a class, has not been a cause of complaint before this Commission.

(2) With regard to the "character and extent of organization now existing among employers and employees": there does not appear to be organization of employers on the same lines as the organization of employees. A number of organizations exist among employers but generally these organizations are for the purpose of selling or the interchange of views with regard to general matters affecting the welfare of their plants. From evidence given before this Commission, and as far as we could learn from enquiry, employers had no organizations for the purpose of enforcing uniform scales of wages or other conditions in their plants to offset the organizations of employees. If it is the intention of the Government to encourage organization of Trades Unions, organization of employers should also be encouraged that both parties may meet with, at least comparatively speaking, equal comprehensiveness. The organization of employees include different schemes and are not uniform. In many large industrial centres throughout Canada, especially in the West, it was found that organized labour associations are at variance one with the other, fighting for control. The largest trade organization is that known as "The Trades and Labour Council" which is affiliated with International Trades Unions, with headquarters in the United States. The Canadian

local unions are organized under authority of these central bodies and appear to be the most completely organized unions in Canada. Organized labour has made an active campaign for membership during the last two years, and owing to war conditions this campaign, insofar as increasing their membership is concerned, was successful and has resulted in creating a cleavage in their ranks. This cleavage has come through the organization known as the "One Big Union." Apparently the older and better established unions aimed at increasing membership and perfecting their organizations that they might acquire strength to approach the government and obtain by constitutional means what they consider will be to their advantage.

With the successful growth of membership, many of the new and more radical element became restive and hoping to secure their ends by more rapid means created the new organization, with the policy of substituting force in the last resort, for constitutional means.

In the Province of Alberta this "One Big Union" was in part recruited by Austrians and other aliens who, owing to the scarcity of labour in the local mines and other industries throughout this province, had been fully employed during the war. These aliens, for their own protection, are 100 per cent organized, and any organization willing to include them in its membership found it easy to do so. War conditions created such demand for production that when highly organized bodies of this character made demands upon the operators they were obliged to grant them rather than have curtailment in production. The ambition and programme of this organization can be found in a review of what has happened in the City of Winnipeg during the last five weeks. Although there are a number of fairly well organized unions in the province of Alberta and British Columbia and elsewhere, they do not in our opinion represent the majority of the labour population. A great many concerns although not objecting to their employees belonging to

unions or other organizations, refuse to deal with or to recognize officially associations of organized labour as such.

Another class of labour organization is found in the district of Quebec where "L'Union Nationale des Ouvriers" incorporated at Ottawa on the 20th March, 1918, exists, and, apparently, operates to the satisfaction of both employers and employees. This organization claims a membership at present of from 25,000 and 30,000 workmen. One principle of this organization is compulsory arbitration; strikes or stoppages of work pending adjustment of differences between employers and employees become a violation of the rules, and machinery is provided for the adjustment of disputes. From the evidence given to this Commission we have reason to believe this organization is at present equally satisfactory to both the employer and employees. This organization is, in principle, local, in the sense of being Canadian, as against International Unions, which they do not recognize or deal with.

In several centres, notably in Sarnia and Halifax, Workmen's Councils have been established by the Imperial Oil Company. Briefly these councils are organized as follows:—

Officers of the company gave the employees a general outline of the proposed scheme, which it is proposed to involve by experience, by announcing in the plant at Sarnia, where 1,200 men are employed, their desire that the men elect from groups of 200 a representative to the Council. No nominations were made, the choice of their representatives being left entirely in the hands of the workmen who voted for their candidate by ballot. Six representatives of the men were thus elected, the Company appointing six of their office staff to represent the management and the general superintendent or general manager being chairman. In the composition of this council, neither foreman nor superintendent, nor those whose duty it is to engage or discharge men, are eligible for membership, as one of the questions which may be dealt with by

the council is the wrongful discharge or laying off of men.

In order to secure freedom of debate a member of such council cannot be discharged during his term of office without the consent of the council itself, and the meetings of this joint council are held in the company's time or during working hours when the members draw the regular pay of their respective positions. The council deals with all questions affecting the general welfare of the men, such as sanitation and other conditions, hours of labour, wages or changes in the system of operation; and the intention of the company in having its representatives on the council to meet the men, is that where recommendations are made involving the expenditure of money, the former are in a position to explain to the men why such representations cannot in some cases be fully carried out but the company practically binds itself that when a unanimous recommendation comes from the council it will be acted upon. This scheme is an honest attempt to bring the employer and employees closer together and in our opinion should make for harmony and increased efficiency.

Unfortunately the Trades and Labour Council and International Unions appear to regard this scheme as unfriendly towards their organizations.

The evidence given by employers throughout our investigation urged that greater production both in agriculture and manufacture is necessary for the future prosperity and welfare of Canada, and although recognizing that the workpeople are entitled to a larger remuneration for their labour, owing to the increased cost of living and other conditions they did not concur in the view that curtailment of the hours of labour would bring about this condition. Representatives of organized labour urged that an eight-hour day be granted them by legislation; they also admitted that a six-hour day would be their ambition in the near future.

As the practice throughout Canada is to make wage agreements on a rate per hour rather than by day or week, it is difficult to appreciate when employees

are content and willing to work a longer day to earn an increased wage, why objection to their so doing should be so strenuously made. In many industries where the work exacts great physical effort on the part of the worker, there is no doubt the eight-hour, or even a shorter day might be not only fair but necessary, but in other industries where the condition of labour is not so exacting there did not appear to be any great desire for a shorter day unless a corresponding increased wage was granted.

The Trade Unions object to the system in force and practice in many industries, namely, that of piece-work.

In some industries it would appear this system is not only accepted by, and satisfactory to the work people but has been so long the custom that it has become almost necessary to the proper operation of the factory. In boot and shoe factories in Quebec city, one of its largest industries, although the factories work nominally nine hours, owing to the piece-work operations being consecutive, that is one piece-worker furnishing the work to the next in series the piece-worker actually works eight hours or less, as the full staff are not all working at the same time. Certain groups begin the work which is passed on to others, but must dry before handling, and in this way although the factory works nine hours, the workers are really only occupied for eight hours or less. When piece-work and time-work are employed in the same factory, usually the piece-worker will earn higher wages than those on time and the higher wage makes this system popular.

If the piece-work was done away with, and the view as expressed by organized labour accepted, it would decrease the output of these factories. Another objection urged by organized labour is to the practice prevailing in certain centres of giving work to people who do not actually perform the work in the factory—that is, homework. A notable example of this is found in Kitchener, Ontario, and other towns. We are advised that little objection until recently, has been taken to this practice,

which we are advised has been a great assistance to many people living in these centres. Employers maintain their action is not for the purpose of obtaining work at a cheaper rate, but as many of their former women employees leave their factory occupation to take up house-keeping, they are very glad to supplement their income by taking work to their own homes, which they are thoroughly competent to execute, and the price paid is the same as that paid in the factory. This also is an assistance to a class of people whose circumstances do not allow them to work in the factory, but who are very willing to do such work under the conditions which have prevailed in many places for years. This work related to the whitewear,—shirts, collars, slippers—and other industries where expert sewing is required.

Care should be taken that where this system is practised, rigid inspection of the homes where such work is performed, should be made, and the employer should be held responsible for the sanitary and other health conditions.

Speaking broadly, there does not appear to be any serious unemployment in Canada, although there is a considerable number of unemployed,—a condition largely due to an unequal distribution of labour.

There is universally throughout Canada a demand for farm labour, but many men who are unemployed at centres where this demand was greatest were either unwilling or physically unfit to follow this vocation. In several centres there was an actual shortage of labour, more especially skilled labour. This condition may possibly be remedied by the return of the men from overseas, and it is hoped that the educational training schools established by the Department of Soldiers' Civil Re-establishment will help to remedy the situation.

We understand the Government proposes to deal with, and is obtaining information with reference to the cost of living through another Commission.

(3) Besides the industrial councils outlined as established by the Imperial Oil Company, the International Harvester Company, Proctor & Gamble of

Hamilton, the Steel Company of Canada, and many other large concerns are endeavouring to create organizations to encourage employees to bring before the management grievances or suggestions as to the improvement and general welfare of the plant. There is a desire on the part of employers for collective bargaining through such committees or joint councils.

Considering the several classes of labour organizations in Canada, and the unsettled condition this brings about at present, the Whitley plan as established in Great Britain would not, in our opinion, be suited to our conditions. In Great Britain, both employers and employees have had organizations for a number of years, and their industries are in groups of comparatively small geographical area. The British workmen are usually of one nationality, whereas in some plants in Canada employees who appeared before this Commission gave evidence that 21 different nationalities were employed in the same plant. It would appear, therefore, without any adverse criticism to the Whitley plan as proposed in Great Britain, that conditions in Canada both with regard to the organizations of the employers and employees, and the varied nationalities and conditions to be dealt with, makes its practicability doubtful in Canada, although in certain districts and possibly with certain plants this scheme might be successfully applied.

The Colorado plan or a plan similar to that now under experiment by the Imperial Oil Company and others would in our opinion be more workable.

The figures given by the LABOUR GAZETTE on the cost of living were quoted to this Commission on many occasions by witnesses who used these figures to justify the claim that their wages were not adequate to cover the bare cost of living. In our opinion, it is almost impossible to give figures that accurately portray the varied conditions found in different centres throughout Canada, and we would suggest that this class of information be carefully revised or discontinued, as it is misleading and frequently has a

disturbing influence on the workingmen. We would point out that in centres such as Kitchener, Sudbury, Cobalt, Sarnia, Moncton, Grand'Mere, Shawinigan, where organized labour has not been encouraged, but where the wage scale and other conditions have been fairly satisfactory to the worker, as employers do not appear to have difficulty in obtaining an adequate supply of labour, an excellent object lesson is supplied.

The original intention, as understood, of labour organizations, was to promote the welfare and better the conditions of labour generally, and if these purposes are adhered to there would be no room for criticism, but when the aims of the officers of these organizations become more political than industrial, encouraging unrest and fermenting dissatisfaction, an undesirable situation is created.

While we did not find serious unemployment, the cessation of war industries, the period of readjustment, as well as the return of soldiers has undoubtedly created a condition that should be seriously considered. Canadian industries cannot be enlarged or further developed without capital, and if labour disturbances frighten capital from new investment a serious state will inevitably follow.

Some large industries visited by your Commission did not look hopefully upon the immediate future, considering that a period of readjustment must be undergone before they can consider further extension of their operations. This may mean in the near future the closing of several large plants and the possible unemployment of a number of men. It would not appear, therefore, to be an opportune time for labour to make demands for wage increases.

Employers throughout Canada are, as a class, willing to meet and come to understandings with their men, but the exaggerated profits disclosed by certain manufacturers has had the effect of making the workman feel that he is not getting his fair share of the present prosperity. This, as well as many matters conducive of industrial peace

might be improved by a propaganda of education, applicable to the employer as well as to the employee.

The petition from the coal operators of the province of Alberta asks that an industrial court to consist of a representative of the men, a representative of the management and a chairman to be either a judge appointed by the Government or to be selected by the first two appointees, be established and that this court or courts be located conveniently close to the mines; that disputes or differences of opinion that may arise between the operators and their men could be submitted to such court and disposed of rapidly, thus removing causes of irritation and in many cases financial loss to both sides owing to the absence of machinery to deal with such questions promptly. The operators, it is understood, are willing to be bound by the decisions of such courts, provided such decisions are also made binding on the employees. Similar courts might, with advantage, be established in other parts of the Dominion.

Many conditions complained of do not come, in my opinion, within the scope of Dominion legislation, but are largely provincial, civic or local in character, and as the provinces already have considerable legislation on their statutes, such as Workmen's Compensation, Factory Acts and others dealing with the welfare of workpeople, if these laws are properly enforced by competent officers, there should be little ground for complaint from operatives in respect to general conditions.

Suggestions were urged by a number of witnesses that the Government consider the desirability of legislation looking to the establishment of old age pensions as well as unemployment insurance. We consider the Government will be well advised to seriously consider the effect of such legislation upon the effort of the individual worker, before reaching a decision upon these matters.

The Commission did not have presented to it any evidence as to the practical working of either of these state schemes

as now established in Great Britain, but from information that cannot be considered official we are given to understand that these state schemes in their operation and results have been subjected to some adverse criticism by those whom they were supposed to benefit. Further, it must be remembered that in the administration of unemployment insurance, the Government of Great Britain is assisted by highly organized labour organizations, and it is our opinion that in Canada we have not such at present to give proper effect to such a scheme. When the system of joint councils is generally established, these might be a proper medium for the administration of such a scheme and might then justify the recommendation of such legislation.

I did not find, during our tour, although this did not come directly within the scope of our inquiry, any real poverty throughout Canada that was not being properly taken care of by local institutions, and if a system of old age pension or unemployment insurance were established it might seriously affect the ambition of the worker when he had the full enjoyment of his physical and mental capacity. The opportunities afforded to the industrial worker in Canada who has sufficient education to take advantage of them are abundant. In some of the most prosperous manufacturing towns visited it was found that 96 per cent of the employers had at one time been workmen, rising by industry and thrift to the ownership of an industry. Many witnesses representing labour advanced the idea that our present system of constitutional government is unfair and unpopular. They claimed there should be proportional representation, which as explained by the witnesses appearing before this Commission meant that our parliament should be elected in three parts: one-third representing labour, one-third representing agriculture, one-third arts, science, professional and other elements which they group together.

It was pointed out to these witnesses

that the present system of election under our constitution does not limit the representation to any one class and that if organized labour is sufficiently strong it might elect a House of Commons representing 100 per cent of its own views. In our opinion this idea has not been developed on proper lines and is not worthy of serious consideration, as the present constitution gives every part of the community an equal voice in the selection of representatives.

As the evidence obtained by your Commission reflects opinions of employers and employees throughout practically all the principal towns in Canada, we recommend that the Government have the full evidence printed as quickly as possible, that it may be available for the information of not only the Senate and the Members of the House of Commons, but also employers and employees, and others throughout Canada who may be interested.

The evidence is of considerable volume and we would further suggest the desirability of printing it as taken in each town separately, that the information may be available to those interested in a special locality in convenient form. This would be a matter

of economy as well as convenience, and supplementary copies of certain portions of the evidence could be printed later if required.

In conclusion, we would suggest, as a means of permanent improvement in relations between employers and employees, that the petition of the mine operators of Alberta, for the establishment of a local court where disputes might be referred without loss of time, be considered, and for the purposes of enforcing the judgments that might be rendered by such court, that the miners' union be urged to adopt some form of incorporation.

We would also suggest the encouragement of industrial joint councils as established in some large manufacturing concerns in Canada; also that where industrial councils are established that employers and employees be urged to institute forms of co-operative insurance or other provision for pensions to long term employees, sick or invalided.

Respectfully submitted,

(Signed) SMEATON WHITE.
FRANK PAUZÉ.

Ottawa, Canada,
June 25th, 1919.

Supplementary Report of Commissioner Riordon

In signing the Report, I stated that I did so subject to comments which I would add, and the other signers were willing that I should do this. I give these comments below.

By the terms of our Commission we were required to consider and make suggestions for securing a permanent improvement in the relations between employers and employees.

I think that the great trouble with these relations is that the worker is not satisfied with the living he gets from his work.

The evidence throughout shows that merely raising wages does not give the worker a better living, but that this can only be got by dealing with wages and the cost of living together. Increased wages and increased charges add to the burden of industry and check it.

The main problem has to do with sharing the national wealth, which is the product of work, capital and resources.

The share of the worker can be increased only: (1) by increasing the wealth to be shared by decreasing waste; (2) by decreasing the share of the other parties to the production of wealth, and (3) by reducing to a minimum the share of those who are not parties to the production of wealth.

We should minimize such wastes as (a) parallel railway lines; too many retail stores, etc.; (b) plants standing idle part of the twenty-four hours; (c) sickness and under-nourishment; (d) poor quality in products; (e) bad use of by-

products and raw materials—we need more research; (f) unemployment.

We need more capital, but the price at which it is offered depends on the risks. The following remarks show what I mean by risks and their remedies:

- (A) *The variation in the actual consumption of goods as between good times and dull times.*—Consumption depends on the buying power of the people. If employment were complete and continuous, and if all the people were assured of income in case of misfortune, the buying power would be maintained about even at all times.
- (B) *Bad construction and bad management.*—There would be fewer failures if charters to incorporate enterprises were granted only when it was shown that (1) they would be carried out by men who could show by their past record that they were fit to carry them out; (2) that the plants would be properly located, the process and construction the best, and the market sufficient.
- (C) *Disturbances.*—Co-operation and the square deal would do away with labour disputes. Justice and a fairer distribution of wealth would lessen the chance of political disturbances.

After paying all charges, including adequate wages and adequate interest or fixed dividends on capital, and after providing sufficient reserve, all profits

should be divided between the parties to production.

The community and the parties to production should be protected by publicity with regard to assets, liabilities, earnings, costs, prices, etc., based on authorized standard systems of accounting.

It seems clear that the share of wealth produced that goes to those who come between the producer and the consumer is altogether too great, and that this can be remedied by co-operative trading as practiced in Great Britain, and that this should be encouraged and wisely directed by Government.

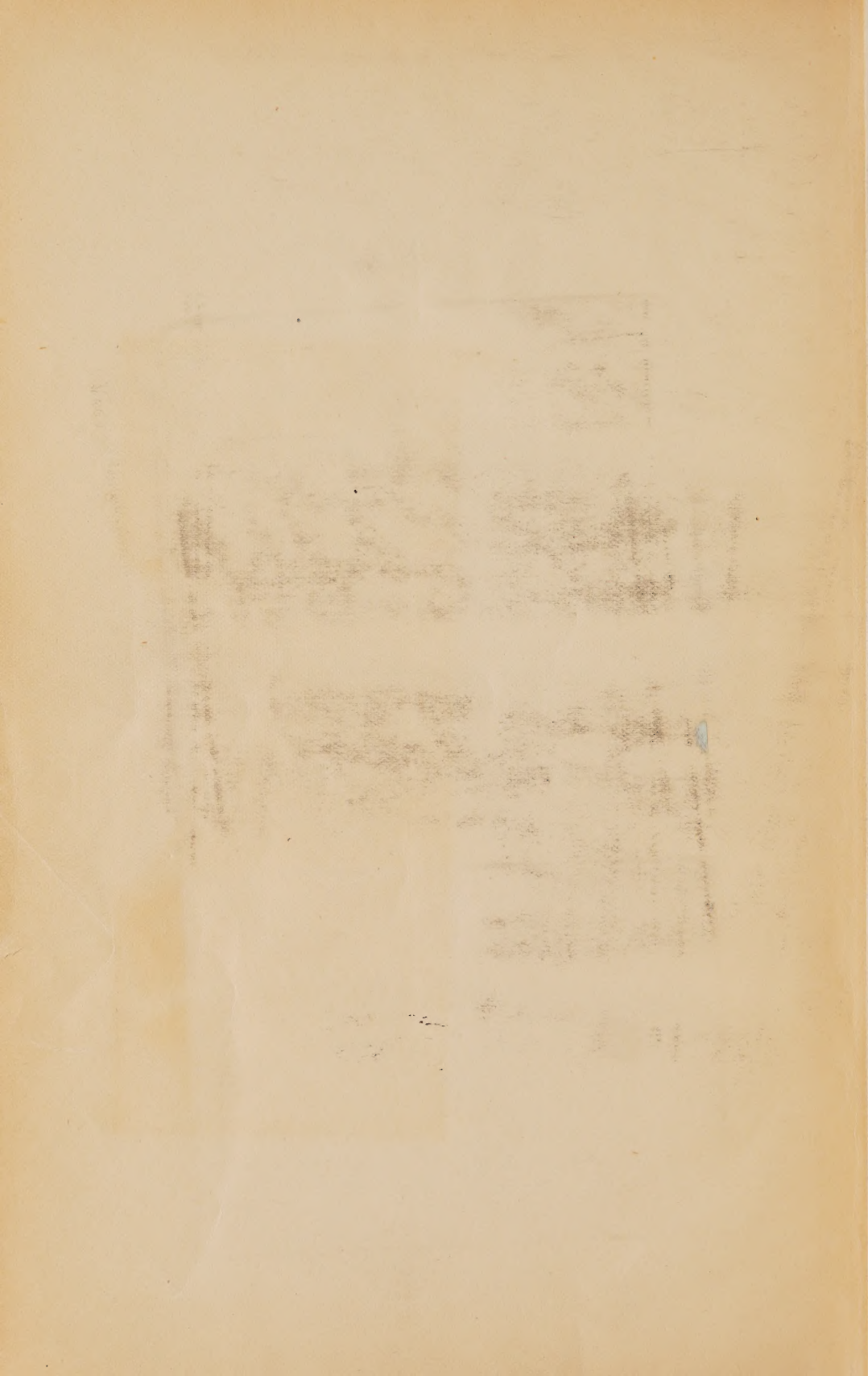
In the case of grants by the Government for any of the purposes mentioned

in the Report, I think it should be clearly-understood that the Government has no real wealth to give but is merely an intermediary that takes wealth from one party and gives it to another. For instance, a grant by Government to any form of social insurance should be a contribution by those who have much to those who have little and are unfortunate, and so should be by way of income tax, on the principle that luck plays a part in the distribution of wealth.

All of which is respectfully submitted.

(Sgd.) CARL RIORDON,
Commissioner.

Montreal, June 29th, 1919.



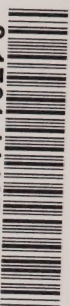
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